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African States

Fifth Meeting of the Committee of Officials
Lusaka, 17-22 March 1982 and Fifth Meeting of Council
of Ministers Lusaka, 23-25 March 1982

Lusaka, Republic of Zambia
17-25 March 1982

REPORT OF THE THIRD MEETING OF THE BUREAU OF THE
SUBREGIONAL COMMITTEE ON INTEGRATION OF WOMEN IN
DEVELOPMENT, LUSAKA, ZAMBIA 1-2 FEBRUARY, 1982

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A. INTRODUCTION

1. The Third Meeting of the Bureau of the Subregional Committee on Integration of Women in Development of the Lusaka-based MULPOC was held in Lusaka, Zambia, from the 1st to the 2nd of February, 1982.
2. In accordance with its terms of reference; the Bureau, which was elected in Maseru, Lesotho in November 1980 met for the second time to review progress in programme implementation, draw out the 1982 Work Programme, review the financial situation of the Lusaka MULPOC Women's Programme and initiate arrangements for the forthcoming Third Meeting of the Subregional Committee on Integration of Women in Development.

B. ORGANISATION AND ATTENDANCY

3. The meeting was organised and serviced by ECA/MULPOC Lusaka, with assistance from the United Nations Information Centre.

Participation

4. The following officials of the Subregional Committee who constitute the Bureau attended:

Chairperson (Lesotho)	:	Ms Manapo Sixishe
First Rapporteur (Malawi)	:	Ms Esnath Kalyati
Second Rapporteur (Mauritius)	:	Ms Esther Hanoomanjee

Due to unforeseen circumstances Mozambique (Vice-Chairperson) was unable to attend.

C. AGENDA

5. The meeting unanimously adopted the following agenda:
 - (i) Opening of the Meeting;
 - (ii) Adoption of the agenda and procedure to conduct business;
 - (iii) Presentation of the 1981 Progress Report followed by a discussion on the report;
 - (iv) Presentation of the 1982 Proposed Work Programme followed by a discussion;
 - (v) Presentation of the MULPOC Women's Project Proposal for 1982-86 followed by a discussion;
 - (vi) Consideration of alternative sources of funding for the MULPOC Women's Programme during 1982-86;
 - (vii) Preparatory work for the Third Meeting of the Subregional Committee on Integration of Women in Development;
 - (viii) Any other Business.

D. ACCOUNT OF PROCEEDINGS

Opening Statement (Agenda Item 1)

6. The opening of the Bureau Meeting was officiated by Hon. Mrs. B.C. Kankasa (MCC), Executive Secretary of the UNIP Women's League. In her opening address, Honourable Mrs Kankasa welcomed the Bureau members and assured them that the Government of the Republic of Zambia gave the meeting full support. She pointed out that Zambia has always supported programmes, meetings and conferences aimed at integrating women in development, and such support has been demonstrated by her hosting the Inaugural Meeting of the Subregional Committee on the Integration of Women in Development in 1978 and the Second Africa Regional Conference on the Integration of Women in Development in 1979.

7. She stressed that a critical assessment of the women's situation was essential as women's development problems have a profound effect on national, subregional and ultimately regional development.

8. Honourable Kankasa pointed out that although women already make a contribution to their national economies, it has not been proportional to their potential. She therefore emphasised the urgent need to utilize all human resources by integrating women in development at all levels, as 50% of the available regional work force is provided by women.

9. Recognizing a gradual change in attitude towards more recognition of the economic viability of women's activities by most governments and international bodies, Honourable Kankasa expressed concern over slow translation of resolutions and recommendations into action programmes and implementation of programmes aimed at Integrating Women in Development. She urged that the little progress made so far should encourage us to fight the problem with more vigour.

10. On the review of the 1981 Work Programme, she appealed to Bureau members to critically analyse 1981 activities and identify obstacles responsible for slowing down programme implementation so as to avoid the same erroneous decisions when drawing up and implementing the 1982 Work Programme. She emphasized the need to adopt strategies that could be sensitive to the needs and problems of different categories of women of different age groups. She also reminded delegates to ensure proper co-ordination in all programme activities with agencies involved in women's programmes so as to maximize utilization of the meagre resources at their disposal and avoid duplication of efforts.

11. In conclusion, she expressed hope that a sound Work Plan and priorities for 1982 and proposals for 1983-86 would emerge out of the meeting.

Presentation of the 1981 Progress Report (Agenda Item 3)

12. When presenting the 1981 Progress Report, based on document ECA/MULPOC/Lusaka/153, Mrs Mwamwaja, Co-ordinator of Lusaka MULPOC Women's Programmes gave a breakdown of implemented and initiated projects in the Subregion by ECA/MULPOC Lusaka and/or ECA/ATRCW.

Implemented activities included a one week Subregional Workshop on Impact of Government Policies, Structures and Programmes on the Involvement of Women in Development; a 3 month Subregional Training Programme on Development Planning and Women based at ESAMI; a Regional Expert Meeting for Personnel Involved in Programmes of Out-of-School Girls; a study tour by personnel of the Zambia Council for Social Development to the Karen Appropriate Technology Centre, Kenya; Assistance to SWAPO and ANC; Training of Malawian Community Development and Home Economics Workers in Tie and Dye under the Task Force Volunteer Exchange Service of ATRCW; Research studies on National Development Plans and Women's Concerns, conducted in Malawi and Kenya; and a survey on post-harvest food losses, with emphasis on maize, conducted in selected countries of the Subregion. In addition, preparatory work for a project formulation workshop for Francophone countries; a workshop on fuel and energy development for domestic consumption for Anglophone countries and an information seminar on the national machinery for women and development, and a project formulation workshop, both for Swaziland had been initiated.

13. Regarding the initiated activities, the Bureau members were informed of the non-availability of funds for the project formulation workshop for Francophone countries which was brought forward to 15-27 February, 1982. All efforts to commit 1981 funds for this workshop were fruitless. However, ECA/ATRCW was trying to secure funds from UNICEF. The meeting was also informed of the problem of identifying French-speaking resource persons. In view of the time limit, the Bureau recommended postponement of the workshop while assistance was being sought from other donors. Mauritius offered to look for suitable bilingual resource persons who would work in close collaboration with ECA English speaking personnel to run the workshop.

14. Under assistance to liberation movements, Bureau members were informed that while SWAPO had utilized the internship and fellowship programme under ATRCW, ANC and PAC had not taken full advantage of the programme. It was therefore suggested that Liberation Movements, like member States in the Subregion should be urged to submit their needs on projects aimed at integrating women in development as well as making use of the Internship and Fellowship Programme.

Presentation of 1982 Proposed Work Programme (Agenda Item 4)

15. When presenting the 1982 proposed Work Programme, the Co-ordinator of Lusaka MULPOC Women's Programme, inter alia, informed the meeting of the recommendations of the Kabwe Subregional Workshop on the Impact of Policies on the Involvement of Women in Development. The recommendation stipulated that an evaluation should be undertaken in 1982 to assess progress made in implementing the workshop recommendations. Recognizing that most participating countries did not receive the workshop reports until November/December 1981, it was agreed to postpone the evaluation exercise to 1983. However, in 1982, initial work will be undertaken by collecting basic data on the existing situation in member countries through questionnaires, to be prepared jointly by PAID, UNICEF and ECA and sent to member countries before June 1982. The evaluation method to be adopted in 1983 will be based on the information obtained through questionnaires.

16. With regard to a proposal to undertake a research on local dyes available in the Subregion, it was felt that some information already exists in other parts of Africa where tie and dye is a well developed skill. Lusaka MULPOC was therefore charged with the task of collecting any relevant information from other MULPOCs, analyse it and then come up with concrete suggestions on what was required for the subregion in terms of surveys on natural dyes. If need arises such surveys could be carried out in the forthcoming years.

17. In view of the postponement of the above research activities (i.e. the Evaluation and Research on natural dyes) it was felt that a needs identification survey proposed for Madagascar be extended to Comoros and Djibouti as well. The findings of these needs identification surveys will provide a basis for planning appropriate projects and assistance to the three countries.

18. Apart from training activities initiated in 1981 i.e. the Project formulation Workshop for Francophone countries and the Workshop on Fuelwood and Energy Development for Anglophone countries, it was agreed to conduct national machinery seminars in Malawi and Djibouti. The Work Programme for 1982 is annexed to this report (Annex I).

19. Concern was expressed over the inadequacy of funds allocated for meetings in the 1982 budget (see Annex II). The Bureau meeting therefore considered alternative sources for additional funding for meetings, especially for the forthcoming Subregional Committee Meeting on Integration of Women in Development scheduled for November/December 1982.

Presentation of MULPOC Women's Project Proposal for the period 1982-86
(Agenda Item 5)

20. On the basis of priorities submitted by member States at the Second Subregional Committee Meeting on the Integration of Women in Development, a Proposed Project Document had been prepared by the Secretariat (Lusaka MULPOC) as Working Paper, to be finalised by the Third Meeting of the Bureau for submission to potential donor agencies other than UNDP, which has already made substantial contribution to Lusaka MULPOC Women's Programme for the period 1982-86. The Bureau Meeting further identified and considered tentative activities to be included in the Project Document for the period 1982-86 (Annex III). Alternative donor agencies were also considered. It was decided there was a very urgent need to request some donors to fund the post of Assistant Co-ordinator for the MULPOC Women's Programme as soon as possible. The Bureau Meeting decided that the overall approach should be to request a potential donor to fund one area of interest e.g. training, research or meetings for the whole 1982-1986 period.

Consideration of alternative sources of funding for the MULPOC Women's Programme during 1982-86 (Agenda Item 6)

21. It was agreed to approach the following organisations for financial assistance:-

- Swedish International Women's Organisation
- Swedish International Development Authority
- Eastern Europe Community - the Microproject Section

- Netherlands Aid Organization
- International Fund for Agricultural Development
- Other UN Agencies

22. A specific request for funding of the forthcoming meeting of the Subregional Committee on Integration of Women in Development is to be submitted to CEBEMO, CEM and other Agencies interested in funding conferences. The Lesotho delegate would supply contact addresses for CEBEMO and CEM.

23. UNICEF and SIDA should be approached to finance the post of Assistant Co-ordinator and other donor agencies mentioned above (in para 21) should be requested to finance research, training workshops, seminars and other components of the project.

Preparatory work for the Third Meeting of the Subregional Committee on Integration of Women in Development (Agenda Item 7)

24. The Bureau tentatively decided the meeting of the Subregional Committee to be held from 1 to 5 November 1982 subject to availability of adequate funds.

25. A roster will be worked out by Lusaka MULPOC so as to give all member States a chance to host the Subregional Committee meetings for the period 1982-86. With regard to Bureau Meetings, it was decided that the Subregional Centre i.e. the MULPOC Office should play host to all future meetings.

26. The format of the Agenda for the forthcoming Subregional Committee Meeting will be similar to that of the last Subregional Committee Meeting held in Maseru. However, member States will be requested to prepare country papers highlighting progress made and problems encountered in executing recommendations aimed at Integration of Women in Development passed by Subregional, Regional and World conferences. Country reports, will also be required to reflect specific activities established as followup to projects or assistance offered by ECA or indicate constraints in setting up such followup activities.

Any other Business (Agenda Item 8)

27. Since the meeting of the Africa Regional Co-ordinating Committee (ARCC) overlaps with the Fifth Meeting of the MULPOC Committee of Officials and Council of Ministers, it was agreed that three Bureau members attend the ARCC meeting and the fourth member present the Bureau's Report at the MULPOC Policy Organs meetings.

E. RECOMMENDATIONS

28. To ensure effective utilization of knowledge and skills acquired during subregional training programmes, it was agreed to concentrate on national follow-up activities during the current project cycle.

29. In order to determine effectiveness of ECA Trainign Programme and monitor progress made in implementing past meeting/workshop/seminar recommendations, participants of past training activities would be requested to prepare annual progress reports on their follow-up activities to be submitted to Lusaka MULPOC at the end of every year. To supplement this, delegates to the next subregional committee meeting will be required to prepare a country paper highlighting progress made in implementing past recommendations aimed at integrating women in development in their respective countries. While on missions, the MULPOC personnel should also make an on-spot assessment of such follow-up programmes and activities.

30. Bureau members expressed dissatisfaction at the current mode of disseminating information within the subregion with regard to ongoing programmes and projects in member countries. It was recommended that an inventory of all ongoing subregional and/or National Programmes and Projects aimed at Integrating Women in Development, should be compiled with their contact addresses. This information (inventory) should be disseminated to member countries to facilitate an improved exchange of information among member States in the Subregion.

31. In view of the prevailing financial situation, Bureau members recommended establishment of regular posts at the MULPOCs, to ensure continuity in programme implementation.

32. It was also felt that member countries should make a substantial contribution towards MULPOC Women's Programmes through sponsorship of delegates to meetings and training workshops and seminars.

33. Bureau members expressed concern over frequent postponement and /or cancellation of project activities by member States which result into adverse effects, such as loss of funds at the end of financial cycle etc. The Bureau Meeting recommended that the Bureau Chairperson should write a letter to National Machineries on the Integration of Women in Development regarding this problem and that the matter should be thoroughly discussed at the forthcoming subregional committee meeting.

1982 Work Programme

Activity	Target Date	Participating countries/ Executing Agency
1. Research - Preparation and sending out questionnaires to participants of Kabwe planners workshop to obtain baseline data on prevailing situation in member States before Evaluation of outcome of Kabwe workshop in 1983.	June	ECA/PAID/UNICEF in collaboration with Botswana, Lesotho, Swaziland, Zimbabwe, Zambia, Malawi, Tanzania, Kenya, Uganda, Seychelles, Mauritius, Mozambique, Somalia, Ethiopia.
- Needs Assessment missions	May to June	Uganda and Somalia
- Needs identification surveys	June to August	Djibouti, and Comoros
2. Training - Project formulation workshop for Francophone countries.	15-27 February	Madagascar, Angola, Djibouti, Comoros and Mozambique.
- Fuelwood and Energy development workshop for Anglophone countries.	August to September	Botswana, Lesotho, Swaziland, Zimbabwe, Zambia, Malawi, Tanzania, Kenya, Uganda, Seychelles, Mauritius, Mozambique, Somalia and Ethiopia.
- National Machinery Seminar	June	Malawi
- National Machinery Seminar	October	Djibouti
3. Meetings - Africa Region Co-ordinating Committee	March	Bureau members of all Subregions
- 4th Bureau's meeting	February	Bureau members of the Subregion
- 3rd Meeting of Subregional Committee	December	All Subregional member countries

Lusaka-MULPOC Women's Programme

Budget - UNDP Input for 1982

Budget Line	Description	M/M	US \$
	<p>1. <u>Project Personnel</u></p> <ul style="list-style-type: none"> - Co-ordinator of Women's Programme - Travel on Mission 	12	53,000.00 6,358.38
	<p>2. <u>Training</u></p> <ul style="list-style-type: none"> - Two Seminars on National Machineries on the Integration of Women in development (Djibouti and Malawi) 		14,537.57
	<p>3. <u>Research</u></p> <ul style="list-style-type: none"> - Needs Identification surveys for Madagascar Comoros and Djibouti 		9,901.73
	<p>4. <u>Meetings</u></p> <ul style="list-style-type: none"> - ARCC Meeting - Subregional Committee Meeting 		14,942.20
	<p>5. <u>Miscellaneous</u></p>		1,000.00
	TOTAL		99,739.88

PROJECT SUMMARY

Region: Africa Countries involved: Angola, Botswana, Comoros,
Djibouti, Ethiopia, Kenya,
Lesotho, Madagascar, Malawi,
Mauritius, Mozambique,
Seychelles, Swaziland, Somalia,
Uganda, Tanzania, Zambia,
Zimbabwe.

Project Title: Programme for the Integration of
Women in Development in the ECA/MULPOC
Lusaka.

Project Duration: 5 years. Proposed starting Date: 1982

Requesting Agency: ECA/MULPOC Lusaka. Government input:

Donor(s) Input:.....
UNDP Contribution:
(1) Training
Facilities
(2) Transport
(3) Support
personnel

Counterpart Agency:

- (1) Subregional
Machinery for
Integration of
Women in Deve-
lopment.
- (2) Lusaka MULPOC

Personnel:.....
Advisory Services:.....
Training:
Project Operations:.....
Research:.....
Other:.....

Programme for the Integration of Women in Development:

Lusaka MULPOC

1. Long-term Objectives

Activities under this programme are intended to promote the integration of Women in Development in their respective countries by offering them more education and training and involving them in the planning and execution of development projects in order to achieve a greater degree of development for the subregion.

2. Immediate Objectives

(i) To assist women improve and increase production, processing, storage and general distribution of crops at all levels and consequently improve the nutritional status of the community.

(ii) To promote and carry out training programmes, workshops, study tours in order to upgrade the subregion in fields such as agriculture, food and generation, project planning, implementation and evaluation.

(iii) To develop and strengthen national machineries for women to enable them plan effective strategies and implement programmes designed to improve the participation of women in development.

(iv) To enable the Bureau and the Subregional Committee for the Integration of Women in Development to discharge its functions effectively.

(v) To strengthen personnel for MULPOC Women's Programme in order to facilitate effective implementation of the Programme of Work drawn by the Subregional Committee. Hence to mobilize funds for recruitment of Assistant to Co-ordinator of the MULPOC Women's Programme, its (Programme's) administrative support and Consultancy Service.

3. Background and Justification

The plight of African Women, stemming from their high illiteracy rate or low education, their domestic and economic activities such as in agricultural/food production, determined by traditional division of labour and stereo-type attitudes has gained considerable recognition. A lot of effort at national, regional and international levels is being directed at alleviating women's problems and meeting their special needs in socio-economic development in order to facilitate women's effective and constructive participation in the development process of their countries. However, a lot more remains to be done as the full integration of women in development has proven slow.

Through the Africa Training and Research Centre for Women (ATRCW) the ECA has taken a leading role in assisting women of this region to discuss their problems, identify priority areas and develop programmes of Action aimed at improving their quality of life, upgrading their status and enhancing their contributions to socio-economic development. Efforts for the integration of African Women in development, inter-alia, gave rise to the setting up of Subregional Committee that would be responsible for identification of priorities and drawing up relevant Programmes of Action for their respective Subregions. To that effect the Subregional Committee on the Integration of Women in Development for our Eastern and Southern Africa Subregion was inaugurated in June 1978. The Inaugural Meeting of the Subregional Committee mapped-out a Programme of Work which would be incorporated in the overall ECA Work Programme and would be co-ordinated and executed within the framework of the ECA/MULPOC Lusaka by a full time staff member, a Co-ordinator of the MULPOC Women's Programme.

The recruitment in January 1980 of the Women's Programme Co-ordinator in Lusaka-based MULPOC, made possible by the first UNDP grant, gave an impetus to stepped-up activities in the Subregion and since then a number of projects relevant to the integration of women in development have been implemented in accordance with the work programme of the Subregion in close consultation and co-operation with the African Training and Research Centre for Women (ATRCW). Thus, the pace has already been set, but much more lies ahead.

The Lagos Plan of Action points out that the strategy for 1980-85 as concerns women "will involve the strengthening of the Women's Programme of each of the ECA MULPOCs by provision of manpower and resources". The plan also puts emphasis on the necessity to strengthen the role of the Women's Programme Co-ordinators, making them the major focal point and channel of communication between the countries of the Subregion and the ECA, especially the African Training and Research Centre for Women. In addition, at the Second Meeting of the Subregional Committee on the Integration of Women in Development, held in Maseru, Lesotho, 11-14 November 1980 delegates agreed that although there had been some progress in the organisation and establishment of various programmes at national and subregional level to improve family life in the countries of the Subregion in general, there was still a lot more to be done to ensure fuller integration of women in national development and to enhance their capabilities in their contributions to socio-economic process. To this end, during the discussions on country reports, participants focussed attention on areas of needs and problems of women and urged that these be considered in drawing up future priorities and programmes in the subregion. The priorities that the delegates agreed upon, based on the guidelines stipulated in the Lagos Plan of Action were as follows:-

1. Training in agriculture, food processing, preservation, storage and the use of appropriate technology.
2. Promotion of health, nutrition and improvement of family life.
3. Development of safe water supplies for rural women.
4. Income-generation activities and training on business administration and management.
5. Training in project planning, preparation, implementation, monitoring and evaluation.
6. Scholarships and internships to upgrade women trainers.
7. Research Studies, collection and dissemination of information on the status and needs of women.

8. Strengthening or establishment of technically effective machineries for women and development.
9. Vocational training and non-formal education for out-of-school girls.
10. Training of pre-school teachers.
11. Reviewal of law and law legislation with a negative effect on full integration of women in development.

The above priorities were subsequently approved by the Fourth Meeting of the Lusaka MULPOC Council of Ministers, held in Maseru, Lesotho in January 1981.

In view of the big size of the Eastern and Southern Subregion (18 countries) serviced by Lusaka MULPOC, unlike the other 4 Subregions of Africa which are much smaller, (3 countries for Gisengi MULPOC, 6 countries each for Younde and Tangier MULPOCs and 16 countries for Niamey MULPOC) the urgent need to strengthen the post of Lusaka and Niamey MULPOC Women's Programme Co-ordinator with an additional assistant each has been recognised by the concerned member states. In the case of Lusaka-MULPOC, strengthening of the personnel would facilitate effective integration of the Women Component in the main MULPOC Programme and meaningful implementation of the above priorities as identified and expressed by women themselves. UNDP has accepted to continue supporting and funding only the post of Co-ordinator and minimum project activities for the period 1982-86. Hence, for effective implementation of the Lusaka MULPOC Women's Programme, assistance and funding is being solicited from other International donors for the post of Assistant to Co-ordinator, Administrative Support, Consultancy and project activities for the period of 1982-86.

Out put

Through the various activities, the project is expected to achieve the following specific targets:-

- Assessment/Identification of specific needs as basis for project formulation for assistance to member countries in the subregion;
- production and analysis of report and research findings on specific issues concerning women as a basis for formulating relevant programmes;
- acquisition of new knowledge, skills and techniques by women in specific fields such as in food production, processing and storage, business management etc through their participation in workshops, study tours and meetings;
- attainment of changed attitudes of women themselves, development planners and decision makers with respect to economic viability of women's participation in development, with a view to accelerating the full integration of women in development.

Activities

During the 1982-86 period, activities of the Lusaka MULPOC Women's Programme will be focused on those areas identified and expressed as priorities by countries of the Subregion. Specific activities will include the following:-

(a) Needs Assessment and Identification

Although the needs and priorities have already been laid out in generalities, it will be necessary to undertake missions to the countries of the subregion in order to elaborate further these needs in specific terms, and from the point of view of the priorities of each individual country. Thus during these missions the staff of the MULPOC Office, in close consultations and co-operation with the staff of the ECA African Training and Research Centre for Women, will assist member countries in identifying, concretizing and prioritizing their needs with a view to determining specific strategies for action

(b) Action-oriented Research

Further research will be directed on those areas which have not been covered and particularly those about which little is known.

The broad areas which will be elaborated upon during the needs assessment missions will include such topics as foods and nutrition, income-generating activities, agriculture, appropriate technology, availability and use of water and fuel, non-formal education, the situation of out-of-school girls, laws and legislation and other relevant subject areas, as specified in the priorities for the subregion and depending on the emphasis of each individual country.

(c) Training

Training in its varied facets, has been one of the major emphasis of ECA's programme directed towards promoting the position of women. It is only through education and training that women can acquire the knowledge, skills, and techniques necessary for meaningful participation in the development process of their countries. Thus, the training activities, through workshops and seminars in specialized areas, specialized short-term courses, study tours, will contribute to the manpower development efforts of the countries of the subregion. Emphasis will be placed on those broad areas already identified by member States. The specific nature and content of each training activity will be determined during the needs identification missions mentioned above and/or during the meetings of the Bureau or Sub-regional Committee on the integration of women in development. It is envisaged that training workshops will take place at the national level and as well as at subregional level.

(d) Meetings

The Subregional Committee on the Integration of Women in Development, which is the policy making body on Programmes and Projects that would enhance women's contributions to development in the subregion meets every 2 years. However, its Bureau meets at least once every year to assess progress in programme implementation, develop a work plan, identify and consider sources of funding for the MULPOC Women's Programme.

Thus the Bureau and its Subregional Committee provide policy guidelines for the subregional programme on the Integration of Women in Development and ensure that the Programme of Action meets the felt and stated needs of women in the subregion and is properly implemented. Results of these meetings form part of the inputs into the meetings of the African Regional Co-ordinating Committee (ARCC) on the Integration of Women in Development.

(e) Inputs

(i) ECA Inputs

Through the African Training and Research Centre for Women ECA will provide the necessary back-stopping and consultancy services. The Centre will ensure proper co-ordination and synchronization between those activities implemented at the MULPOC level through the Women's Programme Co-ordinator on the one hand, and those implemented at the regional level through ATRCW on the other hand. In addition the Centre will also assist with the direct implementation of some of the projects, and in mobilizing the necessary resources. Through the Centre dissemination of information to countries of the subregion on activities in other subregions will also be carried out.

(ii) Government Inputs

Governments are expected to assist with the implementation of projects by providing their support in such items as facilities for training workshops, backstop staff and local transport. The creation of some form of national machineries and secretariats to co-ordinate action relating to the position of women at the country level will greatly enhance action at the subregional level.

(f) Institutional Framework

The activities at the MULPOC level relating to the integration of women in development emanate from the work of the ECA African Training and Research Centre for Women, which remains the focal point at the Africa regional level. The decentralization of activities through the MULPOC and the Subregional Committee is intended to reach more effectively and give better services to member States in the subregion.

(g) Project Implementation Reporting

Regular progress reports on the implementation of the activities for which assistance is being requested will be submitted in accordance with the requirements of the donor.

Proposed Work Plan 1982-86

1982

Activity	Target Date	Participating countries/ Executing Agency
1. Research - Preparation and sending out questionnaires to participants of Kabwe planners workshop to obtain baseline data on prevailing situation in member States before Evaluation of outcome of Kabwe workshop in 1983.	June	ECA/PAID/UNICEF in collaboration with Botswana, Lesotho, Swaziland, Zimbabwe, Zambia, Malawi, Tanzania, Kenya, Uganda, Seychelles, Mauritius, Mozambique, Somalia, Ethiopia.
- Needs Assessment missions	May to June	Djibouti and Uganda
- Needs identification surveys	June to August	Comoros and Djibouti
2. Training - Project formulation workshop for Francophone countries	15-27 February	Madagascar, Angola, Djibouti, Comoros and Mozambique.
- Fuelwood and Energy development workshop for Anglophone countries.	August to September	Botswana, Lesotho, Swaziland, Zimbabwe, Zambia, Malawi, Tanzania, Kenya, Uganda, Seychelles, Mauritius, Mozambique, Somalia and Ethiopia.
- National Machinery Seminar	June	Malawi
- National Machinery Seminar	October	Djibouti
3. Meetings - Africa Region Co-ordinating Committee	March	Bureau members of all Subregions
- 4th Bureau's meeting	February	Bureau members of the Subregion
- 3rd Meeting of Subregional Committee	December	All Subregional member countries

Proposed Work Plan (Continued)

1983

Activity	Target Date	Participating countries/ Executing Agency
1. <u>Research</u> - Women and Laws and Legislations	May to August	Zimbabwe, Mauritius (Laws)
- Natural Dyes	April to June	Countries to be identified on the basis of information gathered in 1982 (Dyes)
- Evaluation of outcome of Kabwe workshop	June	countries to be sampled on the basis of baseline data collected in 1982 (Evaluation)
- Needs Assessment Mission	February to May	Angola and Mozambique
2. <u>Training</u> - Study Tour on appropriate Technology (covering Food production storage and processing income generation and other relevant devices)	September	Lesotho, Botswana, Zimbabwe, Malawi, Mozambique to visit Kenya and Swaziland
- Technical assistance to Followup National workshops for activities on Fuelwood and Energy	February to October	Seychelles, Ethiopia, Somalia, Mauritius
3. <u>Meetings</u> - Meeting of Bureau	November	Bureau members of Subregion
- Africa Regional Co-ordinating Committee	March	Bureau members of all subregions

Proposed Work Plan (Continued)

1984

Activity	Target Date	Participating countries/ Executing Agency
1. <u>Research</u> - Women and Laws and Legislation	February to May	Comoros, Botswana
- Needs Assessment missions	April to May	Seychelles, Somalia
2. <u>Training</u> - Technical Assistance for Followup National Workshops on Study Tour undertaken 1983	January to October	In any of the following countries that participated in the 1983 Study Tour. i.e., Lesotho, Botswana, Malawi, Zimbabwe, Mozambique
- Technical assistance for Followup National Workshops on Fuelwood and Energy	May to December	Malawi, Zambia, Tanzania, Kenya, Uganda
- One National Workshop on project formulation	July	Djibouti
- Study Tour on appropriate Techno- logy (covering Food production storage and processing income generation and other devices	June	Following countries to visit appropriate Techno- logy centres in Kenya and Swaziland: Senegal, Seychelles, Uganda, Ethiopia
3. <u>Meetings</u> - Africa Region Co-ordinating Committee - Meeting of Bureau and subregional committee	March November	Bureau members of all Subregions Member countries of subregion

Proposed Work Plan (Continued)

1985

Activity	Target Date	Participating countries/ Executing Agency
1. Research - Women and Laws and Legislation	January to April	Lesotho, Somalia
- Needs Assessment missions	February to May	Botswana, Tanzania
2. <u>Training</u> - Fuelwood and Energy Workshop	June	Angola, Camoros, Djibouti, Madagascar,
- Technical assistance for follow- up National Workshops on Fuelwood and Energy subregional workshop undertaken 1982	May to December	Botswana, Swaziland Lesotho, Zimbabwe, Mozambique
- Technical assistance for Followup National workshops on 1984 Study tour	January to October	Any of the following countries: Somalia, Seychelles, Uganda, Ethiopia
3. <u>Meetings</u> - Africa Region Co-ordinating Committee	March	Bureau members of all subregions
- Meeting of Bureau	November	Bureau members of subregion

Proposed Work Plan (Continued)

1986

Activity	Target Date	Participating countries/ Executing Agency
1. <u>Research</u> - Women and Laws and Legislation	January to April	Madagascar, Seychelles,
- Needs Assessment missions	February to May	Zimbabwe, Ethiopia
2. <u>Training</u> - Followup National Workshop on Fuelwood and Energy subregional workshops	January to September	Angola, Comoros, Djibouti, Madagascar
- Followup National Workshops and activities on 1983-1984 Study Tour on appropriate Technology	June to October	Any remaining countries not covered during the previous years
- Two National Seminars on Project formulation	August to September	Uganda, Mozambique
3. <u>Meetings</u> - Africa Region Co-ordinating Committee	March	Bureau member of all subregions
- Meeting of Bureau and Subregional Committee	November	All subregional member countries

BUDGET

	1982		1983		1984		1985		1986		TOTAL US \$
	M/M	US \$	M/M	US \$	M/M	US \$	M/M	US \$	M/M	US \$	
<u>Project Personnel</u>											
Co-ordinator of Women's Activities (L ²)	12	55,000	12	57,000	12	60,000	12	65,000	12	67,500	304,500
Assistant Co-ordinator (L/2)	12	28,000	12	29,500	12	31,000	12	33,000	12	35,000	156,5000
Consultants (training and research)		10,000		11,000		12,000		13,000		14,000	60,000
Administrative support		7,000		8,500		9,500		10,250		11,200	46,450
Travell on mission		10,000		11,000		12,000		13,000		14,000	60,000
<u>Research</u>											
In selected specific field		14,000		16,000		18,000		20,000		22,000	90,000
<u>Training</u>											
In selected areas		65,000		71,500		78,650		86,515		95,167	396.832
<u>Meetings</u>											
Meetings of the Bureau		14,000		15,000		16,000		17,000		18,000	80,000
Meeting of the Subregional Committee		40,000				50,000				60,000	150,000
Miscellaneous		3,000		3,500		4,000		4,500		5,000	20,000
TOTAL		26,000		223,000		291,150		282,265		297,667	1364,282