DEVELOPMENT ASSISTANCE COMMITTEE

THIRD MONITORING REPORT ON THE IMPLEMENTATION OF THE DAC REVISED GUIDING PRINCIPLES ON WOMEN IN DEVELOPMENT (1989)

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT
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FOR TECHNICAL REASONS, TABLES UNAVAILABLE ON OLIS
This report was prepared by the Expert Group on Women in Development and approved by the Development Assistance Committee in 1991. It is now made available to the public on the authority of the Development Assistance Committee.
BACKGROUND

The present report monitors progress made by Members in implementing the DAC Revised Guiding Principles on Women in Development. It reviews initiatives taken by aid agencies to foster the integration of women into their development assistance activities over the last three years, from mid-1987 to mid-1990.

It is based on Members’ replies to a questionnaire [DAC/WID(89)1(1st Revision)] which were compiled and synthesised by the Secretariat. Except for slight amendments which were introduced to take account of the revision of the Guiding Principles in 1989, the questionnaire was a replicate of the former version used for the First and the Second Monitoring Reports. Therefore, it has been possible to assess improvements against the findings of the two previous Monitoring Reports issued in 1984 and 1987 respectively.

The report is divided in four parts, following the pattern of the Guiding Principles.

1. Mandates
2. Administrative Measures
3. Implementation
4. Co-ordination and Consultation

Members’ replies to the questionnaire are summarised in the appended tables.

Note: The numbering of titles and sub-titles in the text corresponds to queries in the questionnaire.
EXECUTIVE SUMMARY

Midway between the Nairobi World Conference of 1985 closing the UN Decade for Women, and the UN Conference which will review the Forward-Looking Strategies (FLS) in 1995, the Third Monitoring Report provides an interim survey of DAC Members’ progress in fulfilling their commitment to the FLS through the implementation of the DAC Revised Guiding Principles on Women in Development of 1989.

Mandates

Formulation of official WID mandates by virtually all Members, subsequent to the adoption by the DAC of the WID Guiding Principles in 1983, was recognised rightly as a major breakthrough in the Second Monitoring Report. It acknowledged that the contribution of women to development was a critical issue requiring consideration by policy makers at ministerial level, in parliament and at the executive levels of aid administrations.

The WID mandates are based on the principle of integration, meaning that WID directives are supposed to encompass all aspects of the donors’ development programmes and involve all parts of their organisations. Responsibility for their implementation rests with each staff member. It is now of major concern to establish that WID policies outlined in the mandates have been implemented effectively.

Together with the adoption of WID policies, Members had made administrative adjustments and personnel arrangements to ensure the integration of WID concerns into their aid programmes. Special units or focal points were established within their administrations, and posts were created with WID responsibilities, part-time or full time. The general picture, however, as depicted in the Second Monitoring Report was one of a considerable economy of personnel responsible for WID issues.

Plans of Action

One of the most significant achievements in the last two years has been the efforts put into the elaboration of comprehensive plans of action which detail explicitly how offices and staff should include WID in their programmes and projects. Seventeen Members, compared to six in 1987, have completed a WID plan of action.

The strengthening of mandates through operational strategies is largely an outcome of the measures reported earlier to appoint WID specialists, usually positioned in a WID unit who have dedicated their time and expertise to assist project and technical staff with WID guidelines and checklists designed for project appraisal in relevant sectors particularly those where women play critical roles.
Training

Marked efforts also have been made to intensify WID training for agency staff with the aim that the WID dimension is internalised and incorporated routinely in projects and programmes, no longer considered as a separate concern. Already existing training programmes instituted by eight Members before 1987, have been upgraded to provide the staff with the tools to apply gender analysis in project design. They have also been expanded to reach a growing number of personnel including technical advisers, planners and senior managers. In addition, three Members, recently, have introduced for the first time regular training schemes to sensitize their aid organisation’s personnel on gender issues. Two other Members have made plans to initiate WID training in the next year.

It is difficult, however, to conclude at this stage that training has increased the agencies’ responsiveness to WID issues throughout the aid programme partially because this training effort is so new and agencies have not been able to evaluate it. It appears that in countries where no special training exists, WID issues, when they happen to be considered, are often approached from a social/welfare perspective. The economic role of women is largely ignored and women are viewed simply as potential beneficiaries rather than active agents of development.

In practice there still exists a wide gap between the professed policies and their implementation at all levels as is pointed out below.

Staff Resources

Although a few additional posts for WID advisers have been created lately, limited staff resources has been a major constraint since the adoption of WID policies. The insufficient number of WID specialists has meant that they tend to remain centralized rather than being placed within specific programmes. Although the WID task forces, composed of WID liaison officers from different divisions, were meant to perform the outreach role of WID advice, in practice this seems to have occurred only on a limited scale, due to overall workload pressures on the WID officers time.

General shortage of personnel within some aid agencies due to budgetary constraints has also had adverse effects. Workload pressures on staff have restricted their ability to read/understand WID issues and WID policy, attend training courses, and apply procedures from manuals and guidelines. Unless WID tasks are given greater priority in the context of producing a higher quality programme, staff will not be motivated to take on expanded responsibilities. In reality, this issue extends beyond WID to all major quality-of-aid issues.

In the short term, additional WID experts will help to promote WID integration, but only can go so far in "mainstreaming" WID under conditions of heavy workloads for all staff and restricted ability to address issues of quality of aid.
Staff Commitment

Implementation of the measures stipulated in WID action plans has still often depended on the interest, understanding and willingness of individual staff members. Some Members argued that the success of integrating WID into projects was maximized when there was personal commitment to the issue and not necessarily because WID was accepted in policy papers as an important development issue critical to the sustainability of programmes.

It is a slow process to change the attitudes of some agency staff. This can mean that in their daily activities they may forget to address gender issues. It remains difficult to emphasize the criticality of WID issues when many still believe WID is a "special interest" issue. Some of the problems associated with this concern are being addressed by using "gender" as the terminology versus WID, as well as considering all people in a household as critical determinants of economic, social and cultural development.

In addition, it is not always realized that involvement of women on an equal footing with men in all development activities needs special expertise and additional resources. There might be a need for indicating more explicitly which of the objectives of the WID policy can be met in terms of available financial and human resources.

Integration of Gender Analysis in Project Procedures

Already well-ahead in the implementation of their action plans, some Members have been committed in recent years to develop relevant procedures ensuring that gender analysis/planning is applied at the design stage and throughout the project cycle. But efforts in this respect have been uneven and vary widely among Members. Basic gender-specific data essential for an assessment of the projects' potential effects on women in the target group are not collected by some agencies. As a result, project analyses fail to take into account the perspective of women, their constraints and abilities to participate in development activities and to derive equitable benefits. To date little work has been done with regard to non-project aid.

Monitoring and Evaluation

Gender-disaggregated evaluations cannot be carried out effectively if there is a lack of similarly disaggregated baseline information against which to measure impact.

More generally, a major area of concern is the lack of emphasis in measuring outputs and impact, as distinct from the various WID inputs which form the focus of most Members' activities regarding WID. With a few exceptions, there is a lack of studies on the effects of WID consideration on projects and longer term development objectives. ***

It is understandable that such studies are few in number, considering how recent are most WID efforts and given the relatively long time-frame required in many cases to measure results. However, in cases where agencies have allocated significant resources to WID, they are justified in beginning to
ask for proof that the investment is producing results. It is in the interest of Members to ensure that such studies are carried out; that lessons learned -- both positive and negative -- are widely disseminated; and that case studies of how WID inputs have helped to achieve development objectives be fully utilised for future policy formation, elaboration of aid procedures, personnel arrangements, staff training, etc.

It could be helpful if there were more reporting on measures to determine benchmarks for quantifying and qualifying WID integration activities. Sector or area-specific measurements would be useful for all donor organisations.

If virtually all donors have by now adopted an action plan to implement their WID policy, very few have instituted a monitoring system to review the process of WID integration in their agencies. Members should be encouraged to look at their own institutional development. Lessons learnt on the effectiveness of integrative strategies should not be relevant only to WID but to other cross-cutting issues such as environment, population and participatory development.

Policy Dialogue

Another constraint is the lack of proper dialogue between donors and recipient countries on WID issues. This is very slowly changing in spite of the recommendations in the Forward Looking Strategies, signed by 110 countries, and therefore intended to concern both partners when negotiating future joint development efforts.

There is still insufficient awareness on the part of governments in developing countries regarding the significance and necessity of promoting women in their countries. The reluctance of some developing countries to request assistance for WID-oriented activities from bilateral donors is seen as a major constraint in integrating women in the development process. The gradual appointment of WID experts in missions overseas which is currently taking place could help activate or initiate the dialogue in the framework of local co-ordination groups on WID.

Conclusion

The DAC Guiding Principles on WID, the regular monitoring of their implementation, the Country Aid Reviews have reportedly contributed to reinforce the position of WID advisers in some agencies. Particularly, the donor countries which have a relatively weak performance on WID have much to gain from a strengthening of the commitment to WID principles by donors in the DAC.
1. MANDATES, POLICY GUIDELINES AND PLANS OF ACTION

1.1 a) Official Source of Mandates

- "All DAC Members now acknowledge the importance of involving women fully in the development process and have stated this in official aid policy documents concerning women in development."

This statement in the Revised Guiding Principles on Women in Development, 1989 (RGP) (para.7) records a major achievement noted in the Second Monitoring Report in 1987. By then, seventeen out of the nineteen DAC Members had adopted a formal mandate regarding the participation of women in development, compared to eleven in 1984 (First Monitoring Report). During the present reporting period, an additional Member, Austria, has adopted a WID mandate. The nineteenth, Japan, having already formulated a Plan of Action, has appointed a senior-level Steering Committee and a panel of experts to formulate a WID mandate in 1990.

Virtually all DAC donors thus, have complied with the requirement that WID policies "should be firmly and explicitly based on specific mandates" (DAC Guiding Principles, 1983, III.4.)

A mandate refers to a policy document adopted at a high level demonstrating a political commitment and having a legally binding status, for example a parliamentary law, a ministerial directive or internal guidelines emanating from the ministry or agency responsible for development co-operation.

The following options have been adopted by Members:

- Legislation by Parliament: Italy, United States.
- Ministerial Directive: Australia, Austria, Belgium, Denmark, Finland, Germany, Norway, Sweden.
- Internal Guidelines: Canada, France, Ireland, Netherlands, New Zealand, Switzerland, United Kingdom.
- Multilateral Convention: EEC.

b) Description of Main Policy Lines

Policy lines and objectives contained in these mandates remain general in the case of legislation or ministerial statements but have been strengthened subsequently through plans of action. While being less "powerful" in legal terms, internal guidelines tend to be more specific especially when they incorporate a programme of action (e.g. Canada, the Netherlands and the United Kingdom).
1.4 Ways to Operationalise the Mandate

a) Existence of a Plan of Action

A plan of action is essentially a detailed operational strategy to implement the WID policies outlined in the mandate. It identifies objectives and responsibilities over the full range of the agency’s areas of operations providing specific guidelines for implementation by different departments and divisions. It is intended as a guide to assist the staff in taking women into account in all development activities at the earliest stage possible in project and programme appraisal throughout implementation and evaluation.

In 1987, only a third of the donor countries (six DAC Members) reported having formulated a plan of action to implement their WID policies. There has been considerable progress in this respect in the last three years, as seventeen Members have now adopted an action programme. The only two exceptions being Belgium and France.

Four Members have gone further in demonstrating their commitment to achieve WID integration by introducing specific requirements for monitoring the implementation of their plans of action:

Australia : Gender Analysis Team appointed in 1989 to assess AIDAB’s WID strategy.

Canada : Progress reports on the implementation of the WID plans of action to be presented annually to senior management.

United Kingdom : Built-in procedures for monitoring the WID strategy.

United States : Reporting to Congress on the implementation of the WID mandate.

1.8 Sector Guidelines

"It is recommended that specific guidelines should be used for work in each sector, especially those in which women play a major role." (RGP, para. 10)

The requirement for specific WID guidelines by sector was not as explicit in the 1983 version of the DAC Guiding Principles. As Members have made rapid progress in developing general plans of action, the adoption of more stringent measures to ensure that WID is operationalised at the sector level has become a realistic goal.

If this recommendation, however, is to be understood in its strict interpretation, only three Members have developed WID guidelines for specific sectors: Denmark, Germany and the Netherlands. Their guidelines, including
checklists, have been elaborated in areas where women’s role is critical particularly in agriculture, health, water and environment.

A few Members are in the process of elaborating such guidelines. Switzerland is preparing guidelines on women and environment; Sweden is using methodologies on gender planning by sectors for training purposes that are still to be presented in the form of coherent guidelines. Australia intends to develop WID guidelines for projects having a strong emphasis on institutional development and for which WID issues are more subtle than in direct-service projects.

Although not as extensive and detailed as guidelines, WID manuals have been issued by some Members which contain sections on key sectors pointing to women’s issues and offering suggestions.

- **Canada**: Workbooks on women and the project cycle and on WID in ten major sectors.
- **Finland**: One chapter of the WID guidelines gives an overview on seven sectors including checklists.
- **Germany**: The "Concept on the Promotion of WID" contains WID guidelines for a number of sectors.
- **United Kingdom**: The WID strategy paper includes sector guidelines.

In addition to (or instead of) formulating separate sets of WID guidelines for work in selected sectors, some Members have integrated WID criteria into the general sector guidelines adopted by their agency. With the contribution of their WID experts five Members have incorporated references to address women’s issues in the following sectors:

- **Canada**: Water and sanitation, education, agriculture.
- **Finland**: Health, education and training, water and sanitation.
- **France**: Urban, agriculture, small crafts, health.
- **Germany**: Agriculture, urban development, food aid, self-help promotion (and small enterprises and vocational training in preparation).
- **United States**: All sectors.

Finally four Members report the absence of WID guidelines by sectors. In Norway, the country frame is the main focus for gender work, WID concerns are addressed in the plans of action for main partner countries.

### 1.6 Are there Similar Mandates for other Policy Issues or is WID a Special Case?

Half the Members report that the formulation and implementation of their WID mandate have provided a useful experience for similar efforts in the area
of environment which is the most comparable cross-cutting issue (Australia, Canada, Denmark, EEC, Finland, France, Germany, Netherlands, Norway).

The WID mandate is not a special case for countries which have developed policy papers guiding their work in specific sectors. While in several of these countries the WID mandate was unlike other policy mandates due to its breadth and the way it was implemented, some Members have comparable guidelines in the following areas (excluding environment):

Canada • : Food aid, human resources development.
EEC • : Population, structural adjustment.
Germany • : Self-help promotion, socio-culture.
Italy • : Health.
Netherlands : Health, population, culture, water.
Sweden* : Several sectors
Switzerland : Health, water, industry, forestry.
United States : Agriculture, health, education, private sector.

2. ADMINISTRATIVE MEASURES

2.2 a) Administrative Adjustments to Ensure the Implementation of WID Policies

As the Second Monitoring Report indicated, all the Members who had adopted a mandate at the time (seventeen) had made concurrently administrative adjustments to facilitate the implementation of their WID policies. This is the case now for all the DAC Members. There is in each agency at a minimum one permanent WID adviser, although in seven countries this single officer is only working on WID issues on a part-time basis. In the twelve other administrations, a WID unit, comprising several professionals and support staff, is located in a strategic position to provide WID expertise to departments/divisions involved in policy planning and operations. [For exact locations see table 2, section 2.2 a].

In addition to the WID unit which has become an integral part of the administrative chart, ten Members (compared to seven in the Second Monitoring Report) have set up one or more of the following structures to back-up the WID unit.

High-Level WID Steering Committee

Steering committees on WID are all composed of senior staff from the policy and operations departments who are entrusted with the responsibility for overseeing the implementation of the WID policy. Their role is mostly advisory but they may also perform supervision and monitoring functions. Undoubtedly such institutionalised support at the highest level facilitates the work of the WID unit for it demonstrates a strong and visible commitment on the part of senior management to integrate the needs and interests of women in bilateral co-operation.
Steering committees have been established by four countries: Australia, Canada, Japan (steering committee established in 1989 to formulate a WID mandate) and Norway (advisory committee on women).

Inter-Departmental Task Force on WID

A WID task force is composed of staff members drawn from all the relevant policy and operations departments, each representing a regional or sectoral division in which he/she acts as WID liaison officer. The task force is a way to ensure that the WID policy permeates through the entire spectrum of aid activities and that the WID unit’s activities reach out across the full range of departments/divisions/bureaus/sections.

Task forces of this kind have been set up in nine agencies: Australia, Canada, Denmark, EEC (1988), Italy, Japan (1989), the Netherlands, Switzerland, the United States.

Ad Hoc Working Groups

Working groups on specific WID-related issues are also established as needs arise (Canada, France, the United States).

2.3 Personnel Arrangements

What personnel arrangements does your agency have for handling WID, indicating temporary and permanent posts at headquarters and overseas?

a) At Headquarters

The number of officers working on WID and their time allocations (part-time/full time) are indicated in table 2, section 2.3.a).

WID issues are handled in two associated ways: through a centralised WID unit which works as a catalyst for WID issues within the organisation, and through WID assignments given to designated officers in the various departments/divisions of the agency.

WID units are staffed with special advisers working exclusively on WID or as part of a wider responsibility for social issues. As mentioned above, there are wide discrepancies in the staffing of these focal points among Members, ranging from a single WID officer working on a part-time basis (Austria, Belgium, Finland, France, Ireland, Switzerland) to WID offices staffed as follows:
Number of WID officers employed full-time on a permanent basis
(in WID units)

16       United States
4.5     Canada (+ 20 part-time consultants)
4.5     Germany (BMZ:  2, GTZ:  1.5, KfW:  1)
3       Sweden
3       Norway
2.5     Netherlands
2.5     EEC (of which 2 are temporary posts)...
2       United Kingdom (+ 3 administrative officers part-time)
1.5     Australia
1       Denmark (+ 3 socio-anthropologists in technical units)
1       Japan (+ 7 officers part-time in various divisions)
1       New Zealand

"Implementing policies towards women in development involves all parts
of the donor organisation. It is a matter of each officer’s
responsibility." Guiding Principles, 1983 (para. 5)

Twelve Members indicate that agency staff from other divisions have been
assigned WID duties and offer ad hoc support as required. Judging from the
replies this support has been erratic. It seems to be more effective and
systematic in agencies which have been able to carry out extensive training
programmes. It depends also very much on the personal commitment of each
responsible officer.

Ensuring consideration of WID aspects in all aid activities will require
improvements in the ability and commitment of a larger number of staff to
address WID concerns.

b) WID Staff Posted Overseas

The creation of full-time positions for WID experts in the field is one
of the major achievements over the last three years. But it only concerns a
limited number of donors, the same five which already had indicated in the
earlier Monitoring Report, the posting of WID advisers in their field missions:
Canada, Denmark, the Netherlands, Sweden and the United States. In these
countries, there has been a noteworthy expansion in the coverage of aid
missions staffed with a WID expert and also an extension of time allocation for
WID work. A number of part time positions for WID advisers have been made
full-time.

Number of WID experts posted at resident aid missions

United States :  70 (part-time)
Canada       :  20
Netherlands  :  10 (full-time)
Sweden       :  3 (full-time) + 2 (3/4 time) + 11 (half-time)
Denmark      :  4 (full-time)
In addition, five Members report for the first time that they have explicitly assigned WID tasks to some of their staff overseas as part of wider responsibilities: Finland, Germany, Norway, Switzerland and the United Kingdom.

2.5 Personnel Training

"DAC Members should make sure that training programmes on WID issues and activities are available to all staff members including senior officers and those responsible for sectoral/technical details of projects. These should be introduced routinely for personnel especially those appointed as WID responsible in aid missions." (RGP, para. 9)

Recognition of the need for training in gender issues is visible in the efforts made by Members over the last three years to either expand already existing training programmes or introduce WID training for the first time.

The number of countries which have instituted WID training for their agency staff has risen from eight, a stable number since 1984 -- which had not increased from First to Second Monitoring Report -- to eleven. •

Members who have been running training programmes since 1984 are: Australia, Canada, Denmark, the Netherlands, Norway, Sweden, the United Kingdom and the United States. In these countries WID training schemes have become much more sophisticated moving from general staff sensitisation to more operational courses on WID policy implementation in specific sectors using tools for analysing projects from a gender perspective. Sometimes training modules have been adapted to the needs of various audiences: technical staff, officers working in programmes, senior management, etc.

Illustrations of significant progress in extending gender-related training to an ever growing number of agency staff are given by the following Members:

-- In the past few years, over 300 US AID personnel have received training with assistance from the WID office -- quadruple the number in earlier years.

-- WID training courses are attended by most of the staff at CIDA (Canada).

-- AIDAB (Australia) has organised gender analysis worshops for all senior management and section directors in 1988-89.

-- British ODA has launched a new series of courses in 1988-89 which have reached 36 advisers.

All the countries which have had a relatively long experience with WID training, over the last six years, have moved a long way towards the ultimate goal of ensuring that it is each officer’s responsibility to implement the WID strategy in his/her respective area of work.
It should be noted that three countries -- Australia, the Netherlands and Norway -- have even made WID training compulsory for some categories of staff, particularly senior management.

In the last two years three additional Members have introduced training programmes to raise staff awareness of gender issues: Finland, Germany and New Zealand. In these countries the introduction of training programmes has coincided with the recent adoption of a plan of action (Finland and Germany in 1988); or the appointment for the first time of a WID adviser (New Zealand in 1988). Training courses undertaken last year in these countries have had the objective to familiarise the staff with the recently adopted guidelines.

Two Members, Italy and Switzerland, have announced that training programmes are in preparation and will be implemented in the near future.

Finally, seven Members mention that they have also incorporated WID training as a component of the general training programmes on aid management given to new staff entering the service (Australia, Canada, Germany, the Netherlands, Norway, the United Kingdom and the United States).

2.6 Introduction of the DAC Methodology for Statistical Reporting of Women-oriented Aid Activities

Eleven Members have introduced the DAC statistical methodology and will be reporting disbursements for WID-specific and WID-integrated projects in the new CRS forms (Creditor Reporting System) of the OECD/DAC by June 1990. These countries are: Australia, Canada, Finland, Germany, Ireland, the Netherlands, New Zealand, Norway, Sweden, the United Kingdom and the United States.

Five other Members report that they have taken steps to introduce the methodology: Belgium, Denmark, EEC, France and Italy. There are only three Members, therefore, who have not yet initiated the process.

3. IMPLEMENTATION

3.2 Project Procedures

3.2.6 Are Gender Differences Described and Analysed in Evaluations Concerned with Effects on Target Groups? (RGP, para. 32)

Evaluations are considered as crucial to make development co-operation more gender aware since they are often used as starting points for new projects and for possible re-assessment of WID strategies. Efforts have been made by thirteen Members to introduce procedures ensuring that gender differences are specifically included in the terms of reference for appropriate evaluation studies. In some agencies the WID office is actively collaborating with the evaluation department and the technical and regional divisions to expand the scope of evaluations and include an impact assessment on women as well as men.
It is a requirement stated in most WID action plans that evaluations must investigate the impact of projects on women. However the degree to which it has been applied vary widely among Members. In a majority of agencies, personnel with WID competence are only rarely participating in evaluation teams.

It is expected that recent efforts to incorporate gender analysis/planning in the early design phase of projects will have direct relevance for later evaluations. The study undertaken in 1988 by the DAC Expert Group on Aid Evaluation on the "Integration of Cross-Cutting Issues into Members’ Evaluation Efforts: Women in Development" had pointed out the problem of assessing projects’ impact on women when initial indicators failed to include specific information on women.

3.3 Research

3.3.1 Commissioning of Research Studies

Most Members (fifteen) commission research studies on gender issues. In many cases, it is applied research directly related to projects such as studies on women’s socio-economic conditions in the project area or country profiles on women’s status. Besides universities, gender related research of a more general nature is undertaken by institutions specialised in development research and linked to the agency such as: IDRC in Canada; SAREC in Sweden; ORSTOM in France.

WID research is not commissioned by four donors, of which three have a relatively small aid programme and therefore limited funding (Austria, Belgium and New Zealand) and one (Japan) is at the initial stage of formulating a WID policy.

3.3.3 Measures Taken to Ensure Gender Differentiation in Supported Research

"More emphasis must be placed on analyses of the relationships between the genders. Past research on women in society has tended to analyse women as a homogeneous group and has been fairly descriptive. Future research should focus on the dynamic aspects of gender relations in the socio-economic context. This would provide valuable insight to the applied aspects of development assistance." (RGP, para. 33)

Several Members (eleven) report that they are fully aware of the need to ensure gender differentiation in supported research and that they have placed more emphasis on the dynamics of gender relationships in some relevant research studies. However, most Members do not have formal guidelines to ensure that research include a disaggregation by gender. At best, agencies require that a gender differentiated approach is adopted when relevant research topics are being defined.

Eight Members failed to reply to this question. This suggests that concern for the lack of gender differentiated research is not yet addressed due to other immediate priorities relating to the actual implementation of policies to integrate women in development projects.
3.3.6 Transmission of Bibliographies on WID Research to the DAC Secretariat

"With the objective of avoiding research duplication and promoting increased exchange of information, Members are encouraged to provide the DAC Secretariat with annual bibliographies of major research activities on WID issues for distribution to all Members." (RGP, para. 35)

Most Members indicate that they do not provide the DAC Secretariat with lists of research studies. Fifteen Members reported having commissioned WID related research, of whom only one-third provided lists of these studies to the OECD, usually as part of general bibliographies covering all areas of development research. These lists, except in two cases, were transmitted to the Development Centre or to the Development Co-operation Directorate but not to the WID Secretariat specifically.

3.4 Women Specific Projects

What is your agency’s policy towards special women’s projects?

Members share very similar views on this issue. Their WID policies are based primarily on the principle of integration: bring women into mainstream programmes and projects. The stated objective is to integrate women’s contribution to economic and social development into all aid activities and ensure that women have access to services and opportunities provided by external assistance. Donors’ experience has shown that WID-specific projects tended to further marginalise women and ran the risk of increasing men’s resistance.

However, during the transition period leading to the ultimate incorporation of WID considerations in all projects, all Members agree that it may be necessary, in some cases, to support activities aimed at specifically assisting women and women’s groups.

In particular, four donors stress the need for WID-specific projects in education and training due to the considerable gender gap in these sectors. (Belgium, EEC, Germany, the United States.)

WID-specific projects are also occasionally funded in support of credit schemes for women with the aim of encouraging their income generating activities. Credit extension being one of the areas where women consistently face unique problems and constraints (Finland, France, Italy, the United States).

Another area of particular importance to women which is recognised by four Members as requiring targeted assistance is the institutional strengthening of local women’s organisations and networks. Australia, the Netherlands, Norway and Sweden finance projects geared specifically to the support of women’s organisations involved in activities to mobilize and organise women to change their subordinate position.

Some Members also fund NGO projects which target women specifically, often through funds administered by field offices (Canada, EEC, France, Japan, New Zealand, the United Kingdom).
Seven Members have established special WID funds: Australia, Germany, Italy, the Netherlands, New Zealand, Norway and Sweden.

4. CO-ORDINATION AND CONSULTATION

4.1 Bilateral Co-operation

What actions has your agency taken to encourage and strengthen policy dialogue efforts with host governments on WID issues?

The policy dialogue on WID issues with partner countries takes place mainly in two contexts: in the framework of annual consultations on the recipient’s development strategies and aid requirements, and during the planning of new projects.

Eleven donors (including the Like-Minded Group, Australia, Germany, the United Kingdom, the United States and the EEC) indicate that they take the opportunity of annual programme reviews with partner countries to stress the criticality of women’s contributions to development, and argue for the adoption of policies and practices that will improve women’s situation. It is more likely that WID concerns are discussed if they have been previously emphasised by Members in the country strategy papers which serve as key documents for negotiations.

In this respect, US AID has been expanding computer simulation models that demonstrate the efficacy of targeting development interventions towards women in order to address macroeconomic policy concerns, specifically for purposes of policy dialogue with senior host country policy makers.

However, only in exceptional cases have WID experts been included in the donors negotiating teams during annual consultations. For lack of monitoring procedures in a majority of donor countries, the extent to which WID policies are discussed with recipients cannot be assessed. Therefore, it is not possible to infer that WID issues are given priority in policy dialogue. The reluctance of some developing countries to request assistance for WID-oriented activities is perceived by Members as a persistent constraint on integrating women in the development process.

At the project level, however, WID is increasingly given prominence in dialogue with local-level governments in the context of fulfilling requirements to include women’s issues in project preparation, monitoring and evaluation.

Where WID experts have been appointed to aid missions, opportunities for women’s participation in projects have been enhanced and more extensive contacts have been established with local and central government officials on a regular basis. Local co-ordination groups on WID have been organised in some developing countries (i.e. India, Kenya). Close co-operation and co-ordination also prevail among the four WID focal points of the Nordic aid agencies who meet once or twice a year for joint discussions.
4.2 Multilateral Organisations

What actions has your agency taken to promote WID policies among multilateral organisations?

In quantitative terms, the number of countries which indicate that they take actions to promote WID policies in multilateral organisations is the same (fifteen) as in the Second Monitoring Report (compared to nine in the First Report). However, the interventions of these countries to support and strengthen the efforts of international organisations to implement their own WID strategies have increased considerably in scale and volume.

The only three countries which do not interact with international organisations regarding WID policies (Australia, Belgium and New Zealand) are all smaller donors with severely constrained resources for development assistance. The EEC is not counted under this item as it is a multilateral institution itself.

In order to promote WID policies in multilateral organisations, Members have adopted three approaches: political, institutional and operational, and in most cases have combined them.

--- At the political level: Interventions in board meetings and governing councils to support WID policies.

Active interventions by Members’ delegations to advocate the importance of WID issues in the decision-making bodies of multilateral organisations such as the Development Committee, the Board of Executive Directors of the World Bank and of the Regional Development Banks, the Governing Councils of UN Specialised Agencies, has fulfilled a double purpose. It has served to generate wider acceptance among the Member States (including developing countries) of the importance of women’s role in development, as much as to follow up on the integration of WID concerns in the operations of the organisations themselves.

Nine Members report that they have instructed their delegates in these international fora to support statements and resolutions in favour of women in development (Australia, Denmark, Finland, Germany, the Netherlands, Norway, Sweden, the United Kingdom and the United States).

In the directives sent out to their representatives, the Nordic countries, for instance have joined their efforts to underline the linkages between lending in the social sectors (health, education)/ poverty alleviation/environment protection, and the advancement of women. An illustration of successful lobbying can be found in the adoption of a comprehensive WID review as a major item on the agenda of the Development Committee Meeting in September 1990.

Members of the European Community, particularly Germany and Ireland, also mention that they have pursued WID issues actively in the negotiations for the Lomé IV Convention.
-- At the institutional level: Financing the position of WID advisers in international organisations.

One important means chosen by nine Members to co-operate with the multilateral system is that of strengthening the WID units of international organisations, through administrative and financial support. For example, they may fund the position of full-time WID advisers or lend WID expertise to assist in the elaboration and implementation of WID strategies by seconding staff or consultants. The following countries provide (or have provided) assistance of this sort:

<table>
<thead>
<tr>
<th>Country</th>
<th>Support Provided</th>
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<tbody>
<tr>
<td>Denmark</td>
<td>EEC (secondment of a WID consultant)</td>
</tr>
<tr>
<td>Finland</td>
<td>UN-NGLS (funding of a WID adviser)</td>
</tr>
<tr>
<td>Ireland</td>
<td>ILO (secondment of consultants)</td>
</tr>
<tr>
<td>Italy</td>
<td>INSTRAW</td>
</tr>
<tr>
<td>Netherlands</td>
<td>IFAD, EEC, FAO (provision of WID experts), UNIDO (funding of WID consultants)</td>
</tr>
<tr>
<td>Norway</td>
<td>World Bank and UNDP (support to WID divisions)</td>
</tr>
<tr>
<td>Sweden</td>
<td>IUCN</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>World Bank (secondment of a WID expert in the SDA unit)</td>
</tr>
<tr>
<td>United States</td>
<td>World Bank, AfDB and AsDB (provision of WID expertise and training material), IFAD (administrative funding for WID office)</td>
</tr>
</tbody>
</table>

-- At the operational level: Financial support for WID-oriented projects carried out by UN organisations concerned with women.

Thirteen Members provide voluntary contributions or special grants for WID-oriented activities undertaken by UN organisations which pay special attention to women: UNIFEM, UNICEF, FAO, IFAD, UNDP, UNFPA, INSTRAW, ILO, UNESCO, UNIDO, ITC. (A breakdown by Members is given in table 4, section 4.2.)
<table>
<thead>
<tr>
<th>1.1 a) Official source•</th>
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<tbody>
<tr>
<td>b) Description of main policy lines**</td>
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<td>• ***</td>
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<table>
<thead>
<tr>
<th>1.3 a) Year of introduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>b) Evolution***</td>
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<td>• ***</td>
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<tr>
<th>1.4 Ways to implement the mandate***</th>
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<tbody>
<tr>
<td>• ***</td>
</tr>
<tr>
<td>a) Existence of a plan of action***</td>
</tr>
<tr>
<td>b) At the bilateral level</td>
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<tr>
<td>c) At the multilateral level***</td>
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<td>• *** ***</td>
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<tr>
<th>1.5 Methods for communicating the mandate****</th>
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<tbody>
<tr>
<td>•</td>
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<tr>
<td>b) To NGOs and women’s organisations in your country**</td>
</tr>
<tr>
<td>c) To recipient countries’ governments****</td>
</tr>
<tr>
<td>d) To NGOs and women’s organisations in recipient countries*</td>
</tr>
<tr>
<td>e) To multilateral organisations***</td>
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<td>• ***</td>
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</tbody>
</table>

<table>
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<tr>
<th>1.6 Existence of similar mandates for other policy issues**</th>
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</table>

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<tr>
<th>1.7 Strengthening of the mandate with more precise objectives*</th>
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<td>• ***</td>
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</tbody>
</table>

| 1.8 Elaboration of sector guidelines*** |
2. ADMINISTRATION

2.2 a) Administrative adjustments to ensure the implementation WID policies

   b) Results of these adjustments

2.3 Personnel arrangements

   a) At headquarters

   b) Overseas

2.4 Other measures

   - Data base

   - Seminars

   - Setting of targets for women

   - Other

2.5 Personnel training

2.6 Introduction of DAC statistical methodology on WID
3. IMPLEMENTATION

• 3.1 Project areas
  • 3.1.1 a) Country focus
  • b) Sector focus

• 3.2 Project procedures
  • 3.2.1 Attention given to gender composition in target groups
  • 3.2.2 Assessment of project impact on women at the design stage
  • 3.2.4 Built-in procedures to ensure women’s participation at all stages of the project cycle
  • 3.2.5 Built-in monitoring procedures to assess socio-cultural change
  • 3.2.6 Analysis of gender differences in evaluations of impact on target groups
  • 3.2.7 Measures to ensure gender awareness of personnel from private companies involved in projects

• 3.3 Research
  • 3.3.1 Commissioning of research studies
  • 3.3.3 Measures taken to ensure gender differentiation in supported research
  • 3.3.4 More emphasis placed on gender relationships
  • 3.3.5 Joint research initiatives with recipient countries
  • 3.3.6 Transmission of annual bibliographies of WID research to the DAC Secretariat

• 3.4 Women specific projects
  • 3.4.1 Policy towards WID specific projects
  • 3.4.2 Existence of special projects and criteria for their spending
TABLE 4: COORDINATION AND CONSULTATION

4. CO-ORDINATION AND CONSULTATION

4.1 Bilateral co-ordination

Actions to strengthen policy dialogue with recipients on WID issues

4.2 Multilateral organisations

Promotion of WID policies

4.3 NGOs in your country

Promotion of WID policies

4.4 Women’s organisations

4.4.1 In your country: actions to involve women’s organisations

4.4.2 In recipient countries: actions to involve women’s organisations

4.5 General public information programmes in your country on WID issues

4.6 Sharing of WID information with multilateral and bilateral organisations, recipient countries, NGOs, etc.