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**UNPAAERD REPORT ON THE ENGAGEMENT OF AFRICAN WOMEN
AS AGENTS OF DEVELOPMENT AT ALL LEVELS**

**Prepared by UNIFEM and ECA/ATRCW
New York, March 1990**

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I. INTRODUCTION

In order to prepare the Progress Report on Strengthening Capabilities of African Women Farmers engagement of African women as Agents of Development at all levels, UNIFEM as the lead agency drafted a questionnaire which was sent to relevant UN agencies.

The purpose of the questionnaire was to obtain information from each agency regarding its current and planned activities relevant to para 47 and 52 of the Mid Term Review as requested by the Chairman of UN-IATF in his letter of September 25, 1989 to UNIFEM.

This report is therefore being prepared by ECA/ATRCW and UNIFEM for submission to the UN-IATF Secretariat. The report provides sectoral analyses of current and planned activities undertaken by the UN agencies to improve the situation of African women in respect of para 47 and 52 of the Mid Term Review, document #A/43/664. The analysis is based on the information received from various agencies who responded to the questionnaire. The list of agencies and the questionnaire appear in Appendix 1.

II. DATA COLLECTION CONSTRAINTS

A. The questionnaire was sent to the agencies between November 3 and 14 with a deadline of November 30, 1989. In view of this limited time frame:

- . only one agency ITDG met the deadline, but did not respond to the questionnaire because it did not have the time and personnel to review all the project documentation;
- . only nine agencies responded to the questionnaire by late December and most of them expressed concern over the time frame;
- . UNDP was not able to provide comprehensive information because it had not received substantive reports from agencies executing projects.
- . WFP could not respond to the questionnaire because its mandate is limited to policy advocacy and does not cover operational activities. Instead, the agency sent its policy document on African Women and Food Strategies adopted in June 1985. (see Appendix 2)
- . Even the few responses that were obtained from the various agencies did not adequately address the questions or issues as put forward in the questionnaire.

B. The questionnaire is a very useful tool for obtaining data but it needs time and perhaps in the future whenever possible, it should be supplemented by interviews, discussions, visits and other techniques.

- . follow-up telephone conversations with various agencies regarding the questionnaire revealed that some agencies do not have enough time and personnel to systematically review their project documents;
- . there seems to be a tendency to regard "questionnaires" as something that needs special expertise to complete even when the information being sought is readily available.

III. CONCEPTUAL FRAMEWORK

In May 1986, the United Nations held a Special Session of the General Assembly on the critical economic situation in Africa. The Assembly formulated and adopted a plan for economic recovery and development: The United Nations Programme of Action for African Economic Recovery and Development 1986 - 1990 (UN-PAAERD). This session held by the United Nations to consider the economic situation of Africa, had been requested by the heads of State and Government of the Organization of African Unity (OAU). Their objective was to mobilize additional international resources for the continent's recovery and rehabilitation after the devastation caused by draught and famine.

Under the United Nations Programme of Action for African Economic Recovery and Development, the international community would support the fresh initiatives being undertaken by African States to promote food production, build up agricultural industries and related infrastructure, reverse the effects of draught and desertification, and develop human resources through "radical changes" in the Education System.

In view of the deterioration in Africa's financial situation after UNPAAERD was adopted, the Secretary-General appointed a high-level Advisory Group on Financial Flows for Africa, as well as a United Nations Steering Committee to monitor the implementation of UNPAAERD. Additionally, an inter-agency task force was established under the Chairmanship of the Executive Secretary of the Economic Commission for Africa.

In October 1988, the Mid-Term Review and Appraisal of the implementation of the UNPAAERD was submitted to the General Assembly for adoption. The review which consisted of an assessment of the responses and measures to accelerate the implementation of the Programme was prepared by the Ad Hoc Committee of the whole of the General Assembly.

The Mid-Term Review (MTR/43/644) reveals that in implementing the Programme of Action, most African countries have adopted significant policy reforms to improve the overall management of their economies. However, many countries have also faced continuing climatic problems and natural calamities. The Review also points out that the international community has taken important initiatives in support of the African efforts, and that it will continue to support these efforts. Although the reform and restructuring undertaken by African countries and the initiatives taken by the international community constitute an important beginning, the overall performance of the African economies remains unsatisfactory, according to the Review. With regard to the response of the United Nations System, the UN organizations are making diversified and useful contributions such as devoting 35 per cent of their resources to Africa. However, these contributions are still insufficient.

In view of the above, the MTR calls for appropriate reforms by those countries that have not yet initiated the process, and the Governments of African countries to play a key role in the process of coordinating external assistance. The review emphasizes the strengthening and accelerating the actions already being taken by all parties concerned to implement the Programme of Action.

It is within this context that efforts to strengthen the capacities of African women farmers and to engage African women as agents of development at all levels shall be examined.

IV. SECTORAL ANALYSIS

The sectoral analysis focuses on two major elements:

1. Para 47 of the Mid-Term Review (MTR) which refers to protecting and strengthening the traditional role of women as food producers when new agricultural production methods are being introduced, and ensuring that women have access to agricultural extension services, credit, land titles and technologies; and
2. Para 52 which refers to the crucial importance of women's role and contribution in the development process and urgent need to strengthen their participation in all areas of the economy, and at all levels of development planning and implementation.

A. Strengthening Capacities of African Women Farmers

The UNPAAERD in the Agriculture Development Sector at the national level states that:

"Africa's Priority Programme lays considerable emphasis on the food and agriculture sector. The Priority Programme seeks to revitalize the more dynamic and internally generated forces for growth and development. Primary focus will be on women farmers who contribute significantly to agriculture productivity". (UNPAAERD 1986-1990)

Among the measures recommended to achieve increasing levels of productivity and production was the establishment of assistance programmes for small farmers especially women producers and rural youth.

According to the MTR assessment of the agricultural sector, in which more than 75 per cent of Africa's people depend for their livelihood this sector has been a major area of sectoral reform. More countries have given higher priority to channeling resources to agriculture aiming at making progress towards food security and achieving increased agriculture production. Many countries have in place measures to mitigate food emergencies.

However, the efforts of African countries to ensure food self-sufficiency and to increase their exports have been hindered by various factors including:

- a) recurrence of draught, locusts and floods;
- b) decline of commodity prices;
- c) competition from food exports;
- d) inflow of cheaper agricultural products.

Despite the UNPAAERD call for a primary focus on women farmers who make significant contributions to agriculture, the MTR does not indicate any specific actions toward strengthening the capacities of women farmers on the national level. Neither does the MTR show any specific commitment toward this end on the part of the international community. Other areas which are critical to women farmers lives and to food security, such as land-related issues, credit, training, environmental issues, technology, and infrastructure have not been adequately addressed by the

Review. The question of rural youth in respect to agriculture production has not been given any attention.

Nevertheless, para 47 of the Mid-Term Review, calls for the strengthening of the role of women as food producers, particularly with regard to their having access to agricultural extension services, credit, land titles and new technologies. Sustainable agriculture can only be achieved with the full participation of women who constitute half of the population.

PARA 47 OF THE MTR

A review of the activities carried out by the UN agencies and the NGO's with respect to the UNPAAERD indicates some initiatives towards strengthening the capacities of African women farmers. These initiatives include activities such as: training and extension services; the provision of credit and new technologies, research and policy support.

a) TRAINING AND EXTENSION SERVICES

Various agencies including ILO, UNIDO, IFAD and ATRCW are making efforts to strengthen the capacities of women farmers through the following strategies:

1. Staff training: to sensitize agency staff toward women's issues (IFAD).
2. Training of extension workers particularly female extension workers with rural women on household and agricultural production, gardening, food preparation, processing and preservation. (IFAD) The proportion of women within IFAD assisted projects in Africa is 23 per cent and IFAD intends to increase it to 30 per cent by 1991.
3. Training women in technical skills; organizational and managerial skills, income generation skills; food processing, entrepreneurial awareness; family welfare, functional literacy, health, social security and workers' rights and participation in rural development. (ILO) The budget for these activities is US\$475,722 and the countries involved are: Ghana, Kenya, and Zimbabwe.
4. Training and formation of women's groups through the Integrated Rural Development Programmes: under these programmes sponsored by IFAD, women's groups have been formed and women have received training in crop storage, hygiene and nutrition, community gardens, poultry and handicrafts. Countries include: Lesotho, Kenya, Malawi and Senegal.
5. Training non-literate women farmers: through the use of audio-visual materials, interviews and discussions, ATRCW/ECA has provided training to non-literate women in income-generation activities, health, hygiene, nutrition and agriculture.

IMPACT: With regard to training, it seems too early to see the impact because most of the training activities have just been undertaken. However, ILO has indicated the following outcomes:

- a) Providing women with access to employment;
- b) Increased income;
- c) Strengthened women's organizations as a result of learning negotiation skills.

b) CREDIT

A review of the agencies activities indicates a move towards providing women with access to credit through:

1. Agricultural Credit Projects in areas such as food processing, marketing, and income generation activities. IFAD for example, targets specific credit for women in many of its projects executed in Africa. Credit delivery is based on group loans, guarantee funds or options to collateral requirements. Countries: Ivory Coast, Nigeria and Ethiopia.
2. Aid Fund: ILO allocates part of its budget for projects for rural women for credit. This credit is delivered in the form of an "Aid Fund" used for agricultural and non-agricultural production.

Aid Funds are managed by beneficiaries of the projects in close coordination with existing credit facilities of counterpart organizations such as the Ministries of Agriculture, Social Welfare and Community Development. Budget: US\$268,300; Countries: Sudan.

3. Credit Support System for Productive Activities of Women: Under the "Credit Support System for Productive Activities of Women" project undertaken by UNDP, viable schemes for providing loans to African women in the lower income segments of society will be developed and tested. Participating countries in this project are: Burkina Faso, Congo, Gambia, and Zambia. UNDP contribution: US\$2,739,000 Collaborating agency: UNIFEM.
4. Revolving Loan Funds (RLF): UNIFEM's Africa Investment Plan (AIP) is a framework for support of its activities in the Africa Region. At its inception the AIP was based on the priorities of the continent laid out in the Lagos Plan of Action in 1980. Since then however, the AIP has been updated and expanded in order to reflect the priorities set out by the UNPAAERD in 1986. Through the update of the AIP, UNIFEM has taken concrete steps to implement its credit specialization efforts:
 - a) The services of a credit officer were made available to ongoing RLF projects as well as to new ones.
 - b) 7.3 million US\$ were made available to finance major regional credit projects.
 - c) Credit components are gaining prevalence in regular projects. The provision of small scale credit to women has become a fast-growing activity within many UNIFEM-assisted projects and will continue to be viewed as a vital component in all production-oriented projects.

UNIFEM's direct experience with credit systems in a number of countries, coupled with surveys available on the impact of revolving Loan Funds (RLF) and other programming on women, has pointed to the conclusion that women's access to credit can significantly improve their production and marketing capacities; that low-income women are reliable borrowers and are willing to take as much risk as men; but that these women have severe lack of credit information, collateral, participatory experience in formal cooperatives and mobility to reach banks.

c) TECHNOLOGIES:

New technologies which have been provided to women farmers are aimed at lessening their burdens, improving their productivity and the quality of their production. The various technologies include:

- . food processing technologies
- . transport devices
- . manufacturing devices
- . food storage
- . farm implements
- . conservation of water resources
- . improved stoves and
- . energy

ILO provides to women farmers technologies for palm oil processing, coconut oil processing, fish smoking, shea butter processing and grinding mills. Other devices are: wheelbarrows, water pumps, improved stoves and soap manufacturing devices. Countries: Ghana; \$667,140, and Lesotho \$316,628.

UNIDO provides food processing technologies to women in the following countries:

- . Pilot fruit processing by rural women - Zambia
- . Assistance to rural women engaged in salt processing - Nigeria
- . Women in salt production - Niger
- . Salt production and marketing - Gambia (Dursilami Village)

IFAD's high priority regarding women farmers, is to lessen their burdens for the post-harvest stages of food processing. In April 1989, a Technical Assistance Grant for a Sub-regional Pilot Project to develop and disseminate Appropriate Food Processing Equipment for Mali and Burkina Faso. In addition to producing food processing equipment, a revolving fund will be available to enable women to use the equipment.

ATRCW/ECA's new technologies to women farmers include: rice parboiling, drying fish and root crops.

Food Storage Technologies: the construction and management of storage structures as well as application of pesticides to store crops. The Conservation of water resources involves watershed management, afforestation, reforestation and desalination.

Far Implements are shellers, winnowers, and decorticators. In addition, efforts have been made to help women develop alternative sources of energy such as livestock manure and crop by-products.

UNDP is currently undertaking a project on "Increasing Rural Women's Food Productivity through Agricultural Technology Transfer and Adoption in Africa". This project is currently under preparatory assistance phase and it will develop a method planners can use to assemble and disseminate "production package" adapted to specific agro-ecological zones for major crops

cultivated by women. It will also strengthen the abilities of African institutions to encourage the transfer of suitable farming technologies to women producers. Activities are planned to start in early 1991. Participating countries are Ghana, Kenya, Sierra Leone, Tanzania, Zambia, Zimbabwe. UNDP contribution: US\$2,300,000.

UNIFEM has major "Women and Food Technology" (WAFT) project operational in Africa since 1987, which aims at the dissemination of improved food technologies to rural women producers. Priority technologies identified by women themselves relate to oil processing, cereal processing, fish processing, processing of root crops, and processing of fruits and vegetables. This programme which combines technology identification with training, credit, information dissemination and institution building is seeking to develop methodologies which can be taken up by Governments and donors for widespread replication. Since 1987 UNIFEM has allocated US\$1.6 million in support of WAFT operational activities, including the development and dissemination of five Food Technology Source Books. An additional US\$2.3 million has been provided to support thirteen WAFT grass-roots projects in eight countries.

d) RESEARCH, DOCUMENTATION AND DISSEMINATION

Research studies have been carried out in areas such as land tenure, policies and access; technologies; integration into the industrial system; human resources development and refugees.

ILO's research activities from 1985 to date are:

- . 7 research studies on women's access to land in Sub-Saharan Africa, Zimbabwe, Nigeria, Ghana, Burkina Faso, Niger, and Senegal;
- . 3 research studies on general rural development;
- . 2 research studies on technologies for rural women;
- . 1 research study on refugees in Somalia.

For further details and clarification, please see attached list in the appendix.

Other ILO activities include:

- . A meeting in Harare, Zimbabwe, on "Women's access to land as a Strategy for Employment Promotion, Poverty Alleviation and Household Food Security";
- . "Action to Assist Rural Women: in Tanzania, Zimbabwe, Niger, Guinea and Mali. Budget: \$2,476,253.
- . "Productive Activities for Women Settlers in Upper Egypt. \$645,650.

UNIDO has conducted studies in the following areas:

1. Women's integration in Senegal's Fisheries Industrial System - Senegal. The outcome was the policies and technical assistance recommendations for integrating women into the Fisheries Industrial System.
2. Local production of appropriate technology for rural women in Burkina Faso, Mali, Niger and Togo.

The outcome was the analysis of appropriate food processing equipment support and measures required for successful implementation of technical assistance.

3. Human Resources in Zimbabwe's Development: current and prospective contribution of women - Zimbabwe. The outcome was the policy recommendations for integrating women into industry in Zimbabwe and National Plan of Action for measures to integrate women into industry.

IFAD's WID activities during the two year programme which started in April 1989, include:

1. The preparation of eight case studies assessing WID components in IFAD supported projects;
2. The establishment of a WID database;
3. Training for IFAD staff

To strengthen the capacity of Africa women farmers, IFAD, will conduct two WID case studies in Africa to review and document approaches and benefits for women with IFAD projects. The case studies are intended to provide "lessons learned" for a reorientation of the project activities and further project designs. Projects for the first case studies include Mali and Lesotho;

- . The Lesotho project which was designed to benefit female headed households in crop production, irrigation, income generation and community support activities, operates three credit schemes, inputs and fundraising credits;
- . The Mali project focuses on community development of both farm and off-farm activities.

ATRCW/ECA has conducted studies in:

1. Land tenure policies and Inheritance Laws in North Africa.
2. Women's Land Holdings and Land Rights in East, South and Central Africa.
3. A study has been undertaken on Agricultural Training needs of three countries: Burundi, Rwanda, Zaire. The impact which the study is likely to have is that of policy improvement aimed at strengthening the role of women in agricultural training.

e) POLICY SUPPORT, COLLABORATION AND ADVOCACY:

Based on the assessment of successful experiences of boosting women's food production in some African countries, UNDP will advise governments on policies which provide stronger and more economically effective incentives to women farmers. Governments will also have an opportunity to assess successful methods for reaching women with extension services, credit and other resources needed to increase the productivity of their land and labour. A fuller sharing of experiences and commitment to action to improve women's agricultural activities within the Region will be promoted especially through relevant African institutions. Participating countries are: Burkina Faso, Guinea, Bissau, Kenya, Nigeria, Zambia. UNDP contribution: \$780,000.

UNIFEM has been collaborating with NGO's to promote food security in Africa. This collaboration has increased steadily over the past few years. UNIFEM is a founding member and one of the contact organizations of Advocates for African Food Security - Lessening the Burden for Women, a Task Force created in New York in 1986 with active membership of about thirty NGO's. The work of the Advocates is based on the perception that lessening the double burden of African Women Farmers is a key to ensuring the continent's food security and economic viability. They have held four symposia since 1986.

Additionally, since approximately 45% of all UNIFEM projects are executed directly by NGO's who traditionally work with rural-based groups such as women's farming cooperatives and women's associations, these national NGO's have played an increasing role in helping to address issues around food production and food security.

In this regard, UNIFEM organized a workshop for all African Women NGO leaders in Accra, Ghana January 23 to 27, 1989. The aim of the workshop was to facilitate the exchange of ideas and experiences on the constraints faced by women through out the food chain. One important message which led to the adoption of the "Food Strategy" was that Africans should reduce dependency by eating what they grow.

UNIFEM's continued support of local NGO's has contributed to the strengthening of grassroots capacity to address development needs.

B. Strengthening the Engagement of African Women as Agents of Development at All Levels

The UNPAAERD with respect to people's participation in development, again lays emphasis on the role of women.

"The role of women in development must be taken seriously into account in the development planning and in the disbursement of resources, both as contributors to, and beneficiaries of development efforts..." (UNPAAERD 1986-1990)

Since the adoption of the Programme of Action, the majority of the African countries according to the Mid Term Review, have put particular emphasis on formulating national literacy and vocational training programmes, elaborating information systems, setting up project appraisal machinery and in certain cases improving educational systems. Adapting training and education systems to the development objectives of the Programme however, is difficult because of budgetary constraints.

The Mid Term Review also points out that in adopting measures to promote the effective participation of the population in development, African countries have put particular emphasis on the role of African women as beneficiaries and agents of development. At the same time, the Review anticipates internal and external constraints which may counter the efforts by African countries to develop fully its human resources, especially in the high-priority fields of health and education, fields which are of critical importance to women. Also, the implementation of population policies and action is threatened by the lack of resources such as trained personnel and the lack of public support.

Apart from the general efforts by African countries directed toward education and population, no specific efforts are indicated by the Review toward strengthening women's participation as agents of development as per UNPAAERD recommendations. However, para 52 of the MTR points out the need to strengthen the participation of women in all areas of the economy and at all levels of development planning and implementation.

PARA 52 OF THE MTR:

An examination of the United Nations Agencies activities regarding the above shows some efforts towards strengthening women's participation in development. It is also clear that more needs to be done. The current and planned UN agencies activities can be broadly categorized as follows:

- a) Training and Awareness Raising;
- b) Training in MCH and Family Planning;
- c) Data collection and dissemination;
- d) Institution Building;
- e) Credit;
- f) Evaluation activities
- g) Mainstream Programming Activities

a) TRAINING AND AWARENESS RAISING:

ILO's training activities are aimed at providing women with access to employment and increased income; strengthening and empowering women's organizations. To this effect, ILO:

- 1. organizes study tours and exchange of experiences;
- 2. provides motivational training on awareness raising;
- 3. provides leadership training;
- 4. provides on the job vocational training; and
- 5. training in managerial or organizational skills for income generation activities.

As a result, women's technical and organizational skills have been upgraded; their leadership and decision making capabilities have been strengthened as well as their awareness of their rights, women are involved in all stages of project preparation implementation and evaluation.

UNIDO targets support through donor country trust fund mandate. GC2/Res. 4: Development of human resources and technological capabilities for Industrial development-dev. training programmes specifically designed to facilitate the acquisition by women of skills at all levels (technological, management and entrepreneur). \$500,000 - 2 years.

The training provided includes the following:

- 1. Entrepreneurial training in the food processing industry;
- 2. Training in entrepreneurial awareness;
- 3. Basic management skills; and
- 4. Technological skills for food processing industry.

So far, the Training programme in food processing for women entrepreneurs has been offered to: 40 female entrepreneurs and 20 female trainers.

During project formulation missions, appropriate national and local level women's groups are contacted for input.

- WID experts are attached to such missions to consider: socio-cultural aspects
- Local women are involved in training needs assessment

Female counterparts are trained in technical projects and Advisory services are provided to governments in implementation considerations for WID strategies and programmes.

Women's groups and national machineries for advancement of women and government policy makers for women's issues are involved in country original research studies on women and industrial development.

UNFPA, in paying attention to the improvement of the role and status of women and their participation in and benefit from development activities, UNFPA has initiated several operational measures to give effect to its mandate and policy objective. The UNFPA 1980 guidelines have been updated to identify the specific activities considered to be critical for expediting the integration of women into development process in relation with UNPAAERD recommendation. The following training activities have been undertaken by UNFPA:

1. Training and sensitizing UNFPA field staff in Sub Saharan Africa as well as their counterparts to WID issues and concepts;
2. Supporting awareness creation seminars in 1988 in Tanzania and Ethiopia aimed at sensitizing national policy and decision makers to women, population and development issues.

UNFPA's priority areas in the Plan of Action for Women, Population and Development in Sub-Saharan Africa for 1990's include:

1. The intensification of training opportunities for women and
2. The strengthening of institutional and human resources to facilitate a more systematic approach to the integration of women in population and development.

UNIFEM's training activities include a seminar and workshops which were conducted in 1989.

1. A Workshop on Gender and Development was held in Harare, Zimbabwe from 11 to 15 November 1989. In attendance were UNDP-WID focal points and their national counterparts in the Ministries in the SADCC Countries as well as from Kenya, Uganda and Mauritius attended the workshop. The workshop was sponsored by UNIFEM in collaboration with the WID Division of UNDP. The workshop provided the participants with tools for applying gender analysis with a special emphasis on preparation of Project Proposals.

2. The Seminar on Support to Women Entrepreneurs in the SADCC Region was organized by the Small Enterprises Development Corporation (SEDCO) in collaboration with the SADCC Trade and Industry Coordination and UNIFEM (9-13 October 1989). The aim of the seminar of representatives from the small industry development agencies and programmes in the nine countries of the Region was to share information and experience on assistance to women entrepreneurs and devise strategies on a national and regional basis for assisting them further.

b) TRAINING IN MCH AND FAMILY PLANNING

With regard to Maternal and Child Health and Family Planning, UNFPA's primary objective is to help countries provide their populations with better access to information on birth-spacing and family planning. For the 1987 - 1991 period, UNFPA programmed about \$39 million for MCH/FP sector.

Activities to meet this objective include:

1. The development of health personnel both in the formal and informal sectors through training in MCH/FP. Examples:

- . Cameroon: 22 media-sanitary institutions trained 60 women out of 80 trainees as trainers; 76 TBA's and female community health agents were trained;
- . Mozambique: 300 MCH/FP nurses and 143 TBA's were trained;
- . Nigeria: State level training was provided to nurses who in turn trained MCH/FP service personnel and TBA's;
- . Kenya: Plans are underway to train 5000 TBAs.

2. Organization of two regional and two international conferences in collaboration with UN agencies to promote programmes to reduce maternal mortality. As a result, Women in Benin and Togo will no longer require authorization from their husbands to receive contraceptives; Mauritania has started a school for husbands to make men aware of the benefits of child spacing as a means of promoting family welfare.

3. Raising women's awareness of their rights to decide freely and responsibly the number and spacing of their children and to foster provision of the means to protect and practice these rights;

- . Collaborating with UNESCO, the Fund is supporting a project in Kenya and Burkina Faso to examine the extent of women's awareness of their rights and to provide them with the necessary information.

4. Providing information, education and communication (IEC). The objective of IEC is to provide both men and women with relevant information that will enable them to make informed choices. Women benefitted through:

- . training, participation in project management and information dissemination;

- in Mozambique, training in IEC was provided to MCH/FP nurse tutors, midwives, adult educators and members of the Mozambique Women's Organization.
 - recruitment of women into project management and advisory and technical positions, i.e., five out of six UNFPA supported projects have women as Project Directors, and the sixth has a woman Deputy Director.
5. In an effort to change traditional values and perceptions that hinder women's advancement and participation in development, the Fund ensures that population messages dissemination is part of IEC project activities: Example:
- In Tanzania, messages included in the Family Life Education Syllabi for schools are gender sensitive;
 - In Liberia, the Population and Family Life Project which covers 50 pilot schools, incorporates concepts of population and family life.

c) DATA COLLECTION AND DISSEMINATION

1. In addressing the problem of the lack of socio-economic data on the situation of women in the Region, UNFPA ensures that data collected under the census projects are collected, tabulated and analyzed by gender. Between 1987 - 1988, the Fund provides assistance to ten countries namely Côte d'Ivoire, Kenya, Malawi, Mauritania, Niger, Senegal, Cameroon, Central African Republic and Tanzania.

2. UNFPA also supported special surveys and studies outside the census projects to provide additional information on the situation of women. Example: the DIESA executed a project on Statistics and Indicators on the Situation of women. Country profiles were prepared in 12 African countries to provide background information on the situation of women to UNFPA's staff. This exercise will continue until all the countries are covered.

3. In 1988, UNFPA undertook a series of reviews for Fund supported projects in order to improve programme planning and delivery from the gender perspective. Four of the reviews were done in Gabon, Zaire, Guinea, Bissau, and Zambia, to identify and disseminate lessons learned from mainstream as well as women-specific projects.

4. UNFPA has developed a computerized roster of consultants and organizations with substantive and practical experience in the area of women, population and development to facilitate provision of technical and managerial skills for programme and project development, implementation and evaluation. The roster includes African women consultants and NGO's.

5. Among UNFPA's priority areas in the Plan of Action for Women Population and Development in Sub-Saharan Africa for the 1990's are:

- a) Strengthening data bases through expansion of the Population Information Network for Africa (POPIN-Africa). The production of country profiles on women and the improvement of census and survey instruments to ensure collection of better data on women;

- b) Dissemination of information to both men and women on population matters and especially parenthood.

6. UNIFEM has established a Knowledge Data Bank System to monitor its projects and to evaluate their impact on women and development. Through its capacity to accumulate systematically comparable data, it provides quick references on similar experiences, the problems and solutions, the methodologies, and approaches from which one can draw lessons when designing new projects. The tested and documented experiences can be shared with other agencies for their replication, multiplication or up-scaling. Since 1986 UNIFEM has institutionalized a computerized central roster of high-level experts and consultants in the field of WID, a significant proportion of whom are from the African continent. In calling upon the services of these technical experts, UNIFEM actively promotes the cross-regional exchange of technical knowledge.

The Fund has also convened a brainstorming meeting of research experts in Africa, in order to draw up a framework to assist national governments in reviewing the situation of women as related to their economic roles.

UNIFEM's partners can look to the Knowledge Bank as a potential tool for their own monitoring and evaluation activities so that beyond drawing inventories of interventions in development, they can also learn from the effects of their assistance on the beneficiaries and agents of development. This will allow policy-makers to have a knowledge based on new trends and effective/sustainable development efforts for future orientations.

d) INSTITUTION BUILDING:

UNFPA aims at building up capacities of institutions responsible for enhancing women's status so that they can develop, manage and coordinate women, population, and development programmes; formulate policies and strategies for the advancement of women, and to undertake research. Countries which have benefitted from these projects include: Ghana, Guinea Bissau, Mali, Mozambique, Senegal, Angola and Botswana.

e) CREDIT:

In the area of credit, UNIFEM guided and supervised the formulation of \$2.7 million regional credit project designed to support women's productive activities in the informal sector. The project, which is funded by UNDP is now in operation in the Congo, the Gambia, Burkina Faso and Zambia. The Fund has also designed and launched a large-scale national credit project for \$4.2 million in Tanzania, which is being funded by the Government of Denmark. Also sensitization of staff of national development banks on matters related to credit for women's enterprises has become one of UNIFEM's important strategies.

f) EVALUATION:

Evaluation is one area which is currently being strengthened by UNIDO and women are being considered as one aspect of overall evaluation criteria.

UNIFEM has the Knowledge Bank System in place which monitors its projects and evaluates their impact on women and development.

Overall, there is a great need for the UN agencies to set up mechanisms for monitoring and evaluating women's activities within their programmes in order to share experiences, lessons learned, problems and solutions, approaches and methodologies relevant in designing new projects.

g) MAINSTREAM PROGRAMMING ACTIVITIES:

With regard to replicating methods, approaches and processes that have worked, agencies such as UNDP, UNIDO, UNIFEM, IFAD, ATRCW/ECA and ILO, are currently developing and testing methods and technologies which can be disseminated and adapted to specific local conditions and ecological zones. Additionally, case studies are being conducted on existing projects to determine what processes are successful and can be shared.

Under the AIP, UNIFEM has pioneered some innovative approaches on the "how" of incorporation of women in mainstream programming activities, starting with UNDP Country Programming and Round Table exercises, including participation in Specialized Agencies formulation missions. These approaches are now available for systematization by other funds and organizations. For instance, UNIFEM's Africa section was invited by the WID Division of UNDP to participate in the gender training workshop for Maghreb States early 1989. UNIFEM's input, particularly the new orientation film and guidebook, was well received, and it was recommended by the participants that these UNIFEM materials be supplied to all UNDP offices.

Additionally, the plan has made considerable contribution to the enhancement of national government's capacity for women in development planning, programming, and implementation, as well as assisting the development and regional capacity of WID, e.g., at African Development Bank, OAU, SADCC and ECA.

In accordance with the above statement and at the invitation of the Republic of Togo, the ministries of planning and the women's national machineries of seventeen West Africa states met in Lome, October 3-7, 1988, to discuss women in development programmes. Regional bodies such as the African Development Bank, the Economic Community of West African states, the organization of African Unity, local and international NGOs, international development agencies such as the EEC, CIDA and representatives of bi-lateral ministries of co-operation from the Netherlands and the Federal Republic of Germany were also present.

The meeting observed that the national machineries for women exist in all countries except Liberia but noted with concern the lack of coordination of work of these structures, the lack of human material and financial resources required for them to achieve their goals and the need for more training in women in development issues and gender analysis.

An IFAD Programme on Women in Development has been established in the IFAD Technical Advisory Unit.

V. OBSERVATIONS MADE BY AGENCIES

1. The local socio-economic environment requires in-depth examination and analysis before technical cooperation measures are designed and implemented, especially for training programmes and technology selection.

2. The design and choice of technology must be adapted to local cultural conditions and resources, technology assistance cannot stand alone but must be supplemented by support measures such as credit, training and management assistance. Women's access to credit and technologies can significantly improve their production and marketing capacities.

3. The long-term sustainability of technical cooperation to integrate women into industry depends on national policies and acceptance as well as project design, implementation and evaluation measures.

4. Low income women are reliable borrowers and are willing to take as much risk as men but unfortunately, these women lack credit information, collateral, participatory experience in formal co-ops, and mobility to reach the financial institutions, i.e., banks which are usually located in towns.

5. Factors which have contributed to the success for women's activities include the use of participatory approaches, women's groups and the sensitization of planners and policy makers to women's issues.

6. The mobilization and organization of women is more likely to be successful when women are organized around economic activities.

VI. RECOMMENDATIONS

In order to implement effectively, the UN-PAAERD's women's dimension, the following recommendations are advanced:

1. In order to lessen women's burdens so that they participate more effectively in the development process, the provision of technologies alone is not sufficient. There is need to reconsider the division of labour so that men too share in the household responsibilities. Also Special Services like Day Care Centers are critical.

2. More resources are needed to support grassroots training projects for women in post harvest food storage and preservation. This can be done through funding of local women's groups and cooperatives.

3. While working hard to eradicate illiteracy which is very high among African women, innovative approaches which do not require literacy skills should be utilized to educate and train pre-literate women particularly in rural areas. Such approaches include:

- . the exchange of visits/study tours to share useful and practical experiences;
- . the use of group discussions techniques through existing groups;
- . the use of local successful farmers, entrepreneurs as models;
- . the use of audio-visual aids which are relevant, and easily obtainable.

4. More attention should be devoted to the transport needs of rural women and to devise strategies for assisting them to get access to appropriate low cost transport devices;
5. Agencies which provide training to women need to devise follow-up mechanisms to ensure that the training received by women is practical, relevant, and is being utilized. This could ensure the proper utilization of resources put into training;
6. There is need for proper and systematic documentation of women's activities particularly projects, whether general or women specific, that would facilitate effective monitoring and evaluation, follow up and the sharing of experiences, lessons and processes;
7. Measure should be taken to have in place mechanisms for consulting women farmers before the introduction of new technologies and training so that their talents, traditional knowledge and skills can be incorporated and utilized;
8. Women's focal points in various ministries, agencies and organizations need to be strengthened through the provision of training in relevant skills needed for competent performance;
9. Agencies need to increase the proportion of their budget for women's activities, and also to set target levels for women's participation in the projects they sponsor. In particular, percentages for food production and food security should be higher than they currently are.
10. UNIFEM as a "lead agency" with ECA/ATRCW should monitor the implementation of UNPAAERD with respect to the women's dimension.
11. The MTR has focused on agricultural development and human resources. However, closer attention should be given to a few specific areas which may include:
 - a) Promotion of positive attitudes towards the role of women in overall development with a view to eliminate all discriminatory attitudes and perceptions.
 - b) There should be a wider use of mass media; training and promotion of women's participation in the journalism profession; and information, communication systems.
12. In view of women's low participation in industrial sector particularly at the key and higher level positions, training of women/girls in this sector should be given attention. Organizations concerned should ensure the promotion of the women in the sector.
13. Funding/donor country agencies should develop a methodology/mechanism to ensure that flow of resources directed toward women's programmes reach and benefit women.
14. Effective participation of women in management and decision-making is a crucial determinant of women's socio-economic status in the society. Within the framework of the UN-PAAERD, attention should be given to leadership training as well as promotion of women's participation in these areas.