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**REPORT OF THE REVIEW MISSION**

**AFRICAN TRAINING  
 AND RESEARCH CENTRE**

**FOR WOMEN**

7 to 24 March 1978

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REVIEW AND ASSESSMENT OF THE AFRICAN  
TRAINING AND RESEARCH CENTRE FOR WOMEN (ATRCW)

BACKGROUND OF THE MISSION

Introduction

1. Since its establishment in 1975 the staff of the African Training and Research Centre for Women have realized the need to build into its programme provision for periodic evaluation to provide guidance for its direction, priorities and strategies. It has therefore been the regular practice to include funding for such evaluation within its overall requests to donor agencies. Funds for the present Review Mission were provided by USAID.

2. At the Regional Conference on the Implementation of National, Regional and World Plans of Action for the Integration of Women in Development, Nouakchott, Mauritania in September/October, 1977, the meeting of donor agencies to ATRCW proposed that ECA should initiate plans for a systematic review and assessment of the Centre's work, progress and projected plans in the early part of 1978.

3. The Women's Programme of ECA, later established as the ATRCW, has been operational since 1972; thus five years of activity have been completed and an assessment of the Centre was very timely. UNECA therefore, in line with the donor's request invited a Review Mission to undertake this task, composed of representatives of the major donors to the Centre, aided by senior women Regional Advisors drawn from each of the ECA sub-regions.

Terms of Reference for the Review Mission

4. The primary objectives of the review were:

- (1) to assess the appropriateness of the Centre's objectives and programmes in response to national and regional priorities

for increasing the participation of women in the development process;

- (2) to identify the factors which may have facilitated or hindered the achievements of the Centre's immediate and ultimate objectives;
- (3) to assess the effectiveness of donor support to the programme of the Centre to date;
- (4) given the findings under (1), (2) and (3), above to recommend steps for strengthening the Centre's capacity to respond effectively to national and regional needs, taking into account its current and potential relationships with member States and with the UN system, and its association with other regional and sub-regional organizations;
- (5) to propose to member States, the UN system and donors, the most effective source and mechanisms for supporting the work of the Centre throughout the remainder of the UN Decade for Women (1976-1985).

#### Composition of the Mission

5. The Mission was composed of the following members :

Chairman : Hon. Ms. Lily A.W. Monze, M.P. Minister of State, Ministry of Economic and Technical Co-operation, Zambia.

Germany : Ms. Ursula Linnhoff, Ministry for Economic Co-operation, Bonn, West Germany (country visits and debriefing).

Netherlands : Ms. Ellettha Schoustra, Ministry of Foreign Affairs, The Hague, Netherlands.

Sweden : Ms. Eva Forsberg, SIDA, Addis Ababa.

USAID : Ms. Margaret Bonner, USAID, Addis Ababa (Addis Ababa only)

Ford Foundation : Ms. Susan Goodwillie, Ford Foundation,  
New York, USA

FAO : Dr. Jean Delaney, FAO, Rome, Italy

UNICEF : Ms. Virginia Hazzard, UNICEF, Regional Office,  
Nairobi, Kenya

ILO : Ms. H.M. Albastros, ILO Regional Office,  
Addis Ababa (Addis Ababa only)

Assistant to the Review  
Mission Chairman : Ms. Anne Nkhata, Ministry of Economic and  
Technical Co-operation, Zambia,  
(Addis Ababa only).

Regional Advisors

Ms. Saida Agrebi, Head, Arab Women Workers Bureau, Arab Labour  
Organization (Tunis Office).

Ms. Kayissan Brenner, Ministry of Health, Social Affairs and  
Promotion of Women, Togo.

Ms. Martha Bulengo, Executive Director, Community Development  
Trust Fund of Tanzania.

Ms. Lettie Stuart, Planning Officer, University Secretariat,  
University of Sierra Leone.

Review Mission Programme of Work

6. The Mission and advisors undertook the following programme of work :
- (1) The Mission and the regional advisors assembled in Addis Ababa for three days of briefing and consultations with executives and staff of ECA, and in particular of ATRCW (see Annex I);
  - (2) The Mission members and the regional advisors then dispersed to visit member States of the Commission, during a one-week period, for discussions with governments and voluntary agency representatives. The countries visited by the team members were :

<u>The Gambia</u>	Ms. M. Bulengo
<u>The Cameroons</u>	Ms. L. Stuart
	Ms. V. Hazzard
<u>Ghana</u>	Ms. M. Bulengo
	Ms. L. Stuart
	Ms. V. Hazzard
<u>Tanzania</u>	Hon. Ms. L.A.W. Monze
<u>Zambia and</u>	Ms. S. Goodwillie
<u>Kenya</u> <sup>1/</sup>	Ms. E. Forsberg
	Dr. J. Delaney
	Ms. E. Schoustra
	Ms. U. Linnhoff
<u>Mauritania and</u>	Ms. K. Brenner
<u>Senegal</u>	Ms. S. Agrebi

Summaries of country visits are included as Annex II.

- (3) The Mission and advisors reassembled in Addis Ababa for five days of discussions and preparation of the report of the Review Mission.

7. Although members of the Mission regretted that not all donor agencies which support the Centre were represented, the inclusion of regional advisors was greatly appreciated and helped, immeasurably, the donors who did take part. The active participation of Centre and ECA staff during the working sessions in Addis Ababa also contributed greatly to the substance of the Mission's work.

8. In addition, the support provided by the entire Centre staff during the review was very much appreciated by The Mission. The excellent background and special briefing documents that were prepared in advance and during the review were indispensable to the achievement of the Mission's objectives. A list of briefing documents is attached as Annex III.

9. During the country visits, The Review Mission Chairman and Members greatly appreciated the gracious hospitality, advice and assistance

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<sup>1/</sup> A brief stop in Kenya was also made.

extended by Government officials, policymakers, programme planners, and personnel of the various women's programmes, national institutions and organizations. The work of the Mission was facilitated by the many services rendered in each country.



## SUMMARY OF RECOMMENDATIONS OF THE REVIEW MISSION

10. In summary, the Review Mission recommended that:

### ECA: Structure and Staffing

- (1) Strengthen the institutional structure of the African Training and Research Centre for Women (ATRCW) by the addition of six UNECA Regular Programme posts to enable the Centre to carry out its rapidly expanding programme, based on the expressed needs for assistance from member States in the Region.
- (2) Take steps to elevate ATRCW to divisional status within the organizational structure of ECA, based on the significance of its past work and potential impact in the Region, and to ensure that its policy level decisions and budgetary allocations are made in collaboration with relevant divisions and joint divisions within the ECA Secretariat.
- (3) ATRCW meanwhile give priority to the establishment of closer working relationships between the Centre and other divisions and sections in order to integrate programme concerns for women into the plans, projects and activities of other units of the Secretariat; and to the Chief Technical Coordinator of ATRCW having a voice in top-level decision-making.
- (4) Give serious consideration to relaxing the policy which prohibits the employment by the Centre of the spouse of someone already employed in another division of the Commission, as well-qualified female candidates for vacant posts are available.

### Programme

- (5) The role of the Centre become more that of a coordinating and catalytic agent than an executing one, drawing on the considerable amount of expertise for research, training and other programme activities which exists, and working closely with related projects and activities being implemented by UN agencies as well as by non-governmental organizations and national and regional institutions.

- (6) ATRCW establish closer working relationship with other women's organizations in the Region and also links to similar women's centres and women's organizations in other parts of the world.
- (7) The Centre strengthen its relationships with the Organization of African Unity (OAU) and with the Pan-African Women's Centre which has Observer Status with the OAU.
- (8) In the implementation of the African Plan of Action for the Integration of Women in Development, ATRCW, under the guidance of the African Regional Coordinating Committee (ARCC), continue systematically and periodically to assess and order programme priorities and formulate inter-related programme plans and activities at regional and sub-regional levels, reflecting the needs of member States and closely coordinated with their national plans of action (see recommendations on each ATRCW programme area for details).
- (9) The Centre encourage national and sub-regional institutions to expand training facilities and opportunities for women, girls and school leavers in all countries, and especially in the minority-ruled and newly independent countries. Furthermore, that leadership training in organizational and managerial skills be intensified for women at all levels.
- (10) ATRCW also seek funds from those bilateral and non-governmental donors, as well as other financial institutions, who have not as yet contributed to the support of the Centre.
- (11) The Centre make a vigorous effort to initiate a scholarship/internship programme, seeking a block allocation of funds and providing flexible procedures for responding to the extensive needs for various types of basic and specialized training for women and girls throughout the Region.

DONOR AGENCIES

- (12) Continue upon request to consider providing technical and financial support to the Centre and also consider extending assistance to the decentralized sub-regional centres, including funds for staff and/or consultants and priority activities as defined by the sub-regional Special Committees on Women and Development.
- (13) Give consideration to the provision of funds to ensure that the proposed Communications Unit of ATRCW is established, qualified staff recruited and a programme of activities planned and implemented to provide more comprehensive exchange of information, experience and materials, in the three official ECA languages, between the Centre and all member States.
- (14) Be encouraged to increase financial support to the ATRCW programme areas at country level, especially in the establishment and functioning of national machinery, research on the conditions of women, and local production and dissemination of training materials and related documents.

UNITED NATIONS AGENCIES

- (15) Specialized agencies which currently support the Centre (FAO, UNFPA, UNICEF and ILO) continue to provide financial assistance to the Centre for posts and activities; and that those specialized agencies (UNESCO, WHO and UNIDO) which do not currently support staff at the Centre be encouraged to do so. Furthermore, that UNDP be requested to join the other agencies of the UN system in support of ATRCW.
- (16) Technical staff of the UN agencies wherever feasible be attached, or continue to be attached, to the Centre as an integral part of the Centre team.

- (17) Following the March 1978 Regional Meeting of the Inter-Agency Working Group on Women in Development, the Executive Secretary of ECA meet with the Heads of the appropriate agencies of the UN system to establish firm policies on inter-agency working relationships with respect to programmes relating to women.

MEMBER STATES

- (18) Provide national leadership at the highest level to spearhead the creation and development of national machinery if not existing; increase technical and advisory services to national machinery; link national machinery directly or indirectly to the policy-making bodies of Governments; and assure that recommendations for women's programmes are incorporated in national development plans.
- (19) Governments be encouraged to appoint as their representatives of the sub-regional Special Committees on Women and Development, well-qualified women who are committed to women's programmes and are able to reflect women's needs at the sub-regional level and to influence policy-makers at national level. These national representatives may also be designated the official points of contact with ATRCW.
- (20) Assist ATRCW to recruit qualified nationals from Francophone and Arabic-speaking countries, to be employed at the Centre or in Centre-supported activities in member States of the Region.
- (21) Develop comprehensive inventories of competent women who could work at several levels in the fields of planning, programming, research, training, marketing, and evaluation, among others. This search could provide data about potential candidates for staff of the MULPOCs, the ATRCW and ECA as a whole, as well as for the exchange of expertise among member States.

## INTRODUCTION: THE ORIGIN AND GROWTH OF THE CENTRE.

11. A number of Africa regional meetings on the role of women in development were held during the 1960s and early 1970s, under the sponsorship of UNECA and other UN bodies; three of these were assisted by the Federal Republic of Germany. The recommendations of these meetings, as well as the increasing interest of the member States, led to the establishment of the ECA Women's Programme within the Human Resources Development Division in 1972. ECA became the first United Nations Regional Commission to have a programme designed and directed specifically to accelerate the integration of women in development. It has thus played a pioneering role on the global scene and has become a model for other Regions where such programmes are being established.

12. While the task was formidable, the resources provided for the programme were minimal. The major responsibility for establishing and effecting a programme initially fell to a staff of two with salaries funded by the Swedish International Development Authority (SIDA) and an activity budget that had to be sought from sources outside of ECA, including the United States Agency for International Development (USAID) and the Netherlands. The programme and staffing expanded gradually and by 1975 there was a professional staff of three and a support staff of three. Since 1973 The Food and Agriculture Organization (FAO) has played a critical role in the development of the work, and in obtaining some of the initial and current finance support from the United Nations Funds for Population Activities (UNFAP).

13. ECA recognized that the Women's Programme was not sufficient to meet the demands being placed on it by member nations and, as a result, the African Training and Research Centre for Women (ATRCW) was established by directive of the Executive Secretary as a section of the Human Resources Development Division (now the Social Development Division) in March 1975. Resolution 269 (XII) 1975 of the Conference of Ministers of the Economic Commission for Africa endorsed "the Commission's plan to establish an

African Training and Research Centre for Women, to be inaugurated during the International Women's Year, as one of the Commission's major activities for the Year".

14. Establishment of a "Centre" within the Commission did not set a precedent, as Trade and Population Centres already existed within ECA. The Women's Centre established an innovative approach by undertaking its action-oriented programmes at national and sub-regional levels, rather than at the ECA Headquarters itself. Its work is guided by African Regional Conferences, the Africa Plan of Action for the Integration of Women in Development, and the priorities of member States. The 1977 Regional meeting in Nouakchott, gave additional guidelines for ATRCW's work at the sub-regional level.

15. Before the official establishment of ATRCW in 1975, a number of UN, bilateral and non-governmental agencies expressed interest in the Women's Programme and have since contributed resources to the Centre. These include UNICEF, ZONTA International through UNICEF, Government of Belgium, Finnish UN Association, Ford Foundation, Intermediate Technology Development Group (ITDG), International Planned Parenthood Federation (IPPF), Rockefeller Foundation and United Nations Voluntary Fund for the Decade for Women, as well as the previously mentioned donors.

16. At present the Centre has 8 professional staff, 3 research assistants 4 secretaries and a machine operator/driver. Of the professional staff, two are Francophone and who speak English and one is Anglophone who speaks French. Of the secretaries, two work in both French and English. Identification of candidates and the lengthy process of recruitment have been significant constraints on the work of the Centre. Especially difficult is the recruitment of French and Arabic speaking staff. Aside from the problems of women not wanting to leave their families to work with the Centre, the lack of security of tenure of appointments is a constraint. At present the UN only provides one staff member; the rest are donor-financed which in most cases means short-term funding. ECA does not permit hiring of wives of staff members, although several who already are resident in Addis Ababa are highly qualified.

17. Transportation difficulties, which have become more acute within the past few years, have added to the problem of a limited staff attempting to work with 49 African countries. It is expected that the Centre, in line with the emphasis ECA is placing on decentralization, will work through the five newly established ECA Multinational Programming and operations Centre (MULPOC) in four sub-regions of Africa in order to facilitate contact and communication with member States. Activities at the MULPOC level were recommended by the Nouakchott meeting, 1977.

18. In spite of the constraints of staff, language, and transportation, the staff of the Women's Programme/Centre has, since 1972, carried out activities in 16 English-speaking, 15 French-speaking and 8 Arabic-speaking countries. Contact is just beginning with the recently liberated countries.

## ASSESSMENT OF CENTRE'S OBJECTIVES AND PROGRAMMES

19. The programme and activities of ATRCW have to be viewed within the terms of reference of ECA. ECA's objective is to assist member States to deal, as appropriate, with the economic and social aspects of development and the inter-relationships between economic and social factors, the Commission taking no action with respect to any country without the agreement of the Government of that country. In a consultative capacity, the Commission is empowered to make recommendations, on any matter within its competence, directly to member Governments, associate members and to UN specialized agencies. The development of human resources is a crucial aspect of its work and this has necessitated the creation of a Social Development Division within the organization. As the programme of the Division developed, it became clear that :

- (1) To alleviate conditions of poverty, ignorance and disease in the Region, the mobilization of all human resources, especially women whose role and potential have been neglected, is necessary.
- (2) The absence of adequate data on the role rural women are playing, which has led to an underestimation of their work and consequent neglect in national development plans, indicates the urgent need for research to bring the true facts about the contribution of women in rural areas, in self employment, in wage employment, in marketing, etc. to the forefront.
- (3) The various Regional meetings and conferences held on the social, economic and legal situation of women have increasingly shown that the women of the Region know their priorities and needs and have expressed them with clarity and conviction.
- (4) The UN system's increasing concern, which led to the establishment of the Commission of the Status of Women under ECOSOC in 1964, the subsequent Declaration on the Elimination



of Discrimination Against Women (1967) and the adoption of numerous other relevant resolutions, has committed governments, regional commissions and other UN bodies to adopt measures to enhance and improve the situation of women.

20. By 1970 the knowledge gained and the recommendations made at global and regional levels to assist women in the home and community, and in public and political life, convinced the Commission of the need to have some of translating these recommendations into effective action at the regional level. This led to the establishment of the Women's Programme in the Human Resources Development Division (now the Social Development Division) in 1972 as mentioned above. Its activities were tailored to meet, as far as possible within its limited resources, the most pressing and crucial needs of the Region, namely, for research, training and national machinery for women in development. The programme was comprehensively called the ECA Five-Year Programme for Pre-vocational and Vocational Training of Girls and Women (1972-1976).

21. The facts which emerged during this period and which are still valid today are :

- (1) The predominant role of women in subsistence agriculture and food production in Africa;
- (2) The predominance of women in petty trade and commerce, especially in the West Africa Region;
- (3) Women's major responsibility in every country for processing and storage of family food;
- (4) The important role women play, in pastoral and nomadic societies, in the care of animals; and
- (5) The enthusiastic participation of women in self-help activities of all kinds.

These extra-familial tasks are, of course, over and above the responsibilities women take for their homes and their families. Women have rarely been considered as contributing to the national income of their countries and therefore plans or projects have seldom been launched to help alleviate the burden they carried. It became obvious that efforts to assist the women of the Region should be vigorously pursued.

22. The long range objective of the Centre is to assist member States to raise the standard of living of families and communities, especially in rural areas, through the improvement of skills and opportunities for women, and so to allow them to participate more effectively in the development of their countries. Some of the major subject areas included in the activities of the Centre are therefore food and nutrition, handicrafts and small-scale business and industries; management of family resources; population/family life education; use of labour-saving devices; home improvement; upgrading of wage-employed women; integration of women in national and project planning; communication and organization and management skills. It is recognized that the major effort for the advancement of the women of the Region should come from member States themselves, while the Centre should act as a catalytic agent.

23. In order to achieve its objective, the Centre has developed activities in the following programme areas, each of which has specific objectives :

- Promotion of national machinery for the integration of women in development;
- Training, study tours and scholarships;
- Communication, and publications;
- The establishment of an African Women's Development Task Force;
- Village technology;
- Research;
- Handicrafts and small-scale industry.

## NATIONAL MACHINERY FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT

### Introduction and Objectives

24. The need to establish government machinery to assure the full participation of women in national and international development has been recognized and supported by the United Nations Economic and Social Council and the General Assembly in resolutions since 1963. These resolutions have called upon member States to consider seriously the establishment of national governmental machinery, in the form of National Commissions and Women's Bureaux or similar bodies, to encourage a wider participatory role for women in all phases of society. The various Africa Regional conferences of women held in 1964 in Togo, 1968 in Ghana, 1969 in Ethiopia, 1971 in Morocco and Gabon and 1974 in Ethiopia, recommended the establishment of such institutions in African countries. The ECA Conference of Ministers, 1975, confirmed this need, and the Mexico Conference of International Women's Year and the resulting World Plan of Action (incorporating the Africa Plan of Action) gave additional impetus to the international movement. At the Regional Conference on the Implementation of National, Regional and World Plans of Action, Nouakchott, Mauritania, 1977, Resolution 1 called for the creation or strengthening of such national machinery. This machinery should form the base and focal point for the creation of sub-regional and Africa regional machinery.

### Activities

25. In response to these various proposals, the ECA Women's Programme embarked, in 1972, on the development of a project under the title National Commissions on Women and Development and Women's Bureaux. As an initial step, an information brochure was published under this title, based on the resolution of the Rabat Regional Conference, 1971, as a guideline to the establishment, structures, and functions of these institutions. Towards the end of 1974, the Centre organized its first series of three-day national seminars to provide a forum for policy-making men and women representatives of Governments, national Women's

organizations, voluntary and private agencies and others, to discuss the concept of national machinery, and the possibilities of establishing some kind of machinery in the light of each country's priorities. The international team which conducted the seminars together with a national team, included leading men and women from the Region and as from other regions, whose experience could contribute to the understanding of these institutions. From 1972 to 1977 the Women's Programme/Centre participated in the organization of nine seminars in English-speaking countries and eight in French-speaking countries. These were Sudan, Ethiopia, Kenya, Lesotho, United Republic of Tanzania, Zambia, Gambia, Nigeria and Libyan Arab Jamahiriya (English) and Upper Volta, Togo, Benin, Gabon, Morocco, Tunisia, Mali and Mauritania (French).

26. In 1976 the Centre undertook a survey by mail, of existing national machinery in African countries. The results show that varied forms of national machinery exist, ranging from a ministry responsible for women affairs, a women's wing of the national political party, a national commission and/or a women's bureau, to a committee designated for a specific purpose or period, or a non-governmental national council of women's organizations. Some countries have one type, but others have a combination of two or more.

27. In 1976 also, the Centre began to offer advisory services, on request of Governments, to newly established machinery, in particular to assist with the planning and development of project proposals, including proposals to strengthen the professional staffing of the institutions. In addition, assistance has been given in attracting funds for the national machinery. Such services have been given in Kenya and in Sudan.

28. Assistance has also been given by ATRCW in the form of support for national researchers to publish national annotated bibliographies related to the situation of women, as an information base, and for the evolution of a set of quantified indicators to measure women's changing position vis-à-vis access to the tools and rewards of development. These activities fall within the ATRCW research programme. Funding for the

national machinery projects has come from USAID, the Government of Belgium, Ford Foundation, and the United Nations Voluntary Fund for the Decade for Women.

#### Future Plans

29. Staff responsible for the national machinery programme have observed that, in several countries which already have very strong women's organizations or women's organizations of a political nature, leaders do not always understand the technical scope of the national commissions and bureaux, and consequently are hesitant to accept a new structure. Respecting the variety of existing national organizations, ATRCW is moving more toward advisory services to strengthen the technical competence of existing national groups on the one hand, and toward assisting the MULPOC Special Committees on Women and Development on the other. Centre staff are being assigned to liaise with each MULPOC, and the Centre is preparing a programme of training for these sub-committees on the preparation and implementation of project proposals.

#### Observations of the Mission

30. The Review Mission felt that there is a disparity between the concept of the expression "national machinery" as set out by ATRCW in its document "National Commissions on Women and Development and Women's Bureaux" (1973) and implementation at the country level. The Centre should broaden its definition of national machinery.

31. ATRCW's relationship with a country can be effective only if there exists a strong national contact agency. Where machinery does not exist at the national level, constraints are imposed on the effectiveness of the Centre's programmes. Some type of national machinery is essential to the efforts to integrate women at sub-regional and regional levels as well. The success of the MULPOC Special Committees on Women and Development will thus depend on links both to national machinery for designing, implementing and monitoring programmes and projects in the field of women's development within member countries, and to regional machinery for implementing the Africa Plan of Action.

32. At the regional level, the Africa Regional Co-ordinating Committee's (ARCC's) effectiveness will depend on the strength of machinery in member States, and on the competency of national members in planning, budgeting, implementation and evaluation.

33. For it to be effective, the Mission believes that Governments, themselves, should help to establish the machinery, or encourage existing ones. Governments should also help to build up the technical competence required and should encourage the appointment of qualified staff. Moreover, Governments should ensure that competent and committee women with technical qualifications are nominated from the national machinery to represent their countries on the MULPOC sub-regional committees.

34. The Mission observed that political good will and consequent positive policies must exist before national machinery can be a truly effective instrument.

#### Recommendations on National Machinery

35. The Mission recommended that:

- (1) ECA, including ATRCW and the MULPOC teams, support the establishment or strengthening of national machinery by providing advisory and technical services and facilitating exchange of information and experience between national groups.
- (2) In order to achieve a common understanding about the term "national machinery" and to assure its establishment or strengthening of these, the sub-regional Committees on Women and Development, at MULPOC level, with the support of ATRCW, organize workshops with national representatives. The participants at these workshops could share information about and experience on the establishment of national machinery in various member States to help them develop appropriate mechanisms for their own countries.

(3) (a) national leadership at the highest levels spearheaded the creation and development of national machinery, (b) Governments provide technical and advisory services to national machinery, (c) such machinery be linked, directly or indirectly, to the policy-making bodies of Governments, and (d) recommendations for women's programmes be incorporated in national development plans.

(4) In order to ensure that ECA communications are received by women in member States, they be sent to the secretaries of each national machinery as well as to the official correspondents of ECA.

## TRAINING, STUDY TOURS AND SCHOLARSHIPS

### Introduction and Objectives

36. Training is a major activity of ATRCW. The form which the programme initially assumed, that of "itinerant training" was adopted following a recommendation by the participants of the ECA/FAO/SIDA Seminar on Home Economic's Planning for English-speaking countries, held in Addis Ababa in 1972. UN agencies were asked to help with training within countries, where many national participants could benefit, rather than to organize training activities on a Regional basis with only one or two persons from each country participating.

37. In line with various conference recommendations, the Women's Programme staff of ECA Human Resources Development Division drew up the "Five-year Programme for Pre-vocational and Vocational Training of Girls and Women towards their Full Participation in Development, 1972-1976", which still provides the framework for the Centre's training activities.

38. The ultimate objective of the training programme of ATRCW is to help to provide the women of Africa with the necessary knowledge and skills to enable them to participate more fully in the development of their countries and communities. The more immediate objectives are (a) to upgrade the knowledge and skills of the trainers who must work more directly with these women; (b) to broaden their views of women's educational needs; and (c) to encourage dialogue between policy makers, planners and trainers.

### Activities

39. Within this framework, a series of Itinerant Training Workshops for Trainers in Home Economics and Other Family-Oriented Fields was organized in 1973/74 in six English-speaking countries of East and Southern Africa. These workshops were evaluated favourably by the participants. However, after the first group of six, the Round I Workshops, essentially of an orientation nature, were changed to "Workshops for Planners and Trainers to Improve the Quality of Rural Life" in order to involve men as well as



women in the workshops and the follow-up. In all, twenty-one such workshops have been held, twelve in English-speaking and nine in French-speaking countries. A report of each workshop was drafted by the participants in a form which allowed its use as a training aid. Each workshop was evaluated by the participants and the results, along with their suggestions for follow-up action are included in these reports.

40. A review of the usefulness of these workshops was made by special missions of consultants and ATRCW staff, and by Centre staff visiting countries for other activities. As a consequence, a second round of more specialized workshops was started, in 1975, in response to specific requests received. These workshops have so far been concerned with food preservation and storage (Tanzania), day care of children (Kenya, subregional), communications and planning techniques (Zambia), leadership training (Sudan), and women in cooperatives (Cameroons, assisting the Pan African Women's Organization).

41. In response to requests from senior women in various countries who have complained that they sometimes have a chance to visit Europe and USA but almost never to exchange experiences and views with their counterparts in other African States, several study tours were arranged in 1977 to examine activities for women and those concerned with population and family life education. Two such tours were to Kenya, the first for Ugandans, the second for participants from the Cameroons, Burundi and Rwanda. A third group, from Ghana, Tanzania and Kenya, visited Sierra Leone.

42. A recent innovation in the training activities of ATRCW has been to work with existing national and sub-regional institutions which are training intermediate-level field personnel for different services, on the introduction into their curricula of courses relevant to women's situation. One example is the collaboration of FAO and ATRCW staff with Bukura Agricultural College Kenya in the design of an integrated curriculum based on the findings of village studies and experience derived from an "outreach" programme.

43. ATRCW staff also assists countries with the formulation and elaboration of longer-term training projects, and in seeking funds for those which are beyond the resources of the Centre. Assistance has been given to Somalia, Comoros and Mauritania in developing projects of this kind.

44. Donors to the training programme of the Centre include the Netherlands, The Federal Republic of West Germany, Belgium, UNFPA/FAO, UNICEF, IPPF, The Finnish IYW Committee, and the UN Voluntary Fund of the Decade for Women.

#### Future Plans

45. Many requests for specialized workshops have been received and this series will continue. Workshops on Agricultural Training for Women in Rwanda, Horticulture and Cooperatives for Sahelian Nomads in Mauritania, Family Planning and Family Life Education in Benin, are at the planning stage. New subjects requested are: the formulation of projects and the preparation of project documents; organization and management; adult education techniques; village technology of many kinds; money-earning activities; and improving nutrition through the production and use of traditional African foods; in addition, some countries have asked for workshops on topics already in the programme such as day-care of children, agriculture, food preservation and storage, family spacing and family life education, communication, and programme planning.

46. A new emphasis is being given by the Centre, in line with ECOSOC Resolution 2059(LXII), 1977, to training in the preparation and implementation of project proposals. Two sub-regional workshops on project planning and evaluation, one in English, the other in French will be held at training centres or universities in 1978.

47. A study tour is being planned for some French-speaking countries of West and Central Africa, in collaboration with UNESCO, and the possibility of organizing one for Arab countries is being explored.

48. More emphasis will be given to in-service training for intermediate-level workers in rural areas. Plans are now completed between the Douala School of the Pan-African Institute for Development (PAID), ATRCW, UNICEF and FAO, to introduce a 3-months specialized course at PAID on applied nutrition, human development, child-care and family life and for the provision of fellowships, for women from the Region to participate. This course will also include training in programme planning, management, curriculum development, and adult education techniques. Collaboration with existing institutions, such as PAID, in introducing courses especially relevant to women and their needs, will form a larger part of the Centre's programme in the future.

49. The Centre now has funds for its internships programme and this will be implemented more fully, beginning in 1978.

#### Observations of the Mission

50. The Mission welcomed as a satisfactory trend the diversification of the nature and content of the ATRCW training programme in response to requests and recommendations from countries in the Region. It believed that training which will enable African women to increase their efficiency in the cash sector of the economy, to manage and conserve their resources effectively, and to market their products profitably is a priority need. The greatest "felt need" expressed by rural African women is for cash to meet the expenses involved in maintaining and increasing family welfare. It felt, however, that other high priorities are training for trainers on the formulation, elaboration and implementation of projects, and on leadership skills, especially skills in mobilizing and organizing women for development. It also stressed the importance of training on methods of teaching literacy, in which the Centre might collaborate with UNESCO which bears the main responsibility for this activity. The Mission emphasized the importance of ATRCW continuing to work closely with other UN agencies in the fields within their respective mandates. Where possible, ATRCW's role should be that of a catalyst, involving the appropriate agency and leaving the implementation of the actual training to that agency.

51. The Mission believed that the training activities in the various programme areas of the Centre should be closely coordinated.

52. It noted that the results of research concerning women, sponsored or carried out by ATRCW, should make it easier for the Centre to tailor its training activities to meet actual needs and conditions. The need for training content to be aligned with national agricultural and development policies and programmes is recognized by the Centre staff and was stressed by the Mission.

#### Recommendations on Training

53. The Mission recommended that:

- (1) The role of the Centre be primarily catalytic, leaving much of the actual implementation of the training to other agencies or to existing institutions.
- (2) The Centre staff make a systematic effort to encourage national and sub-regional institutions (a) to expand training facilities for women; (b) to include more women in training programmes; (c) to adapt their curricula to meet women's needs; and (d) to increase training opportunities for girl school leavers.
- (3) Many of the short-term training activities of the Centre continue to be in partnership with the appropriate UN agencies and, where possible or desirable, these activities be associated with the development of longer term national programmes and with assistance from UN, bilateral or non-governmental agencies.
- (4) The Centre emphasizes, in its own programme, the training of trainers in the formulation and elaboration of projects and in leadership skills for mobilizing human and other resources for development so that trainers may, in turn, pass these skills on to women leaders at all levels.

- (5) In view of the desperate need of rural women for income to meet family needs, the Centre also give special emphasis to training in income-generating knowledge and skills.
- (6) Recognizing that rural women in Africa are hampered in playing leadership roles in their communities and countries because of a history of double oppression - by colonialism and poverty as well as because of their sex - the Centre take what steps it can to promote education which will prepare and encourage women to accept leadership positions and political responsibilities.
- (7) The Centre encourage the development of special basic training opportunities for girls and women in the minority-ruled or newly independent countries so that they can later qualify for higher level training and leadership positions.
- (8) The Centre give attention to follow-up and refresher courses for women within the Centre's programme areas.
- (9) The Centre develop the study tour aspect of its program to enhance the exchange of experiences among women in various member States of the Region.
- (10) The Centre work towards making scholarships available for longer-term study by women within or outside Africa, wherever relevant specialized training is available.

## ~~COMMUNICATIONS AND PUBLICATIONS~~

### Introduction and Objectives

54. The opening of channels of communication between member States, national organizations, and women in the Region, on a vast continent with 49 independent countries, has been a major concern of the Women's Programme and ATRCW. Additionally, publications and other media are essential to support the activities of the Centre, and to ensure that the work is based upon the needs of member States, and shared in turn with them. Finally, ECA, as the regional arm of the United Nations, has the responsibility to relay to member States information from the United Nations Commission on the Status of Women, the UN Centre for Social Development and Humanitarian Affairs, and the counterpart Commissions in other Regions.

### Activities

55. The ECA Women's Programme began publication of the newsletter African Women in 1974, tri-annually, as a medium of exchange on activities affecting women in African countries. With the Commissions' wish to consolidate publications, African Women was joined in 1977 with another publication of the Social Development Division, to become Rural Progress. From the time of initiation of the itinerant training workshops (1973) and the seminars on national commission and women's bureaux (1974), reports have been produced for use at national or sub-regional level. Specialized publications, such as the series of manuals for rural trainers, the brochure on the Task Force, and the annotated bibliography of materials available at ATRCW, continue to be produced on an ad hoc basis. Surveys such as that on national machinery, and substantive monographs such as the Data Base and the New Economic Order: What Roles for Women have been prepared as background documents for regional conferences - Staff have also produced occasional articles in their fields of specialization for publication in international journals.

56. Currently ATRCW has no formal communication unit, but has recently set up a communication working group involving the part-time services, of existing staff. A documentation office has been established, containing publications organized both by country and by subject. Monographs on research, completed by nationals and supported by the Centre, are beginning to be published. A national workshop on Communication, Planning Techniques and Adult Education held in Zambia, in 1976, was the first of its kind in the specialized workshop series. A mimeographed newsheet "Update" was issued for the first time in 1978. The communication working group is of revising the Centre's mailing lists for general and specialized interests.

57. Most of ATRCW's donor agencies have given limited amounts of funds for publications, but the current demand for exceeds the Centre's resources.

#### Future Plans

58. As early as 1974, ECA proposed that one of the major sections of ATRCW would be a Communication Unit. The primary purpose of this Unit would be to increase awareness of women's present and potential contributions to development. It would also support research on the most effective means of communication within and between different countries. The Unit would produce audio-visual materials to support training programmes of the Centre, publish training materials and research reports, plan mass media programmes, provide training in adult learning and communication skills, and assist with the establishment of a new section in the ECA library. The new Unit would require, in addition to the existing staff, a Chief of Unit, a graphic artist and experts in visual media and radio.

59. While the proposed Communication Unit is considered essential to achieving the goals of the Centre, and its importance was underlined by delegated to the Nouakchott regional conference (1977), it has not yet been possible to find an interested donor.

#### Observations of the Mission

60. The Mission observed that the lack of a communication unit severely handicapped the informational tasks of the Centre. It also noted that funds are insufficient to print enough copies of each publications to allow a wide distribution and to translate key documents into the three official languages of ECA. Moreover a more satisfactory system of distribution needs to be worked out to ensure that the people who receive the copies are indeed the ones who will use them.

During the Mission's visits to member States, it was found that many key figures in women's movements and men and women in leading positions were not aware of the Centre's existence. A more appropriate mailing list was believed to be necessary. The Mission also observed that the usefulness of training materials, teaching aids and other relevant publications depended upon the ability of nationals to adapt and translate them into local languages.

#### Recommendations on Communication and Publications

61. The Review Mission recommended that:

- (1) Funds continue to be sought for the establishment of a communication unit.
- (2) The Centre be provided by member States and other organizations with relevant documentation and information about their experiences, in order to increase a two-way flow, and augment the effectiveness of the Centre's clearing house function; and that the facilities of the MULPOC also be fully utilized to strengthen ATRCW's clearing house activities.
- (3) A questionnaire be sent to member States for suggestions about points of contact with the Centre, and the kinds of information they need most.



- (4) Co-operation with professional mass communications, including women in the mass media and organizations such as the African Women Journalists' Association, be strengthened, in order to establish a satisfactory dissemination system. Furthermore that a seminar be organized for women in the media to discuss with professional journalists ways and means to disseminate information about African woman in development.
- (5) Member States be encouraged to translate and adapt Centre publications according to their needs.
- (6) ECA give consideration to translation of relevant ATRCW documentation into Arabic as well as French and English as Arabic has become an official language of ECA.

## THE AFRICAN WOMEN'S DEVELOPMENT TASK FORCE

### Introduction and Objectives

62. The Task Force Programme is described in a booklet entitled Africa Women's Development Task Force, as a medium for exchange of ideas, skills, and experience. It is an organized and co-ordinated corps consisting mainly of African women themselves, who willingly devote some of their time to serving other women in the less developed areas of their countries or other African countries. The Task Force Programme offers the opportunity to women who have the relevant skills and experience to share these with other women who need them. The wide range of fields in which such volunteer service is needed include agriculture, rural development, nutrition, health and medical service, sociology, home economics, community development, law, small-scale industries and businesses, family life education, adult education, day care centres, communication, mobilization and management skills, organization of national machinery, planning, on the national and project levels.

### Activities

63. The first volunteer under the African Women's Development Task Force Project was a tie-dye expert and social worker from Ghana, who was assigned to Lesotho from July 1976 to January 1977. She worked in 16 rural centres throughout the country training a total of 2,044 women.

64. In view of the great demand for tie-dye clothing in the country, as well as in neighbouring countries, the project began to show promising signs from the very early stages, from the business point of view. One lady started selling her tie-dyed material to the Maseru Holiday Inn and was making sizable profits. The Lesotho National Development Corporation made plans to help the women start a tie-dye co-operative shop, and a newly built textile factory promised to employ some of the trainees.

65. Early in 1977, Upper Volta, Mali and Mauritania requested ATRCW to arrange training in tie-dye skills and techniques for organizers of women's programmes who would, in turn, the organizers would teach these techniques to women groups, for income-generation. To this effect, the Centre identified two volunteer trainers in the Cameroons. Four candidates two from Upper Volta and one each from Mali and Mauritania were nominated by their governments to participate in a two-months course.

66. Thus far the programme has taken two forms. In one case, a volunteer travelled to another country to train a large group of women. In the second case, trainees travelled for training outside their country.

67. On request from Kenya and Swaziland for tie-dye experts, two such experts were identified in the Gambia, with the assistance of ILO. These two volunteers had been expected to take up their assignment before the end of 1977. The two host countries however, have requested an indefinite postponement. Possibilities are being explored to send the volunteers to other countries which are prepared to receive them as they are still available.

68. Preliminary arrangements for sending two Mabati women<sup>1/</sup> from Kenya to Swaziland were made at the request of the Swazi women. The Kenya Women's Bureau assisted with the identification of candidates for the purpose, who had been expected to travel to Swaziland at the end of 1977 but have not yet gone.

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<sup>1/</sup> Mabati women are organized groups of women throughout Kenya who operate as mutual-benefit associations members of a group started by contributing a small sum of money the total of which is given to one member by turn. The money is spent on a project directed towards the improvement of family life, such as replacing a thatch roof with corrugated iron roof (mabati). After all the members of the group have had an iron roof for their houses, the next step is to contribute money for a water catchment tank for the family. Some of these groups have evolved into viable co-operative groups operating transport services and big farms on a commercial basis. It has been envisaged that the Mabati women would be able to share their experience with the women of Swaziland who might wish to start something similar, in the light of their own needs.

69. The booklet, the African Women's Development Task Force, which has been circulated to various African countries as well as to interested organizations and individuals, has stimulated interest in the project, particularly among prospective volunteers. One hundred applications (85 from women and 15 from men) have been received. They represented ~~across-section of professional fields and experiences~~. Teachers, nurses, nutritionists, home economists, adult educators, community development workers, doctors, agriculturalists, and even students are among the applicants.

#### Future Plans

70. The appointment of the Task Force Officer, to take full charge of the project, is an important aspect in the development of the project. Among the first things she will do is to establish contacts with the United Nations Volunteer Programme and other organizations having similar programmes, for the purpose of working out strategies for co-operation at the Africa regional level. She will travel to member States to identify their needs which could be matched with the competence of the applicants, to make personal contacts with some of the applicants, and to ensure that adequate preparations and arrangements are made in host countries.

#### Observations of the Mission

71. The assignment of volunteers has not been as smooth as originally envisaged. For example, in the case of the first Volunteer, difficulties were experienced in obtaining the necessary supplies, and the host country was unable to fulfill its financial commitments so that these had to be taken over by the donor agency. Not many business and working women can afford to be away for as long as six months and it is difficult to assess how far each trainee succeeded in attaining a base from which she could operate on her own. It has, however, been reported that some of the trainees have formed co-operatives and this indicates that good progress was made. In addition, the volunteer expressed satisfaction with the training she had been able to give. She felt that a second visit to the host country would be useful follow-up.

72. In the second case, the trainer recommended that in future, trainees should be persons already engaged in or intending to become engaged in activities where the skills they acquired will be used. The volunteer also emphasized that more exchange of information is needed in the preliminary stages to ensure that trainees know what to expect, and to enable the course to fit the local conditions to which the trainees will return.

73. Some lessons have been learned. Firstly that very careful selection and preparation is necessary before the training starts. Secondly, a follow-up visit by the trainer should be arranged. Trainees should understand that feed-back is essential and they should be asked to report on their progress following the course and to describe any difficulties they encountered. It goes without saying that the training should not only concentrate on the demonstration and practice of a skill but should also include other aspects of the enterprise such as market surveys, factors influencing design, and how to develop a business.

Short-term assignments or activities of one or two months duration could also be introduced. One country, for example, has expressed a need for a Task Force Volunteer to help to set up a Women's Bureau in the country. There are certain types of field surveys, inventories, and seminars in which volunteers could be used. For success in these it is obviously essential that the volunteer the trainer be matched with the level of the trainees. Furthermore the size of the group should be appropriate to the type of training and the host country's ability to meet its obligations to the volunteer and trainees' should be assured.

74. This innovative aspect of the Centre's work will have a better chance to develop with the appointment of a Task Force officer. The work involved in the movement of personnel around Africa, in response to requests from countries, makes demands on patience and inevitably involves frustrations and lapses in time between setting the operation in motion and its implementation. For each assignment considerable detail has to be sorted out before results can be achieved. However, as a promising aspect of the work of the Centre, ways and means of further developing this programme should continue to be explored.

75. At the present time although a good many 'competences' are available for 'export', it has not yet been possible to visit countries to explore the interest in these, and so far only a few skills has been requested.

Recommendations on the Task Force

76. The Mission recommends that:

- (1) The concept of the Task Force Programme be broadened beyond skills training to include short-term advisory services, field surveys, marketing surveys or seminars on topics related to the integration of women in development.
- (2) The present booklet which describes the programme be revised to explain more clearly to member States and potential receiving organizations the kinds of volunteer services that can be provided under the programme and the respective obligations of ECA, volunteers, and host countries or organizations.
- (3) The Task Force officer assist member States in identifying local resources before they become involved in the Task Force programme, in order to ensure that volunteers are recruited only when the requested expertise is not available in the country concerned.
- (4) The Centre take care in identifying suitable volunteers to respond to requests for services and make meticulous for their assignments.
- (5) Both the volunteer and the host organization report on the experience, at the conclusion of an assignment and evaluation and follow-up be undertaken as appropriate.
- (6) The name of the programme be changed to African Women's Volunteer Service.
- (7) An in-depth evaluation of the programme be undertaken in two years to assess the appropriateness and effectiveness of the programme in response to the needs of member States.

## VILLAGE TECHNOLOGY

### Introduction and Objectives

77. Rural women in Africa spend up to 16 hours a day on producing, processing and marketing food, collecting and carrying water and fuel, as well as cooking, washing and generally caring for their families. All these tasks they do without access to improved technologies which could reduce effort and increase the productivity of their work as well as provide income-generating activities. In recognition of this fact, the Village Technology Programme of ATRCW was started in 1975 to provide assistance to African Governments in the identification and implementation of projects and programmes relating to improved village technology for women. The types of technology covered include labour-saving devices such as grinding mills and oilpresses; income-generating equipment such as improved looms and bee-hives; and home improvements such as raised stoves and pit latrines.

78. The programme has expanded largely due to the support of the Intermediate Technology Development Group, which obtained funds from British Christian Aid to second one of its staff members to ATRCW for 3 years as village technologist, and UNICEF, which provides funding for the village technologist's travel in Africa and for many of the projects identified. The Ford Foundation, the Rockefeller Foundation, and the Fund for the Women's Decade have also contributed support.

### Activities

79. Current activities include :

- Socio-economic studies of existing projects aimed at introducing new technologies in villages and of the role of women and technology in agriculture. These were or are being carried out in Ethiopia, Sierra Leone, Ghana and Nigeria.
- Surveys of traditional technologies and existing technology projects aimed at providing data on which to make recommendations for future courses of action. One has been

completed in Sierra Leone, and The Gambia has requested a similar survey.

- Pilot projects aimed at introducing new or improved technology for women in selected villages and at assessing the acceptability and utility of these devices. Pilot projects have commenced or are about to start in Upper Volta, Sierra Leone, The Gambia, Mauritania, Senegal, Niger and Kenya.
- Workshops and study tours aimed at increasing the understanding of extension workers and other government officials in respect to village technology for women and/or giving training in a specialized aspect of improved technology. A general orientation workshop has been held in Kenya. A series of specialized workshops on improved methods of storing and preserving food was held in Tanzania, and Senegal has requested a similar workshop. Arrangement are being made with UNICEF to enable government officials from The Gambia and Sierra Leone to visit Kenya to study village technology programmes.
- Collection and dissemination of information on village technology for women aimed at producing written articles and documents for distribution and at answering requests for information on technologies from governments and field workers. To date, eight major publications have been produced and distributed. In addition the Centre is preparing a professional paper on "the Role of Women in the Utilization of Science and Technology for Development" for presentation at the Africa Regional Meeting on Science and Technology to be held in Cairo in July 1978.
- Scholarships to provide specialized training for African women. Funds have been obtained to send one woman to ITDG for a month and other funds have been obtained to enable a Gambian engineer to visit the Technology Consultancy Centre in Ghana for three months.



### Future Plans

80. Given the enthusiasm with which most countries have responded to existing village technology projects, it is expected that similar projects will be repeated in other countries. This applies particularly to pilot projects for the introduction of improved rural technologies; and to workshops for orientation of extension workers in the concepts of village technology. It is also expected that the Centre will become more involved in organizing specialized technology workshops for training of extension workers in improved methods of storing and preserving food; low cost building techniques; improved soap making; candle making, etc. Other plans include a Regional Workshop on the Impact of Science and Technology on Women.

81. The work of collecting and disseminating information on village technology for use by women is an important one and it is anticipated that this service will be expanded.

82. Funds are now available for a sub-regional post in village technology, to be located at the East Africa Regional Office of UNICEF in Nairobi. Negotiations are also underway with various donors for the establishment of a sub-regional post for West Africa. Continued back-up support can be expected from the Intermediate Technology Development Group.

### Observations by the Mission

83. This programme has been recognized and very much appreciated as responding to the priorities of the countries contacted during the country visits of the Review Mission. Comments from these indicated that the considerable amount of time spent in the countries during the preparatory stage, and the continued follow-up during implementation by the Centre's village technologist, have been important factors in the success of the projects undertaken. However, as with other programmes, communication between the Centre and countries has been difficult, in this case made worse by the heavy travel schedule of the Centre's village technologist. It is obvious that one person is inadequate to service the 49 member States and that at least two officers are necessary, one to follow-up

projects at ECA., respond to correspondence, and prepare data for publication, while the other is initiating contacts and assisting projects in the field. The Mission stressed that the appointment of a sub-regional village technologist for West Africa is important and that a donor should be sought for the establishment of such a post in North Africa also.

84. The Mission noted that national institutions had been identified in Ghana, Sierra Leone and Kenya which can act as executing agencies for the introduction and execution of village technology programmes, institutionalizing these within national services and allowing the Centre to concentrate on its catalytic role.

85. The Mission also noted that many agencies and organizations are involved in village technology activities in Africa and that there is need for a co-ordinated approach to avoid overlap, provide structural support, and to make the best use of available resources. It is believed that the scope of the programme should be broadened to serve both urban and rural women at all levels.

86. Because women in rural Africa have, by custom, had little to do with the operation and maintenance of machines, the Mission considered that the training aspects of the programme, already included in each project, are essential.

#### Recommendations on Technology

87. The Mission recommended that:

- (1) The title of programme be changed to Appropriate Technology, to indicate a broader scope than Village Technology.
- (2) The staff be enlarged to include two officers at ECA and sub-regional officers in North and West Africa, and that a donor for these be sought.
- (3) Institutions continue to be identified within countries to act as executing and follow-up agencies, and that the catalytic role played by the Centre be continued.

- (4) A meeting be organized in 1978 for individuals carrying out village technology activities in the Region, to establish channels for greater co-ordination and mutual support.
- (5) The Centre programme emphasise the training of women themselves in the operation and maintenance of the technologies introduced for their benefit.

## RESEARCH

### Introduction and Objectives

88. In an effort to provide more complete data on the role of women in development in Africa for policy analysis as well as for action programmes, the ATRCW engages in secondary research, conducts surveys and support primary research by national researchers on various topics relevant to the role of women. These topics include rural life; self-employment; wage employment; national planning and the development of indicators relating to women's economic roles; women's access to education; training and employment; mass media and its effects on attitudes towards women; the legal status of women; and the relationship between population factors and women's work and family welfare.

89. The Centre's programme of research is funded by a variety of donors. Bilateral support for research is provided by the governments of Sweden ~~and the United States~~ (small-scale industries) and the United States (employment). Multilateral support is provided by UNICEF (village technology and day care centres), FAO and UNFPA (bibliographies, population and co-operatives), ILO (small-scale industry), and the UN Voluntary Fund for the Decade for Women (village technology, mass media, and small-scale industry). Additional support is provided by the Intermediate Technology Development Group (Village technology), the Ford Foundation (legal status, village technology national bibliographies and development indicators) and the Rockefeller Foundation (women in agriculture). During the two-year period 1976-77 the Centre allocated approximately \$175,000 to its research programme, representing roughly 13.5 per cent of its total budget.

90. Nearly all of the research projects that are undertaken or sponsored by the Centre are designed to provide useful descriptive data and policy-relevant analysis. The research results are intended to be of interest and use to a broad range of people in governments, in women's action programmes, and in international organizations concerned with increasing the participation of African women in the development efforts of their countries and the Region.

### Activities

91. Examples of research and surveys that have been completed under the Centre's programme include :

- An Annotated Bibliography on Women and Development in Africa;
- Survey of National Machinery for Women in Twenty-Six Countries;
- Survey of Day-Care Facilities in Tunisia, Egypt and Ghana;
- Study of the Employment of Women in the Sudan;
- Survey of Handicraft Industries in Anglophone Countries;
- Socio-Economic Study on Improving Village Water Supplies in Ethiopia;
- Survey of Traditional Village Technology in Sierra Leone;
- Feasibility Study on the Introduction of Population Education in Women's Co-operatives.

92. The tropics for research are selected according to four principal criteria :

- (1) The topic must relate to a field in which the data gap is significant;
- (2) It must correspond to the development priorities of the country(ies) in which the research is to be conducted;
- (3) It must be relevant to the Centre's programme; and
- (4) It should facilitate comparative analysis among member States.

93. National researchers, both male and female, are currently engaged in Centre-supported primary research projects in ten countries of the Region (Kenya, Liberia, Mali, Mauritania, Niger, Nigeria, Senegal, Sierra Leone, Tanzania and Tunisia). For the most part, secondary research is carried out by Centre staff and by consultants on behalf of the Centre.

### Future Plans

94. The Centre's future plans increasingly emphasize the conduct of primary research by national researchers. Areas included in its 1978/79 programme of work are :

- national bibliographies;
- research on indicators of women's integration in development (in co-operation with the UN Research Institute for Social Development and the UN Centre for Social Development and Humanitarian Affairs);
- the legal position of women;
- the need, suitability, acceptability and adaptation of village technology (in co-operation with UNICEF, FAO, ITDG, and the ECA Science and Technology Section and the Joint ECA/UNIDO Industry Division);
- rural women as food producers;
- the impact of modernization and development programmes on women;
- agrarian reform and women;
- aspects of family relation of child welfare;
- updating country reports on opportunities for women in development;
- women's participation in co-operative and credit associations;
- the position of women in self-employment including a national inventories, conditions and attitudes affecting them;
- the situation of women in non-formal education;
- the demand for and availability of Task Force Volunteers;
- attitudes affecting the full integration of women in development including their image in the media; and
- women's participation in decision-making at all levels.

### Observations of the Mission

95. The Mission felt that, given the limited number of Centre staff available to conduct or coordinate research projects, the quantity of research that has been produced or is underway is impressive. The limited time available to the Mission prohibited a thorough assessment of the quality of this research to date. Discussions during the country visits indicate clearly, however, that the Centre's research publications most appreciated by member States have been the practical, action-oriented documents (e.g. those on village technology and handicrafts). A considerable demand also exists for basic data on women's participation in the labour force, in self-employment (non-formal sector) and in agriculture; on training and employment opportunities available to women; and on the legal status of women in various countries.

96. Apart from the wide distribution of documents which bear the ECA symbol, the dissemination of Centre-sponsored research and survey publications among member States appears to be somewhat haphazard, seemingly dependent upon the personal knowledge of Centre staff members about individuals or organizations likely to be interested in particular research data or who are in a position to put them to effective use.

97. There is no question that research of the kind the Centre is pursuing is of critical importance to member States and to the Centre's own programme. The data base on women's participation in development in Africa is virtually non-existent. Extensive research is therefore needed both to raise general levels of awareness among policy makers with respect to women's needs and potential for contributing to development, as well as to determine priorities for action programmes. Moreover, women themselves need to know more about their own status - legally, economically, socially and politically, in order to understand better the opportunities that are presently (or could be made) available to them for greater participation in development. Research on the socio-psychological effects of development on women would also be useful.

98. There are several factors which give the ATRCW a comparative advantage, relative to national research organizations, for conducting research on women in Africa. The Centre is the only body in the Region that is concerned with research throughout the entire continent and thus is uniquely, situated to coordinate comparative studies, involving several countries, on any given topic. Also, because of the Centre's mandate, its staff are in an excellent position to know which subject of areas are considered to be of critical importance among the majority of member States. In addition, because of its position within the Economic Commission for Africa, the Centre's research results carry with them a certain prestige among policy-makers. Finally, the Centre is well placed to tap international funding sources and thus can provide both material and intellectual support to national institutes of research as well as to individual researchers in member States.

99. The degree to which ATRCW research results have been disseminated and applied by policy-makers and others in member States is difficult to assess, principally because the programme is a young one and the means of dissemination and follow-up have not yet been fully developed.

100. The Mission felt that, to date, the research activities of the Centre have been rather scattered, and both topics for research and national researchers have been selected on a somewhat ad hoc basis. In order to establish a more systematic approach to research and to ensure that the research programme corresponds more nearly to national and regional priorities, serious consideration should be given to undertaking an African-wide survey to determine (a) what research on women has been completed; (b) national priorities for research on women (i.e. most critical gaps); and (c) where the institutional and individual capacity to conduct research on women exists and, in particular, where African women researchers are available. In addition to enabling the Centre to design a more coherent and responsive programme of research, such a survey would provide a basis for enabling the Centre to increase and strengthen collaborative research efforts with regional, sub-regional and national research institutes and individuals, as well as with the Association of African Women for Research on Development (AAWORD). In forging such links however, care should be



taken to ensure that duplication of effort is avoided and that, instead, each organization involved is enabled to contribute to the joint effort in a way that optimizes its own particular capabilities and skills. With this in mind, it is likely that the Centre's own contributions to the encouragement of more and better research concerning women will be in (a) identification of priority areas for research across the region; (b) co-ordination of comparative studies among member States; and (c) marshalling financial support for research at both the regional and national levels. The importance of the Centre's unique role as a catalyst for research on women should not be under-estimated.

101. In order to increase the availability of useful research data among member States, the Centre should encourage national research institutes and researchers to produce and disseminate abstracts of major studies (such as Ph.D. dissertations) that have been completed in the field of women and development in Africa.

102. Finally, every effort should be made to obtain a regular UNECA post for a Research Co-ordinator within the ATRCW to ensure that the direction and co-ordination of the Centre's programme is the responsibility of a regular staff member and that the Centre's research programme is well-integrated with other programmes of ECA and the MULPOCs at the sub-regional level.

#### Recommendations on Research

103. The Mission recommended that :

- (1) The Centre give serious consideration to conducting an Africa-wide survey on what research on women has been completed, on national priorities in research on women, and on existing capacities in member States to conduct research on women, in order to enable it to develop a more systematic approach to research;

- (2) The Centre's basic roles be to identify priority areas for research across the Region, to co-ordinate comparative studies and to marshal financial support for research at regional and national levels;
- (3) The Centre make systematic arrangements for the dissemination of research results and encourage the applications findings in policy decisions and action programmes;
- (4) The Centre should encourage national research institutions and individuals researchers in Africa to produce and disseminate abstracts of their major studies related to women in development;
- (5) UNECA make every effort to find the support needed to establish a regular UNECA post of Research Co-ordinator within the Centre to ensure integration of its research within ECA and in the Region.

## HANDICRAFTS AND SMALL-SCALE INDUSTRY

### Introduction and Objectives

104. Handicrafts and Small-Scale Industry are major areas in which women and girls in many African countries have participated actively. In recognition of these activities as essential sources for improving women's earning power, some governments, voluntary agencies and donors have started giving technical and financial assistance to women's groups who are entrepreneurs in activities designed to become business ventures, either in handicrafts or in other fields in which women already have competencies. However, these businesses are not always very productive because women lack the necessary managerial and marketing skills.

105. The need to develop and expand these industries has been a major concern of ECA including ATRCW. This calls for a study and assessment of available resources and techniques, and determination of the suitability of products for local and foreign consumption. The establishment of stable marketing outlets is also equally important. Moreover it calls for a training programme to improve women's skills in business management in order to increase their contribution and benefits, and for concerted action aimed at preparing them to participate more fully in the modern monetary sector of the economy.

106. Through a new programme in this field, funded by SIDA, ILO joins other members of the UN family (FAO, UNFPA, UNICEF) in becoming a full partner with ECA in its effort to facilitate the full integration of women in the development process. An Handicraft and Small-Scale Industry Unit is being established within the Centre, with ILO as a primary partner.

107. The objectives of the new unit will be to help meet the needs for : (a) assessment of existing handicrafts and small-scale industry in countries; (b) market studies, on present and potential product, and (c) training, especially in managerial and marketing skills.

### Activities

108. ATRCW has assisted with three meetings on the participation of women in small-scale businesses and industries, through self-employment and co-operatives. The first, on Women's Participation in Handicrafts and other Small-scale Industries, was held in Kitwe, Zambia in 1974, organized co-operatively by ECA, ILO, the World YWCA and SIDA. It was preceded by a survey of small-scale industries in participating countries (Botswana, Ethiopia, Gambia, Ghana, Kenya, Lesotho, Liberia, Malawi, Nigeria, Sierra Leone, Swaziland and Zambia). It drew up strategies for the development of viable income-generating activities for women.

109. The second, the International Co-operative Alliance/ECA Regional Seminar for the Promotion of Handicrafts and Other Small-Scale Industries through Co-operatives, took place at the Kanamai Centre, Mombasa, Kenya, in June 1977, and this was followed by a third meeting on Women on Co-operatives, held in Yaounde, the Cameroons, for participants from the Cameroons, Chad, Zaire, Burundi and Congo.

### Future Plans

110. The Handicrafts and Small-Scale Industry Unit, will train and up-grade women in the management of small-scale industries and in the production and marketing of handicrafts. In addition, it will assist in promoting self-employment and co-operatives and in securing national and export markets for cottage industries. It will also conduct research on the work of self-employed women and make feasibility surveys, and inventories of products.

111. It is expected that this programme will promote the actual and potential contributions of African women in the total development effort thereby making their economic labours more productive and rewarding.

Observations by the Mission

112. The Mission welcomed the announcement of the establishment of a joint ECA/ILO Handicrafts and Small-Scale Industry Unit within the Centre, funded for a 3-year period by SIDA. It stressed that during country visits there was a consistent demand for more efforts and services in the field of income-generating activities.

113. The Mission recalled the interest of the World Bank in promoting rural women's participation in development, including small-scale businesses and industries. The hope was expressed that this interest would lead to concrete World Bank assistance to rural women in Africa.

Recommendations on Handicrafts and Small-Scale Industry.

114. The Mission recommended that :

- (1) Very high priority be given to the activities of the Handicrafts and Small-Scale Industry Unit because of the wide-spread requests for assistance in this field;
- (2) The UN and other donor agencies should incorporate similar programmes in their multilateral and bilateral assistance to countries.

~~FACTS AFFECTING THE ATRCW PROGRAMME AND RECOMMENDATIONS FOR~~  
STRENGTHENING ITS OPERATIONS

Introduction

115. As the first regional centre for women in the world, the ATRCW is recognized as a bold and imaginative experiment. The Centre has had no model to follow, but rather has itself become a model for other regions. Moreover, the Region served by the Centre is a vast area, comprising no less than forty-nine countries, and is characterized by a multiplicity of languages, cultural traditions, political systems and levels of economic development. Any assessment of the Centre's success in fulfilling its role during the first few years of its existence must start with an appreciation of the constraints imposed upon it by virtue of the diversity of the context - Africa - in which it is located.

116. There is no question that the achievements of the Centre to date, as described above, would not have been possible had it not been for the extraordinary versatility, skills, and commitment of its staff to the development, implementation, and continuous evaluation of programmes. The staff are to be commended for their achievements, given the general constraints already described as well as those imposed upon them by the precariousness of their job security, the lack of promotion opportunities available to them, and the difficult working conditions in which they must operate.

ATRCW Structure and Staffing

117. Review Mission members were frankly stunned to learn that all but one of the 11 professional staff positions at the Centre, including that of the Chief Technical Co-ordinator, are dependent on extra-budgetary financing by donors, and that all of the eight supporting staff also are funded by donors. This situation not only creates a lack of security and promotion opportunities for staff members, but it also jeopardizes seriously staff continuity and flexibility in hiring policies. Moreover, it means that considerable staff time and energy must be diverted from programme matters to carry on fund raising, in order to ensure the continued sustenance of the Centre.

Recommendations on ATRCW Structure and Staffing

118. Given the constraints identified above, the Mission recommended that :

- (1) A special effort be made by the Executive Secretary, with the assistance of the United Nations Assistant Secretary General for Social and Humanitarian Affairs, to encourage United Nations Secretary General Waldheim to assign immediately three additional regular UN posts to the Centre, with priority being given to the regularization of the position of Chief Technical Co-ordinator.
- (2) The Executive Secretary continue to press for an additional three regular UN posts to be assigned to the Centre by 1980.
- (3) The UN specialized agencies which currently support the Centre (FAO, UNFPA, UNICEF and ILO) each be encouraged to continue support for posts at the Centre, and that those specialized agencies (UNESCO, WHO and UNIDO) which do not currently support staff at the Centre be encouraged to do so; UNDP also be encouraged to join the other agencies of the UN system in supporting the Centre. Such support not only would ensure regular staff at the Centre commensurate with programme requirements but it would also bring to bear, in a concerted fashion, the special interests, experience and resources of each agency in the UN family on the critical issue of women's integration in development in Africa.
- (4) Until such time that the recommendations under (3) are implemented bilateral and non-governmental agencies give serious consideration to continued support for staff positions at the Centre.

- (5) The ECA give serious consideration to relaxing the policy which prohibits the employment by the Centre of the spouse of someone already employed in another Division of the Commission.
- (6) Once the sub-regional committees of the MULPOCs are established, their terms of reference include identification and encouragement of suitable candidates for vacant staff positions at the Centre and at ECA as a whole, and give particular attention to strengthening recruitment efforts in the Francophone and Arabic-speaking sub-regions.

ATRCW Position within ECA Headquarters Structure

119. The Mission was pleased to learn from the Executive Secretary directly (see Annex IV) that, in his view, every support from within ECA must be given to the programme and projects of the ATRCW. The Mission also noted that ECA's principal policy objective is to make optimum use of all human resources available in the region in order to enhance economic growth and the quality of life in Africa. Moreover, the Mission was informed that the means by which the Commission intends to pursue this objective involves a greater emphasis on operational action programmes and decentralization of the Commission's activities to the sub-regional level, in order to provide more effective support to programmes at the national level.

120. It is clear that the principal objective of the ATRCW - to strengthen the capacity of women to participate in and contribute to development - and the means by which the Centre has pursued this objective through provision of training workshops, study tours, technical assistance, consultancies, and the encouragement of policy-relevant research at the national level represent an operational model that ECA as a whole is trying to achieve.

121. The Mission noted that the operational efficiency of the Centre often is hampered by the cumbersome bureaucratic procedures of the Commission and the United Nations system.



122. The Mission also noted that the work of the Centre is inadequately known among other Divisions of the Commission. There is thus still a need to raise consciousness among ECA staff about the importance of women in development and the significance of the Centre's work in relation to the aims and objectives of the other programmes of the Commission. The Centre staff are to be congratulated for the action they already have taken in collaboration with other divisions and are encouraged to take greater initiative along this line in the future.

123. Finally the Mission noted that the current name of the Centre does not reflect adequately the full scope of its programme. African Women's Centre might be more appropriate.

124. As the Centre's objectives and programme of work represent one of the most visibly productive services of the ECA to its member States, and in order to ensure more effective integration of the Centre's programme with other Divisions of the ECA, the Mission recommended that :

Recommendations on ATRCW Position within ECA

- (1) The ATRCW become a Division within ECA, that it be called the Division for the Integration of Women in Development, and that it be comprised of at least four sections, one of which would plan and co-ordinate training activities and another would be responsible for research.
- (2) The new Division be headed by an African woman and preference be given to qualified African women for positions of Section Chiefs.
- (3) On approval of (1) above, the ECA engage a management and organization specialist to assist in developing the structure of the Division for maximum programme effectiveness.
- (4) An Inter-Divisional Working Group be established within ECA to ensure the involvement of women in the on-going programmes of other Divisions and to review all future projects of the Commission to ensure the effective participation of women in them.

ATRCW Relationship to ECA Structure at the Sub-Regional Level.

125. In his presentation at the opening of the Mission briefing, the Executive Secretary of the ECA advised members of the Mission that action had been taken since the Nouakchott meeting to integrate the programme of the ATRCW into the regional and sub-regional programmes and structures of the Commission. He recalled the Nouakchott resolution calling for the creation of an Africa Regional Co-ordination Committee (ARCC) and of Special Committees on Women and Development that are to be formed at the sub-regional level. He noted that the creation of these sub-regional machinery had become possible because many member States of ECA have established national machinery, such as ministries of women's affairs, national commissions of women and development, and women's bureaux. With these as a base, he suggested that the sub-regional and regional machinery promise to play effective roles in stimulating and supporting efforts to ensure that women share fully, together with men, in the tasks and rewards of development efforts.

126. In the course of its review in Addis and during country visits, the Mission gave considerable attention to the question of how the programmes of the ATRCW could be strengthened most effectively through integration into the MULPOC structures that are being established at the sub-regional level. The Mission concluded that decentralization of certain aspects of the Centre's programme planning and operation can contribute to the effectiveness of the programme by reducing the Centre's isolation from member States, and thus ensuring a closer touch with national programme priorities, as well as by providing a better means of feedback for evaluation and follow-up at the national level.

127. In order that the MULPOCS and the sub-regional Special Committee for Women and Development can truly contribute to the strengthening of the Centre's capacity to respond to national and regional needs the Mission recommended that :

Recommendations on Sub-regional Level Work of ATRCW.

- (1) A solid core staff is maintained at the Centre in Addis and clear lines of communication are established between the MULPOCs and Centre staff at Headquarters.
- (2) The MULPOC staffs are strengthened to ensure that a qualified professional staff member, preferably female and from the sub-region concerned is recruited to see that the needs of women are met adequately in ECA programmes at the sub-regional level - and that she has the following responsibilities and qualifications :

Responsibilities

- Represent the ATRCW in the region served by the MULPOC
- Assist the MULPOC to maximize the impact of programmes by incorporating in them the participation of the women in the countries of the Region and assure that women share the benefits;
- Visit on a regular basis the countries of the sub-region in order to act as a link between them and the ATRCW and to assist the countries in planning and requesting ATRCW or other assistance. Finalize implementation and follow-up services provided by the Centre;
- Interpret the policies and programmes of the ATRCW; establish contacts within each country and with them determine the needs which can be met by sources within or outside of the country;
- Work out with ATRCW the services that can be provided at the country level and assist the countries in taking advantage of these;
- Follow-up with countries after the implementation of an action requested by the countries and provided by the Centre;

- Serve as the Secretary to the sub-regional Special Committee on Women and Development;
- Make contact with institutions and individuals of the sub-region who could assist the Centre in meeting the requests of countries for technical assistance and training.

#### Qualifications

- Experience in planning, monitoring, follow-up, evaluation and in government administration; willingness to travel; demonstrated ability to work effectively with government personnel at all levels;
- Governments be encouraged to appoint as their representatives on the sub-regional committee for women in development women who are committed to women's programmes and are well placed to represent women at the sub-regional level and to influence policy makers at the national level;
- The terms of reference of the sub-regional committee be classified by the forthcoming regional conference to represent accurately the real responsibilities that they will be expected to discharge.

#### ATRCW Relationship to Member States.

128. In Africa, perhaps more than in any other developing region in the world, there is an increasing awareness among national leaders and policy makers, who are almost entirely male, of the current productivity of women as well as of the potential women represent, if given the opportunity, for becoming significant contributors to development.

129. The Centre is working to capitalize on this attitude but is faced with the difficulties of communicating and travelling to all parts of the Region; establishing and maintaining contact with women's groups,

both in urban and rural areas in individual countries; organizing and servicing requests for training activities and programmes; disseminating information and documents available; and interpreting the objectives, programmes and resources of the Centre.

130. Services of the ATRCW are available to all member States. In order to receive maximum benefit from the Centre therefore, it appears essential that an officially designated contact person (preferably female) be appointed within each member State who could also serve as its representative on the sub-regional Special Committee on Women and Development. This person should be specifically responsible for keeping in touch with a wide range of women, policy makers, press, donors, and members of the UN family present in her country, in order to give Centre staff continuing access to information about women's programmes, government policies, women's needs, programme opportunities, and effectiveness of previous activities in the member State she represents. Where Bureaux, Commissions or other machinery exist it would be assumed they would serve as the contact. In other situations a Government-designated representative in a Ministry concerned with development issues should be considered.

131. In order to broaden the capability of the Region to respond to requests for assistance for a wide range of activities, projects and programmes for women, a concerted effort needs to be made to identify women within countries and throughout the Region who are willing and able to contribute their skills and abilities to the short and long range plans for implementing the African Plan of Action. The Mission recommended that :

Recommendations on ATRCW Relationship with Member States.

- (1) An officially designated contact person (preferably female) be appointed within each member State who may also be its representative on the sub-regional Special Committee on Women and Development;

- (2) Each member State make an inventory of institutions (preferably catering to several countries of the region) which could undertake within countries on a contract basis by the Centre, some of the training requested by member States (IPD/PAID in Cameroon is an example);
- (3) Member States undertake to develop a list of competent women who could work at several levels in the fields of planning, programming, research, training, marketing, evaluation, etc. This search could also produce possible candidates for future staff of MULPOCs the ATRCW and the ECA as a whole;
- (4) The Centre continue and improve its two-way communications between the ATRCW and member States, e.g. translation and adaptation, and this would be facilitated if member States fed to the Centre for redistribution on a selected basis information about activities for women in their countries in the fields of : research results, programme activities, publications, audio-visual material, training curriculum development, etc.;
- (5) Member States each set up a national machinery according to whatever design seems most appropriate in each case, in order to provide a clear channel of communication and a basis for action programmes for support by international agencies and non-governmental organizations involved in the integration of women in development;
- (6) Missions from member States attending the ECA Conference of Ministers and other general policy-making regional meetings include, whenever financially possible, a women from the existing national machinery (Bureau, Commission) or one capable of interpreting the concerns and activities of the country in relation to women in economic and social development.

ATRCW Relationship with the UN System

132. At the moment three UN agencies FAO, UNFPA and UNICEF are actively participating in the activities of the Centre. The ILO with SIDA funds will be joining the co-ordinated action by July 1978.

133. The Mission considers this is a positive element in the structure of the Centre which should be continued. At the same time the Mission deeply regrets the apparent inability of the United Nations, through its regular budget for ECA, and the UNDP to respond to the expressed needs of member States for services to be provided by the Women's Centre. In his opening address to the Mission, the Executive Secretary of the ECA highlighted the problem when he said : "The lack of provision for the Centre's programme within the UN regular budget does not indicate a lack of priority but rather the major constraints within which we must operate". He went on to note that almost all new programmes that are started through extra-budgetary support suffer from the lack of inclusion in the regular budget for several years. In 1976-1977 the UN regular budget for ECA was increased by only 2 per cent in real terms. Thus one-third of the total resources must be derived from extra-budgetary support.

134. The Women's Centre offers to each agency a direct link with individual countries on an expressed needs basis which makes possible a direct, co-ordinated response by UN agencies to integrating women into development projects.

135. As is now the practice of most technical agencies of the UN family either a Joint Division is established within ECA (e.g. FAO and UNIDO), or a representative of the Agency is attached to the ECA (e.g. WHO and UNDP) for planning, programming and co-ordination purposes.

136. All relevant organizations in the United Nations system were invited by the General Assembly resolution 3520 of the 30th session "to develop and implement, during the first half of the decade 1976-1985, under the auspices of the Administrative Committee of Co-ordination (ACC)

a joint inter-agency medium - term programme for the integration of women in development". There was general consensus at the Nouakchott meeting in 1977 that an inter-agency group at the regional level should be established. It was agreed that this group should be an informal one : and the first meeting, which should be convened by ECA, should bring together representatives of both headquarters and regional offices of the United Nations agencies concerned. The group should work out its terms of reference, objective and rules of procedure, including the relationship between the ECA Women's programme and agencies' activities in the region. The first meeting of the Inter-Agency Working Group will be held in Africa Hall at ECA, 30-31 March 1978.

137. The Mission therefore recommended that :

Recommendations on ATRCW and the UN System

- (1) The UN system as well as other donors continue to co-ordinate its policies and programmes relating to women with the Women's Centre of the ECA;
- (2) Technical staff of the UN agencies where feasible be attached to the ATRCW as an integral part of the Centre team, e.g. FAO, ILO, UNESCO, WHO and UNIDO;
- (3) A component woman programme officer become a part of the UNDP staffing structure at the country level, and with a clear mandate to work in close collaboration with ATRCW and with other UN agencies in the respective country. This should facilitate co-ordination at the national level, financial and technical support of programming for women and the inclusion of components for women within national development plans and programmes;
- (4) Follow-up the 30-31 March meeting of the Inter-Agency Working Group, the Executive Secretary of ECA meet with the Executive Directors of the appropriate agencies of the UN system to establish firm policies on inter-agency working relationships with respect to programmes relating to women.



ATRCW Relationship with Donor Agencies

138. With no less than fourteen active and enthusiastic donors - who represent bilateral, multilateral and private (NGO) organizations, the ATRCW is by far the star in the ECA crown with respect to donor support. That the Centre has been able to attract this diversity and level of support ( 4.3 million dollars since 1973) is both an extraordinary accomplishment and a significant factor that has contributed to the Centre's operational effectiveness.

139. Most donor agencies have contacts, and are already supporting activities, in the member States of the Region. This provides an important communication link in the support of programmes benefiting women within countries. More effort should be devoted to strengthening this link between member States and donors, and co-ordinating implementation. Donor agencies also should be encouraged to increase their contributions to women's programmes at the national level, particularly for national machineries, research and publications, in ways that will support the work of the Centre. Since the Centre is seen as a co-ordinating body for the Region, it would be useful if donor agencies could keep the Centre informed of programmes, activities and studies that are being funded directly in member States of the Region.

140. The availability of competent female staff within donor agencies can also facilitate interpretation, programming, planning and funding for activities benefiting the ATRCW. Therefore, donor agencies are urged to include more women on their staff at the programming and planning level.

141. It is clear however that the ATRCW is not the only body capable of responding to needs of the member States and it, therefore, looks to other agencies, donors well as implementing technical agencies, to continue to encourage countries as a matter of policy to examine and respond to the needs of their women.

142. The Mission recommended that:

Recommendations on Relationships with Donor Agencies

- (1) Continue upon request to consider providing technical and financial support to the Centre and also consider extending assistance to the decentralized sub-regional centres, including funds for staff and/or consultants and priority activities as defined by the sub-regional Special Committees on Women and Development.
- (2) Give consideration to the provision of funds to ensure that the proposed Communications Unit of ATRCW is established, qualified staff recruited and a programme of activities planned and implemented to provide more comprehensive exchange of information, experience and materials, in the three official ECA languages, between the Centre and all member States.
- (3) Be encouraged to increase financial support to the ATRCW programme areas at country level, especially in the establishment and functioning of national machinery, research on the conditions of women, and local production and dissemination of training materials and related documents.

Programme Planning and Co-ordination

143. As a young and innovative organizations, the Centre has had to build awareness and knowledge about priority needs and opportunities for women in the region as a first step in the process of programme planning and co-ordination. This has meant, of necessity, a somewhat ad hoc approach to programme development and an initial acceleration of efforts as staff respond to opportunities as they are identified or requests for assistance as they are submitted by member States.

144. Additional constraints have been imposed on the programming process because of virtually constant staff travel in the region. Though essential for operational effectiveness at the national level, the continuous dispersion of ATRCW staff has limited the Centre's capacity to co-ordinate activities and even more importantly, to engage in thoughtful, collaborative long-range planning. The proposal that Centre staff plan to be present and altogether

in Addis during the months of March and September each year is excellent and should be adopted as official policy in order to facilitate planning and co-ordination of activities as well as to provide increased opportunities for in-service training of staff.

145. Although the Review Mission considers such long-range planning to be desirable insofar as it would enable the Centre to develop an integrated and focussed plan of action based on experience and the knowledge of needs as they relate to the Centre's particular competences, it is also recognized that United Nations requirements for detailed biennial and medium-term plans can limit the capacity of its organs, such as the Centre, for flexible programmatic responses to changing needs.

146. The Mission noted the difficulties that have arisen in integrating Centre programmes into other elements of the Commission's work because of the lack of Centre representation at the policy level within ECA.

147. In order to enhance the Centre's capacity for effective programme planning and co-ordination, the Mission recommended that:

Recommendations of Programme Planning and Co-ordination

- (1) Criteria for programme priorities generally and projects specifically be elaborated more precisely in order to develop a programme of work that is responsive to critical needs, maximizes the use of staff skills and experience, and is sufficiently focussed to have a measurable impact.
- (2) The African Regional Co-ordinating Committee play a major role in setting programme guidelines for the Centre.
- (3) The terms of reference of the sub-regional Special Committees on Women and Development include provisions for systematic feed-back directly through the MULPOCs to Centre staff, to provide information for the Centre's planning and co-ordination of activities.
- (4) Continuous consultation with donors who are themselves directly supporting and executing programmes for women in the region be undertaken by the Centre on a planned basis to ensure mutual support.
- (5) ECA assume that the Centre's programme plans are fully integrated in the 1980-83 mid-term Programme of Work of the Commission.

## FINANCIAL SUPPORT<sup>1/</sup>

148. The work of the ECA Training and Research Centre for Women is heavily dependent upon the continuing generosity of donor agencies, including multilateral, bilateral, and non-governmental organizations. In fact, the initiation of the work in 1971 which followed recommendations of a series of regional conferences supported bilaterally, was due to the creation of two posts within the Human Resources Development Division (now called Social Development Division), with funds from another bilateral donor. The work of the Women's Programme (created in 1972) began to be supported by both bi- and multilateral agencies; thus the series of itinerant national training workshops, and seminars on national machineries were launched. With the additional impetus of International Women's Year, 1975, further support was drawn to the newly created African Training and Research Centre for Women, which was, at that time, the only such activity within a United Nations Regional Commission.

149. ATRCW remains a youthful section within ECA. At the time of its establishment (1975), there were only three professional staff working fulltime with special concern for rural and poor urban women. Thanks to increasing donor support, staff numbered ten at the end of 1977, and a full complement of fourteen is expected to be attained this year. The activities of these staff persons are described in Origin and Growth of the African Training and Research Centre for Women, and shown in table form in Annexes II and III of that document.

150. At present, it is proposed that ECA, with assistance from the United Nations family of organizations, assume increasing responsibility for the staffing of the Centre, on a phased basis. Funding for activities - training, advisory services, research pilot projects - is expected to continue to be needed during the Decade for Women, 1976-1985, from multi- and bilateral sources.

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<sup>1/</sup> The financial information which follows is from the document ATRCW Finance and Staffing Report at 31 December 1977 prepared for the Mission.

### Distribution of Sources of Support

151. Expenditures of ATRCW during 1976-77 are divided as follows, according to sources of funds used:

	US \$	% of total expenditure
(1) Member States <sup>1/</sup>	538,579.00	30.85
(2) ATRCW Budget from Donors	1,161,946.74	66.55
(3) ECA Budget <sup>2/</sup>	45,364.25	2.60
	<u>1,745,889.99</u>	<u>100.00</u>

### Role of Member States

152. Contributions (mostly in kind) of member States to ATRCW activities in their respective countries account for nearly one-third of the Centre's budget, and they testify to the interest of member States in work for the advancement of women.

### Role of Donor Agencies

153. The ATRCW, like its predecessor the Women's Programme, depends almost exclusively on extra-budgetary sources for its programmes. The following resources have been made available between 1973 and 1978:

<sup>1/</sup> In ascertaining the assistance of African Governments shown in the Table, in the absence of a more accurate method of computation, estimate figures based on the number of training programmes, etc. held, the number of participants and consultants present, accommodation and transport costs, government personnel salaries, and other incidental and consequential costs have been used.

<sup>2/</sup> Contributions from the ECA budget cover items which are for the sole use of ATRCW and those shared by ATRCW with other ECA Divisions/Sections. The latter include services of administrative staff (finance, travel, personnel, etc.) as well as telephone, cable, medical service, security guards and stationery.

Summary of Grants - ECA Women's Programme

and ATRCW

1973 - 78

DONORS

TOTAL

1. Belgium	303,233.03
2. FAO/UNFPA <sup>1/</sup>	774,741.00
3. Federal Republic of Germany	270,946.00
4. Finnish UN Association	17,668.13
5. Ford Foundation	60,000.00
6. IPPF	19,168.00
7. ITDG <sup>2/</sup>	37,427.00
8. Netherlands <sup>3/</sup>	162,250.00
9. Rockefeller Foundation	21,318.00
10. SIDA	1,411,067.13
11. UNICEF	400,000.00
12. UNOTC	28,000.00
13. UN Voluntary Fund	337,730.00
14. USAID	382,300.00
15. ZONTA International	87,395.00
<u>Total</u>	<u>4,313,243.34</u>

Role of ECA

154. From the total ECA budget, the amount paid by ATRCW towards ECA administrative overhead (i.e. the stated percentage, mostly 14% allotted from grants received by ATRCW for ECA administrative support) is deducted to arrive at the net assistance provided by ECA Administration. The contribution of ECA is currently a very low 2.6% once the 14% administrative overhead charges are subtracted.

1/ Estimate, handled by FAO, Rome.

2/ Assistance in kind.

3/ Out of this US \$ 45,400 is an estimate, being ECA training grant.

Operational and Administrative Costs

155. The 1976-77 expenditures of ATRCW on operational vs administrative activities expressed in percentages of total support from each source are as follows:

Type of Activities	Source of Funds and % of Total Budget			
	ATRCW budget from donors	ECA (including 14% overhead from donors)	Member States	Overall
<u>(1) Operational Activities</u>				
Rural Development/Training and Education	53.49	32.26 <sup>1/</sup>	45.14	48.65
Task Force	3.49	-	11.36	5.55
Handicrafts & Small Industries	8.04	-	23.02	11.80
National Machineries	10.20	-	2.23	6.65
Planning, Evaluation	15.27	-	5.97	10.78
<u>Sub-Total (Operational)</u>	<u>90.49</u>	<u>32.26</u>	<u>87.72</u>	<u>83.43</u>
<u>(2) Administrative Activities:</u>				
<u>(a) at ECA:</u>				
ATRCW section	9.51	-	-	5.56
S.D.D.	-	10.75	-	1.15
Admin. Division	-	56.99	-	6.07
<u>(b) at national level:</u>				
Member States	-	-	12.28	3.79
<u>Sub-Total (Administrative)</u>	<u>9.51</u>	<u>67.74</u>	<u>12.28</u>	<u>16.57</u>
 GRAND TOTAL	 <u>100.00</u>	 <u>100.00</u>	 <u>100.00</u>	 <u>100.00</u>

<sup>1/</sup> Staff salary.

156. 91%, 32% and 88% of the ATRCW budget from donors, ECA and member States' contributions respectively have been used for operational while 10%, 68% and 12% of the budget contributions above respectively have been expended for administration. It must be borne in mind that out of the total assistance by ECA used in the above computation 76% or US \$ 140,636 is actually paid from the ATRCW budget in the form of administrative overhead, given by donors to ECA/ATRCW.

157. Overall, 83% or US \$ 1,456,633 out of the total expenditure of US \$ 1,745,890 has been used for operational, and 17% or US \$ 289,257 has been used for administrative activities.

158. Furthermore, within the operational and administrative structures, about half i.e. 49% or US \$ 849,360 out of total expenditures US \$ 1,745,890 has been expended on Rural Development, Training and Education.

159. In conclusion, the expenditures on operational vis-a-vis administrative activities (83% to 17%) can be regarded as reasonably expended especially at the initial stage of ATRCW where organization and recruitment of needed staff are vital in order to accomplish more of the operational activities. In the years to come it is anticipated that the ratio will work in increasing favour of operational activities.

#### Observations of the Mission

160. The Mission deplored the fact that ECA has allocated insufficient funds to support the Centre. In future it is expected that the Commission will take greater responsibility towards ATRCW. On the other hand, as in the past the assistance of bilateral, non-governmental and United Nations organizations to ATRCW remains very important.

161. The fact that the Centre has been able to attract fifteen interested and committed donor agencies is a tribute both to the concern of the agencies for women, and to the work of ATRCW staff. The Mission noted, however, that the nature of current funding, which is tied to specific projects, presents several obstacles to effectiveness of the work. For example, staff must spend considerable time drafting project proposals for submission to donors. The time lapse between the submission of a



project request to a particular donor and the implementation of the activity may be not months but years. In the interim the submission is usually followed by a long process of discussion and often revision of the request before the actual receipt of the grant, and subsequent recruitment of staff. By that time, situations may have changed, and more pressing needs may have arisen, but funds are already tied to specific activities.

162. Receipt of funds on a specific grant basis also leaves gaps in overall funding needs. ATRCW may propose to several donors different projects which form an integral whole activity. If some of these donors do not respond, awkward and hindering gaps exist. An example is the proposed Communications Unit for the Centre: while a working group of staff is available, funds for the full complement of skills and for operational activities are not yet on hand.

163. The most critical consequence of the ad hoc nature of current funding has been insecurity of staff tenure, which makes most appointments short-term, and leaves staff uncertain of their futures.

164. The cumbersome nature of the ECA administrative procedures also presents obstacles to the smooth operation of the activities of the Centre. Receiving funds and disbursing them can take months and years. Recruitment is a very slow process. It is difficult to run an essentially field - based operational programme.

#### Future Needs

165. The future of ATRCW is clearly precarious at the time of this Review. Action is needed urgently, by both ECA and donor agencies if the Centre's work is to continue.

166. Projected needs of ATRCW are approximately one million dollars per annum for costs of activities, including consultants and research assistance, but excluding professional staff. (See Parts 1 and 2 of the attached table "Forecast of Project Financial Needs for 1978-85".

FORECASTS OF PROJECT FINANCIAL NEEDS FOR 1978-85 (IN US \$ 1,000)

PART I

<u>Projects and Support Staff</u>		<u>Total</u>	<u>Total</u>	<u>Total</u>	<u>Total</u>
		<u>Costs</u>	<u>Requests</u>	<u>Resources</u>	<u>Required</u>
		<u>1978-85</u>	<u>Submitted</u>	<u>Available</u>	
1.	<u>Training, Study Tours, National and Subregional Workshops</u>	1,688.0	147.0	228.7	1,312.3
2.	<u>National Machineries/Planning</u>	492.8	48.0	76.4	368.4
3.	<u>Village Technology</u>	808.0	-	30.4	777.6
4.	<u>Day Care/School Leavers</u>	320.0	-	36.0	284.0
5.	<u>Small Industries</u>	816.0	-	749.6	66.4
6.	<u>Nationally or Subregionally Managed Projects</u>	1,260.0	-	310.2	949.8
7.	<u>Volunteer Task Force</u>	288.0	-	171.0	117.0
8.	<u>Regional Conference</u> <u>Afr. Regional Co-ordinator Committee</u> <u>(Staff Travel)</u>	280.0	-	22.4	257.6
9.	<u>Research</u>	1,400.0	92.5	34.9	1,272.6
10.	<u>Fellowships/Internships</u>	256.0	-	-	256.0
11.	<u>Evaluations</u>	160.0	-	128.0	32.0
12.	<u>Loan Funds</u>	80.0	45.0	5.0	30.0
13.	<u>Publications</u>	112.0	42.9	33.3	35.8
14.	<u>Equipment and Maintenance</u>	40.0	-	24.1	15.9
15.	<u>Secretaries/Assistants</u>	560.0	17.0	100.5	442.5
<u>Sub-Total</u>		<u>8,560.8</u>			
16.	<u>Flexible Fund</u> <u>5% of sub-total</u>	428.0	20.7	15.0	392.3

PART I (cont'd)

Projects and Support Staff	Total Costs 1978-85	Total Requests Submitted	Total Resources Available	Total Required
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Contingencies

10% P.a. for cost of living increases 899.2 - 26.4 872.8

14% Adm. overhead

GRAND TOTAL

1,384.0 29.4 53.3 1,301.3  
11,272.0 442.5 2,045.2 8,784.3

PART II

Professional Staff

- 14 professional staff @ average \$ 50,000 per annum (at ATRCW) 5,600.0 1,800.0 3,800.0

- proposed communications unit 2 persons x 50,000 x 8 years 800.0 - 800.0

- 5 professional staff @ average \$ 50,000 per annum (at MUIPOC) 2,000.0 2,000.0

Total

8,400.0 1,800.0 6,600.0

Contingencies

10% P.a. for cost of living increases 660.0

14% Admin. overhead

GRAND TOTAL

7,260.0  
1,016.4  
8,276.4

167. The Review Mission felt strongly that the core of ATRCW should be supported by ECA. Of these twelve posts, half might be the responsibility of ECA and the others be provided by the specialized and funding agencies of the United Nations. Additional staff may be given on an ad hoc basis by donor agencies. Support for activities should come from both bilateral and United Nations agency sources, with assistance from non-governmental organizations.

168. The Mission also emphasized the needs of MULPOCs to have qualified women staff persons - a responsibility which also falls to ECA, perhaps in co-operation with UNDP. The United Nations agencies and bilateral donors may consider providing supplementary staff and/or consultants.

169. In addition to the generous assistance of donor agencies and the need for them to continue their aid, other donors will need to be found. These should include the African Development Bank, the Arab Bank for African Development, the African Trust Fund and the Socialist States.

#### Recommendations of Funding

170. The Mission recommended that:

- (1) Even when ECA assumes major responsibility for the core staff of ATRCW, member States, UN and other current Donor agencies should consider, on a long-term basis, support for: (a) staff both at the Centre (supplementary staff) and in the sub-regional MULPOC's; (b) programme implementation as requested by the Centre and individual countries; and (c) meetings of the Regional and Sub-regional Standing Committees and the mid-decade review meeting in the African Region.
- (2) The Centre seek funds from those bilateral and non-governmental donors as well as financial institutions which have not as yet provided support.

- (3) Some funding will no doubt continue to be allocated to specific projects but it is urged that flexibility by the funding donor in terms of timing and implementation would facilitate the development of activities supported by the Centre, especially during its early years. Unrestricted funding is of very real importance for the coming years in order to permit the Centre to respond most rapidly to requests from countries of the Region.
- (4) To assure this funding flexibility, ECA consult member States and donor agencies on the availability of the creation of a Regional Women and Development Fund, which could be associated with the global United Nations Voluntary Fund for the Decade for Women. Budget proposals for the work of the ATRCW and its arms at the sub-regional level could then be presented at a Donor meeting, perhaps similar to a pledging conference at a specified time each year (possibly at the time of the pledging conference of the ECA).
- (5) At the same time, the African Trust Fund be requested to allocate ten per cent of its resources to the work of the Centre.
- (6) Given the Centre's dependency on non-ECA funds, and the extraordinary amount of support that the Centre attracts to the Commission, ECA consider permitting ATRCW to make use of three-fourths of the 14 per cent administrative overhead charges for the support staff and materials which are necessary to the work. This would also raise the portion of ECA's involvement in the Centre's work from the present 2.6 per cent of total budget to 13.1 per cent.
- (7) ATRCW staff assist in establishing direct bilateral contacts between donor agencies and member States of the Commission, when projects worthy of support are found. The women representatives in headquarters' of donor agencies may assist ATRCW by acting as focal points for distribution of information and encouragement of support in their agencies.

- (8) In the reorganization of the structure of ATRCW, special attention be given to the task of fund-raising to support the work of the Centre.
- (9) ECA Administration take steps to simplify its bureaucratic procedures for acceptance and disbursement of funds and recruitment of personnel.

## ASSESSMENT OF THE REVIEW MISSION

171. The Mission believed that it accomplished a useful review of the Centre and its activities. However major constraints were placed on its work due to the limited time available and the difficulties of working in two languages without adequate interpretation and translation services. Mission members particularly regretted that donors were not represented in all of the country visits and that because of the unavailability of Mission members for a longer period and also as a result of time-consuming travel schedules and difficulties in communications between the Centre and member States, the country visits were far too brief, hurried, and in some cases inadequately planned. As it was not possible, with the exception of one group, to visit programmes in rural areas, the assessment of the Centre's activities in the member States which hosted the Mission clearly had to be limited to a very superficial review. Mission members nonetheless were most appreciative of the warm and open reception they were accorded in the countries visited.

172. It was recognized at the outset that the Mission would not be able to assess and evaluate effectively the work of the Centre and its impact on improving the conditions of women in all the member States where it has worked. Furthermore, the ATRCW is a young Centre and sufficient time has not elapsed since its establishment to evaluate adequately its progress, even in the short run.

173. The Review Mission decided however that an in-depth evaluation of the Centre and its various programme areas should be carried out prior to the conclusion of the United Nations Decade for Women (1976-1985).

174. Discussions by the members regarding the composition, organization and duration of the current Review Mission concluded that a different type of assessment would be required in the future. Although the current review was originally conceived as a Donors Review, the members agreed that it indeed turned out to be a combined review and assessment by a limited number of donor agencies, many of whom were unable to make financial

commitments, regional advisers in their private capacity; and ECA ATRCW staff striving to carry out the terms of reference of the Review Mission.

175. Some members of the Mission felt that rather extensive representation from member States should be included in any future evaluation of the RATRCW and its collaborative activities. There was general consensus however, that in any future evaluation or systematic review, roles of the various participating bodies should be very specifically and clearly defined.

176. The Review Mission regretted that a number of the major donors to the ATRCW did not send headquarters representatives to participate in the assessment and review. The national or regional representatives who took part were unable to give even an estimation of their agencies. Future financial support to the Centre beyond currently approved allocations. However, it strongly urges donor agencies, represented on the Mission and these unable to attend, to support to the fullest extent possible. This young Centre and its innovative approach to the problems of African women.



## ANNEX I

### TRAINING AND RESEARCH CENTRE FOR WOMEN

Ms. Mary Tadesse, Chief Technical Co-ordinator  
Dr. Margaret Snyder, Regional Adviser  
Mrs. Nellie Okello, Programme Officer  
Dr. Agnes Diarra, Social Development Planner  
Dr. Nancy Hafkin, Publications Officer  
Ms. Jean Ritchie, Head, Rural Development  
Ms. Suzanne Prosper, Population Trainer  
Mrs. Daria Tesha, Associate Social Affairs Officer (Ed)  
Mr. Sori Bangura, Information/Training Officer  
Dr. Marilyn Carr, Expert in Village Technology  
Mrs. Tsehainesh Haregot, V.T. Officer

#### Research Assistants

Ms. Turuwork Dawit, Communications  
Ms. Mekdes Gebre-Medhin, Documents  
Mr. Teckie Gebre-Medhin, Finance

#### Secretaries

Ms. Renate Eder, Secretary for the Mission  
Ms. Dinkinesh Yohannes  
Ms. Amsale Retta  
Ms. Awetash Mekonnen

#### Driver

Mr. Tsegaye Kassa.

## SUMMARIES OF COUNTRY VISITS

Country visits were considered to be an essential part of the work of the Mission although severe time limitations allowed only brief visits to eight countries in East and West Africa. Nevertheless, it was deemed very important for the Mission members to meet and discuss activities and projected plans of ATRCW with as many high level policy-makers, programme planners and trainers in each country as possible. It was well recognized in advance that visits to rural areas would be superficial if not impossible, even though an assessment of the Centre's impact on the conditions of women in the rural areas was considered highly desirable.

Guidelines for the eight country visits included an assessment of the strengths and weaknesses of ATRCW activities planned and implemented in collaboration with the member States (the Cameroons, The Gambia, Ghana, Kenya, Mauritania, Senegal, Tanzania and Zambia) within the following ATRCW major programme areas :

- (1) National Machinery for promoting the greater integration of women in development.
- (2) Training, Study Tours and Scholarships and related follow-up action within the countries.
- (3) African Women's Development Task Force for the transfer of skills and expertise between countries in the Region.
- (4) Village Technology - any relevant activities promoted, initiated and/or supported by ATRCW.
- (5) Research related to the needs and conditions of women.
- (6) Communication, Information, and Publications including the communication links between ATRCW and the countries concerned, distribution and use of ATRCW documentation and future needs.

(7) Handicrafts and Small-Scale Industry with special reference to income-generating activities for women.

Brief summaries of the eight countries visited are attached. Information and impressions gained by Mission members in the countries and reflected throughout the report of the Mission, especially in the Recommendations for the future work and direction of ATRCW's collaborative efforts with member States, individually and collectively.

### ANNEX III

#### LIST OF BRIEFING DOCUMENTS FOR THE MISSION

1. Draft Programme of Work, Ref. 1
2. Draft Aide-Memoire
3. List of Officials : Chairman and Mission Members  
Regional Advisers  
ECA Officials  
ATRCW Staff
4. Briefing Notes for Group Discussions :
  - National Machineries
  - Training/Study Tours
  - Communications/Publications
  - Task Force
  - Village Technologies
  - Research
  - Planning, Programming at Regional and Sub-Regional Levels
  - Review of Finance : Provisional Finance and Staffing Report
  - Co-operation within ECA : Interrelationship between the work of the African Training and Research Centre for Women and that of other Divisions/Sections in the ECA Secretariat
5. Provisional Financial and Staffing Report
6. ECA : Its Role, Its Organization; ECA Organizationn Charg

#### Publications:

7. Origin and Growth of the African Training and Research Centre for Women
8. Report : Regional Conference, Women and Development, Nouakchott, 1977
9. Recommendations of Regional Meetings for Africa
10. Africa's Plan of Action for the Integration of Women in Development
11. A Path to Progress for African Women.

ECA TRAINING AND RESEARCH CENTRE FOR WOMEN (ATRCW)  
ORGANIZATION CHART

SOCIAL DEVELOPMENT  
DIVISION

AFRICAN TRAINING AND RESEARCH CENTRE FOR WOMEN

Office of the Chief Technical Co-ordinator

Planning, Evaluation,  
Information

Administration

- |                                    |                     |
|------------------------------------|---------------------|
| - Programme of work                | - Office management |
| - Liaison with donor agencies      | - Budgeting         |
| - Evaluation                       | - Travel            |
| - Public relations and information | - Reports           |

Unit : Rural Development, Training &  
Education

Unit: African Womens Development  
Task Force

- |  |                                       |
|--|---------------------------------------|
| - Itinerant training workshops                 | - Liaison with national organizations |
| - Study tours                                  | - Identification of volunteers        |
| - Teaching/training materials                  | - Identification of placements        |
| - Rural day care : pilot demonstration centres | - Training/evaluation of projects     |
| - Formal and non-formal education              |                                       |
| - Fellowships/internships                      |                                       |

Presentation of the ECA Executive Secretary  
to the opening of the ATRCW Review Mission,  
7 March 1978, 10.30 a.m.

Your Excellency Madame Chairman, members of the Review Mission and Advisors:

It is my pleasure to renew acquaintance with many of you whom I met in Nouakchott last September, at the Regional Conference on the Implementation of National, Regional and World Plans of Action. In fact, the meeting we had ~~there~~ with donor agency representatives and ECA staff stimulated our gathering today to begin the Review Mission of the ECA Training and Research Centre for Women.

Madame Chairman, members of the Review Mission, and Advisors, we of the ECA Secretariat warmly welcome your visit, and will welcome also your forthright evaluation of the Centre's work, and recommendations for its future. We hold and strongly so - that supporters of ECA activities should have the opportunity to assess the usefulness of their support, propose ways of making it more effective. And in the case of ATRCW, your visit is especially welcome, for the Women's Centre of ECA is in fact the child of its supporting agencies; it is absolutely true that your assistance has allowed us to create the Centre, and to continue its work.

Permit me to give immediate attention to the issues which you raised during our meeting at Nouakchott. From reviewing the minutes of that meeting, and from my personal recollection of our discussions there, it is clear that two major problems were on your mind: first, the staffing of ATRCW, and second, integration of the ATRCW programme into the regional and sub-regional programmes and structures of ECA.

Concerning the provision of regular staff posts to the Women's Centre, the resolution of the ECA Conference of Ministers and those of the entire UN system testify to our commitment to giving every support to ATRCW. However, in the UN system, because of the extreme shortage of resources within the regular UN budget, there is inevitably a lag between commitment and financial support. New programmes, such as those concerned with women and development, have to take their place in the queue, since the ~~net increase~~ in the UN budget in real terms from one year to another is virtually insignificant. For instance, ECA has only been able to receive an increase of 2.9% in its 1978/79 budget over the 1976/77 biennial budget, and yet this is one of the relatively high rates of growth approved by the General Assembly last year. Hence, ECA expects one-third of its resources to come from extra-budgetary sources in 1979.

Even when new programmes find their way to the regular budget of the UN, they are absorbed very gradually. A case in point is the ECA population programme which is no more than a decade old but is supported overwhelmingly by extra-budgetary funds.

Having said this, let me assure you that I shall continue to do all that lies in my power to create some regular posts for ATRCW. The Centre already has one regular post, and I have initiated action which should lead to establishment of three additional regular posts by 1980. It is our hope that, in addition to those, the United Nations family of organizations may institutionalize their co-operation - which has already made ATRCW an interagency activity - by each regularizing at least one of the posts which they do or might provide to the Centre. Here I refer especially to the most generous support given by FAO, UNFPA, UNICEF and most recently ILO, and to foreseen participation by UNDP and UNESCO. If these sister agencies can see their way clear to institutionalizing provision of one post each, the Centre Headquarters staff will total ten as its core, and perhaps more importantly, the special interests and experience of each agency will be brought to bear in a concerted fashion on the critical issue of assuring that the women of Africa have full access to the tools and rewards of development.

On this subject of staffing, I must pay a special tribute to those agencies which supported the initial professional staff of the Centre and made it possible for the work to begin, and then to grow. These include SIDA as the very first agency to assist, USAID, the Government of the Netherlands, and the Intermediate Technology Development Group, FAO/UNFPA and UNICEF. And almost all of the donor agencies have provided for support staff, including secretaries and research assistants.

We have also initiated action on the second issue which you raised at Nouakchott - the integration of the ATRCW programme into the regional and sub-regional programmes and structures of ECA. You will recall the Nouakchott resolution on creation of the Africa Regional Co-ordination Committee (ARCC), and of Special Committees on Women and

Development, at the subregional level. The creation of these sub-regional machineries has become possible, because many member States of ECA have established national machineries, such as ministries of women's affairs, national commissions on women and development, and women's bureaux. With these as a base, the sub-regional and regional machineries promise to play effective roles in stimulating and supporting efforts to measure that women share fully, together with men in the tasks and rewards of development efforts.

The first meeting of the ARCC is in the planning stages, to be ~~convened~~ late this year. By happy coincidence, one of the Vice Chairmen at Nouakchott, the Honourable Mrs. Lily Monze, has also been Chairman of the Council of Ministers at sub-regional level, in Lusaka. Through the initiative of Mrs. Monze, in November 1977, the Lusaka MULPOC Council of Ministers passed unanimously a resolution creating the Special Committee on Women and Development in that sub-region. Action is also underway with the Yaounde and Niamey MULPOCs. ATRCW staff will assist with the technical aspects of the work.

We are presently considering ways of assuring that among the posts to be created to strengthen MULPOC staff, women will be equitably represented. The ties between the MULPOC Special Committees on Women and Development and ATRCW technical staff in Addis will be an additional insurance that the concerns of women are considered at all structural levels of the Commission.

On this subject, I should mention also that ATRCW staff have been, and continue to be, extremely active people, who spend every much of their time away from Addis, working at country and sub-regional levels. That is, I believe, as it should be, and ECA takes great pride in the operational nature of their work. It has already been agreed that the staff of ATRCW should all be present in Addis during two months of every year - in March and September - for in-service training, and co-ordination of activities. Given the present level of activity of the Centre, then, and this plan



for semi-annual meetings of staff, assignment of women staff to sub-regional MULPOC Headquarters will have positive effects on the team spirit and co-ordination of work to ATRCW, in fact, as I am sure you will agree, the work will be very much enhanced by the Centre's actual presence at sub-regional level.

Madame Chairman and mission members. We, and I speak for all ECA staff, shall welcome your queries during the course of this Review Mission. And I know that those representatives of the Region who have agreed to give up 3 weeks to advise you will also give willingly any assistance you may ask of them, so that you may more fully understand the needs of the Africa Region. We look forward to your recommendations. You are welcome.

BRIEF REMARKS BY THE CHAIRMAN OF THE REVIEW MISSION

I would like to personally thank the ECA for asking me to chair this important Review Mission. I think the idea of asking someone from the Region to chair the Mission is commendable in that the task of getting to the core of the problem and working out possible solutions is facilitated. The same goes for involving some other women from the Region. This cross fertilisation of ideas with donor agencies should prove invaluable.

When I accepted the Chairmanship of this Mission I was quite aware that it was a serious undertaking. Firstly because we are expected to come up with concrete proposals which will not merely affect the future of the African Research and Training Centre for Women but the entire issue of integrating the African woman in development.

In order to carry out this task well there should be room for self examination, self analysis and self criticism on the part of the UN, ECA and the Centre, Member States and donor agencies. We should leave no stone unturned in assessing to what extent the contributions of donor agencies have been effectively utilised in the promotion of women's development. In short, how effective the Centre is in bringing about this development. In my view this is the essence of an evaluation of this type.

I would like to assure the donor agencies gathered here that we in the Region attach much importance to this Centre, basically because it is trying to put into practice the aspirations of African women, and are proud of its work. I hope that you get this assurance from the few countries the Mission will be visiting. I wish, it could have been all. We of the Member States appreciate the generous contributions of the donors which we regard as a part of the fight for justice in the world and part of the quest of mankind to make full use of human resources to develop. As we know until of late women especially in African countries have lagged behind in development.

African countries need their womenfolk developed in order to reach self sufficiency in capital resources, personnel and technology. This is very much in line with the New International Economic Order which calls for a bridging of the gap between the developed and developing world. It is healthy for mankind to assist those less fortunate. In this way we accept the challenge for each one of us to have the world a better place than we found it.

I am happy to note though that despite all the drawbacks enumerated upon already, Africa has made progress in involving her womenfolk in development. In a number of countries national machineries have been established, subregional units are in the process of being formed and soon we hope to establish the Regional Co-ordinating Committee. Quite a number of African women are gaining access to decision-making bodies. Others have attained high professional qualifications. I could go on. But the problems of poverty, hunger, ignorance, social injustice and all that go with them are still prevalent. That is why we need the cooperation of all who care to find remedies.

I would at this point invite frank and constructive contributions from all members of the Mission so that we come up with concrete recommendations which will ensure more participation of women in this part of the world in line with all the Plans of Action we have drawn over the past.

Thank you.

ANNEX VII

MESSAGE FROM MRS. HELVI SIPILA, ASSISTANT SECRETARY-GENERAL FOR SOCIAL DEVELOPMENT AND HUMANITARIAN AFFAIRS TO THE REVIEW MISSION OF THE ECA AFRICAN TRAINING AND RESEARCH CENTRE FOR WOMEN 7-28 MARCH, 1978.

We very much regret that the Centre for Social Development and Humanitarian Affairs cannot be represented at this very important first Review Mission of the ECA African Training and Research Centre for Women. As you know, it was necessary for us to postpone the XXVII Session of the UN Commission on the Status of Women and, because of this, the officials of this Centre must be present in New York. We are disappointed not to be with you.

I would like to take this opportunity to congratulate the Executive Secretary, the Chief of the Social Development Division, and the Chief Co-ordinator and staff of the ATRCW, for having given the United Nations system its first model of a programme at the regional level, within an Economic Commission, intended to assure that women are fully considered, together with men, in having access to the tools and rewards of the development process. In this Africa has taken the lead in the whole world, and you are indeed the pride of the UN system. This Review Mission, with donor agencies - including those of the UN family ; and representatives of the countries of the Region involved comes at a critical time, when the other Regional Commissions are beginning their activities related to women. We at headquarters thus look forward to sharing your findings with the other Regions, if you and the ECA officials so wish. We believe that there is a great deal in the women's programme of ECA which may be adapted to suit the needs of other regions.

Finally, as the person in the UN system who is Assistant Secretary-General for Social Development and Humanitarian Affairs and also responsible for work for women, I wish to thank the women and men of the bilateral, multilateral, and

NGO aid-giving agencies for their foresight in supporting the ECA women's Centre, and other UN activities related to the advancement of women - including the Voluntary Fund for the Decade for Women. Without your special attention and generosity, it would have taken many more years to initiate programmes. I do hope that the members of the Review Mission who represent these agencies will take these thanks back to your countries and your organizations.

My colleagues join in wishing your mission great success.

Helvi Sipila  
Assistant Secretary-General for  
Social Development and Humanitarian Affairs