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Multinational Programming and Operational
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African States

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

Lusaka, Republic of Zambia
17-25 March 1982

PROGRESS REPORT ON IMPLEMENTATION OF THE PROJECT ON
INTEGRATION OF WOMEN IN DEVELOPMENT (WOMEN'S PROGRAMME)
JANUARY 1981 - MARCH 1982

1. The Second Meeting of the Subregional Committee on the Integration of Women in Development, held in Maseru, the Kingdom of Lesotho, from 11 to December 1980, received proposals from member countries and drew up the 1981 work programme, which was adopted by the Third Council of Ministers for Lusaka-based MULPOC in January 1981. Adopted Programme activities included:-

- Subregional Seminar for development planners;
- A National Workshop on food preservation, storage and appropriate technologies;
- A Workshop or study tour for Women leaders from Francophone countries in member States of the subregion;
- Subregional Workshop on Fuelwood and Energy Development for rural/grassroot women.

2. In addition, implementation of the following activities, initiated during 1980 was to continue in 1981.

- Information Seminar on National Machinery for the Integration of Women in Development and a National Project formulation Workshop for Swaziland,
- Research Studies on National Development Planning and Women in Kenya and Malawi.

3. Apart from implementing its work programme, the Lusaka-MULPOC Women's Programme staff collaborated with the ECA/African Training and Research Centre for Women (ECA/ATRCW) in executing projects for the Eastern and Southern Africa Subregion, originating from the ECA/ATRCW Work Programme. Thus from January 1981 to March 1982, a total number of ten project activities were implemented in the subregion and two initiated on the area of integration of women in development.

4. Summary of Project Activities Implemented

- (a) Subregional Workshop on impact of Government policies, structures and programmes on the involvement of Women in Development for development planners, and officials at high decision making level from all Anglophone countries of the Subregion was held in Kabwe, Zambia during the first week of July. The workshop was jointly sponsored and organised by PAID, UNICEF and ECA/MULPOC Lusaka.
- (b) A 3 months subregional training programme on Development Planning and Women was held at the Eastern and Southern Africa Management Institute (ESAMI), in Arusha, Tanzania between June and August 1981. The training programme was organised for national development planners and officials, male and female, involved in planning and implementing development programme related to women's needs at national and field level. Botswana, Lesotho, Swaziland, Zambia, Kenya and Tanzania participated.

- (c) A regional expert meeting for personnel involved in programmes of out-of-school girls was organised for 23 anglophone countries at the Commonwealth Youth Development Centre, Lusaka, Zambia in August 1981.
- (d) A study tour to the Karen Appropriate Technology Centre, Kenya was conducted in April for personnel of the Zambia Council for Social Development.
- (e) A substantial assistance in 3 areas was given to 2 Liberation Movements between March and September 1981.
- (f) Under the ECA/ATRCW Internship, 2 members of the SWAPO Women's Council were sponsored to participate in the Pan Africa Women's Leadership Training Programme held at Mindolo Ecumenical Foundation, Kitwe, Zambia between March and September 1981.
- (g) Under the MULPOC Women's Programme, 7 ANC Women's Council members were sponsored to attend the ANC Women's Conference, held in Luanda, Angola in September 1981.
- (h) Financial assistance was also given to the ANC Day-Care Centre at the Morogoro Camp in Tanzania.
- (i) Training of Malawian Community Development and Home Economics Workers in Tie and Dye Skills was conducted in Malawi by a volunteer under the task Force Volunteer Exchange Service of ATRCW between February and April 1981.
- () Research Studies on National Development Planning with respect to Women's concerns were conducted in Malawi and Kenya during the project period. Draft reports were submitted to ECA for comments in October and December 1981 respectively.
- (j) A survey on post harvest food losses in Kenya, Mauritius, Swaziland, Tanzania, Zambia and Zimbabwe, between November and December 1981. Emphasis was given to maize. A report on survey findings is being prepared.
- (k) The Bureau of the Subregional Committee on Integration of Women in Development met in February 1982 to review the 1981 work programme, draw up a subregional work programme for 1982, review the financial situation of the Lusaka MULPOC Women's Programme and initiate preparatory arrangements for the Third Subregional Committee meeting to be held in January 1983.

- (1) An inter-country Workshop on Project formulation, implementation and evaluation for French Speaking Countries in the Subregion was undertaken from 15 to 27 February 1982.

5. Initiated Activities

- (a) Preparations for a Subregional Workshop for 14 Anglophone countries on fuelwood and energy development for domestic consumption scheduled to take place in Lusaka, Zambia in August have been initiated.
- (b) Information Seminar on the creation or strengthening of National Machinery and National Workshop on Project Planning and Implementation both for Swaziland.

GENERAL ACCOUNT OF PROJECT IMPLEMENTATION

TRAINING

6. Subregional Workshop on the Impact of Policies, Structures, Programmes and Development Planning on the Involvement of Women in Development, held in Kabwe, Zambia from 29 June to 4 July 1981

- (a) "Africa's greatest asset is its human resources. The full mobilization and effective utilization of the labour force (men, women, youth, both trained and untrained) for national development and social progress should be a major instrument of development" ^{1/}. Recognizing that 50% of the available workforce in our subregion are women; and that the few women currently undertaking traditional male jobs have proved women's ability to perform most assignments traditionally reserved for men, the need to fully utilize all human resources, male and female becomes crucial for the attainment of meaningful socio-economic development.
- (b) So far, the productive potential of most women is grossly under-utilized partly due to traditional negative attitudes that limit women's access to education and ultimately their ability to secure jobs at all levels. Another factor is failure to recognize the economic viability of women's activities by most development planners and decision makers. Full utilization of women's potentials therefore calls for a change in attitudes of both men and women. Such a social change is crucial for the full integration of women in development.
- (c) It is against this background that ECA/MULPOC Lusaka in conjunction with the Pan African Institute for Development (PAID),

1/ Lagos Plan of Action for the Implementation of the Monrovia Strategy for Economic Development of Africa ' Document E/CN.14/781/Add.1

Kabwe and UNICEF, co-sponsored and organised the above workshop for national development planners, policy makers and officials dealing with women's programmes and projects. Fourteen Anglophone countries of the Subregion namely Botswana, Ethiopia, Kenya, Lesotho, Malawi, Mauritius, Mozambique, Somalia, Seychelles, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe participated. Each country was represented by 3 high level officials. Two country papers, one from the Ministry of Planning, were presented.

- (d) Policies, systems, structures and planning mechanisms were analysed in relation to women's concerns in development. Recommendations were proposed for translation into action by participating member countries. Member countries were strongly urged to:-
- improve participation of women in educational, training and ultimately employment programme;
 - involve women in decision making at all levels and improve their representation at high level decision/policy making positions;
 - staff planning ministries with a reasonable number of qualified women, committed to women's concerns;
 - create effective high level offices or machineries responsible for women's affairs;
 - eliminate legislations discriminating against women;
 - change negative traditional attitudes and increase awareness on women's actual and potential contribution to socio-economic development;
 - improve the current socio-economic data collection system so as to reveal discrimination against women and their needs in socio-economic development.
- (e) A Plan of Action was drawn by the workshop whereby participants would follow up implementation of the aforesaid recommendations by their governments. An evaluation mission to be undertaken by ECA, PAID and UNICEF to participating countries was recommended for 1982. The mission would assess progress being made in the implementation of the above recommendations.
- (f) Furthermore, workshop participants were briefed on the ESAMI course on Development Planning and women reported in (section 7 below). The need to collaborate with trainees from ESAMI was emphasised so as

as to consolidate their efforts in influencing policies and planning with respect to women's concerns. For those countries who have not yet participated in the ESAMI course, participants were encouraged to join these in order to have a better opportunity to study development planning and women in greater depth.

7. Training Programme on Development Planning and Women based at the Eastern and Southern Africa Management Institute (ESAMI), in Arusha, Tanzania

- (a) The ECA/African Training and Research Centre for Women, in collaboration with Population Council has recently established the above three (3) month training course at ESAMI for Women in decision making positions, men and women development planners, policy makers and programme implementors in our subregion. The purpose is to expose participants to information on the situation, needs and problems of women in development; to let them analyse critically National Development Plans in order to determine whether or not women's concerns are considered when designing those plans and draw up strategies that would ensure full integration of Women's interests in development planning.
- (b) Inter alia, course participants emphasised the need to sensitize top government officials at ministerial/Permanent Secretary level on women's concerns in development, through meetings and seminars. To that effect a high level follow up workshop was recommended.

8. Regional Expert Meeting for English Speaking Personnel involved in Programmes of Out-of-school girls, held at the Commonwealth Youth Development Centre, Lusaka, Zambia on the 17 to 30 August 1981

- (a) The meeting was organised and serviced by ECA/ATRCW with substantial assistance from the Lusaka MULPOC. Participants were drawn from 23 African English speaking countries. Fourteen of the countries that participated i.e. Botswana, Ethiopia, Kenya, Lesotho, Malawi, Mauritius, Mozambique, Seychelles, Somalia, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe are members of the Eastern and Southern Africa Subregion.
- (b) Planners, organizers, trainers and field workers involved in programmes and projects for out-of-school girls analysed the problems of the different categories of out-of-school girls. Recommendations were made for member countries to develop or strengthen existing programmes for the out-of-school girls. Possible strategies to be adopted were also proposed and among these were guidelines on educational policy, vocational and skills training. The need to equitably provide training programmes for out-of-school girls in both urban and rural areas was emphasised in order to curb rural-urban migration.

- (c) Consideration was given to the forthcoming International Year for the Youth (IYY) in 1985 and member countries were urged to draw up concrete strategies and programmes to observe IYY.

9. Study Tour to Karen Appropriate Technology Centre, Kenya by Personnel of the Zambia Council for Social Development, April 1981

- (a) Recognizing the need to develop and make available time and labour saving devices if women have to be effectively involved in development activities other than their traditional feminine jobs, ECA/ATRCW in collaboration with UNICEF organised the above tour. The purpose of the tour was to enable community workers identify and learn how to construct labour and time saving devices appropriate for the Zambian situation at the Karen Appropriate Technology Centre, Kenya.
- (b) Later in the year, the Zambian Government reinforced efforts to disseminate information on Appropriate technology by the establishment of an appropriate technology centre at the Kembe Farm Training Institute, where the public learns the construction of specific devices appropriate for their needs, using locally available raw materials.

10. Assistance to Liberation Movements

SWAPO

- (a) Under the ECA/ATRCW Internship and Fellowship Programme, 2 members of the SWAPO Women's Council were sponsored to participate in the Pan African Women's Leadership Training Programme at Mindolo Ecumenical Foundation in Zambia from March to September 1981. Apart from techniques of leadership, the course also covered various aspects of development and improvement of the quality of life.
- (b) Graduates from this training programme are playing a vital role in the improvement of the quality of life in the camps and ultimately in their country after the attainment of independence.

ANC

- (a) ECA, under the auspices of the Lusaka MULPOC's Women's Programme sponsored seven ANC women to attend the ANC Women's Conference in Luanda, Angola in September 1981. The conference was convened to review their programmes and map out strategies for future development.
- (b) In addition, ANC received support from ECA/ATRCW for a Day Care Centre in their camp in Morogoro, Tanzania.

11. Volunteer Service on Training in Tie and Dye Skills, Malawi, February - April 1981

- (a) In its effort to promote income generating activities and small enterprises for rural and low income urban women, the Malawi Government requested for services of an expert in tie and dye from ATRCW. Between February and April 1981 a Volunteer under the Task Force Volunteer Exchange Service of ATRCW trained Community Development and Home Economics workers in tie and dye skills at the Magomera Community Development Training Centre, Malawi.
- (b) As a follow up to this training programme, the Malawi Government is considering setting up a tie and die Pilot project with technical assistance from ECA and other interested agencies.

12. Workshop on Project Planning, Implementation and Evaluation for French Speaking Countries in the Subregion, Madagascar 15-27 February 1981

In accordance with resolution (2059/LXII) passed by UN (ECOSOC) urging Regional Economic Commissions to actively promote the training of women and those involved in planning programmes aimed at integrating women in development to enable them acquire skills in the formulation and implementation of project proposals, the above workshop on project planning and implementation was organised for French Speaking Countries in the Subregion. Three countries namely Angola, Comoros and Madagascar participated.

The training focused on imparting skills in techniques of data collection and analysis, identification of problems and needs, formulation of project proposals, implementation and evaluation of projects which would ultimately improve the condition of women, their families and communities, and would enhance, women's contributions in the socio-economic process of their countries.

In their practical work, workshop trainees drew up concrete project proposals which would be submitted to prospective donors for funding.

13. Research Studies

- (a) During 1980 two member countries, Malawi and Kenya were requested to identify National Consultants who would undertake Research Studies on National Development Plans to determine the extent to which National Plans take into account women's concerns and to come up with recommendations that would assist planners in the two countries as well as other countries in the subregion. By April 1981, two (2) consultants were contracted under the auspices of the MULPOC Women's Project to undertake the studies in the two countries. The studies were completed in October and December 1981 respectively. Draft report have been submitted to ECA for comments.
- (b) Preliminary findings of the study in Kenya were presented at the subregional workshop co-sponsored by the Pan African Institute for

Development (PAID), UNICEF, and ECA/MULPOC Lusaka. The workshop reported earlier under 6 was held in Kabwe, Zambia from 29 June to 4 July considered the impact of policies, structures, programmes and development planning on the involvement of women in development. Preliminary findings of the Kenyan Study were therefore utilized by the workshop in the deliberations.

14. Survey on Post Harvest Food Losses, with emphasis on Maize, conducted in October and November 1981

As food producers, women are fully involved in nearly all stages of food production, processing, storage, distribution and finally preparation. With food production lagging behind demand and post harvest losses as high as 30% in the subregion, the need to minimize losses becomes crucial. Therefore the above survey was conducted by a consultant under the auspices of ECA/ATRCW to determine specific stages where maximum food losses are experienced. During the survey period special attention was given to maize, the main staple food in the subregion. A comparison of food handling practices in the countries surveyed, namely Kenya, Mauritius, Swaziland, Tanzania, Zambia and Zimbabwe should highlight positive practices by some countries that can be adopted by others. In addition information gathered during the survey would provide a basis for planning appropriate projects and offering assistance to member countries on the area of appropriate technology.

A report on the survey findings is being compiled.

15. MEETINGS

Third Meeting of the Bureau of the Subregional Committee on the Integration of Women in Development held in Lusaka, Zambia 1-2 February 1982

(a) The Bureau was convened to:-

- (i) review the progress report and consider constraints in the implementation of the Lusaka MULPOC Project on the Integration of Women in Development;
- (ii) consider the Work Programme and identify priorities for 1982 for the subregion;
- (iii) review the status of funds for MULPOC's Women's Programme and consider sources of funding for the project;
- (iv) initiate preparations for the 3rd meeting of the subregional committee to be held in January 1983, i.e. identify venue, consider date, agenda etc.;

(b) Among others the Bureau proposed the 1982 work programme to include the following activities:-

- (i) intercountry workshop on project planning, implementation and evaluation for French Speaking Countries of the subregion held in Madagascar from 15 to 27 February 1982.

- (ii) subregional workshop on fuelwood and energy development for domestic consumption to be held in Lusaka in August 1982;
 - (iii) two national seminars on establishment or strengthening of national machinery on the integration of women in development for Malawi and Djibouti - August/September 1982;
 - (iv) needs identification surveys in Comoros and Djibouti;
 - (v) meeting of the subregional committee on the integration of women in development, December 1982.
- (c) Details of the meeting's deliberation and recommendations are contained in a separate document (to be tabled by the Chairperson of the Bureau).

16. Initiated Project Activities

The following are project activities earmarked for 1981 which were initiated but could not be fully implemented during the reporting period:-

- (i) Subregional Workshop on Fuelwood and Energy Development for domestic consumption, Zambia, August

This project will be executed in collaboration with FAO. Postponement was at the request of FAO because of the heavy workload and delay in release of funds from voluntary fund for women's decade (VEDW) for execution of the workshop. Zambia has accepted to host the Workshop in August 1982.

- (ii) Information Seminar on National Machinery for Women and Development and Project Planning Workshop - both for Swaziland

Background work for both Project Activities was completed in 1981. However, due to other National commitments, the Swazi Government requested for a postponement of the seminar and workshop.

17. Conclusions and Recommendations

- (a) considering the size of the subregion the post of Assistant to the Co-ordinator was approved by the Africa Regional Co-ordinating Committee on the integration of women in development (ARCC) in March 1981 and endorsed by the Conference of Ministers in April 1981. The major constraint is funding of the post of the Assistant to Co-ordinator as well as funding of project activities in future as UNDP has drastically cut down the budget for the period 1982-86.

(b) Implementation of the Work Programme is also greatly hampered by delays in responses and frequent postponement of project activities by member States, and this has resulted into adverse financial implications for the programme. An appeal is therefore being made to member countries to co-operate in ensuring prompt implementation of activities as scheduled to facilitate timely implementation of activities in order to avoid loss of funds earmarked for specific activities during specified periods.

(c) The Lusaka-MULPOC Policy Organs are requested to adopt the Programme of Work for 1982 proposed by the 3rd meeting of the Bureau of the Subregional Committee on the Integration of Women in development (refer to 15 (b) above).