

2. 質問表及び集計結果  
(1) 相手国関係機関用質問表

FOLLOW-UP TEAM  
FOR  
JICA EX-PARTICIPANTS  
OF  
SEMINAR  
ON  
IMPROVEMENT OF THE STATUS OF WOMEN II

Questionnaire  
for  
the Relevant Authorities

It is much appreciated if you would complete this questionnaire and forward to the JICA office in order to accomplish our mission.

Please use additional sheet of paper and attach it herewith, if necessary.

<Part A>

1. Name of Your Organization : \_\_\_\_\_

Your Name (Post) : \_\_\_\_\_

2. Please explain briefly duties or services of your organization.

3. Please attach your organization chart and mark your post in red and posts of ex-participants in your organization in blue.

attach paper

4. Please describe briefly about your country's projects concerned with improvement of the status of women implemented by your organization, and problems occurring to the projects in proceeding them.

5. Which kind of training does your organization implement, and which type of personnel is most necessary to promote in hurry in your organization?

6. Do you have any experiences to hold some projects jointly with other relevant organizations ? If so, please describe briefly about that.

<Part B>

JICA has been conducting SEMINAR ON IMPROVEMENT OF THE STATUS OF WOMEN II in collaboration with Women's Bureau, Ministry of Labour and Japan Women and Young Workers Society in accordance with Purpose and Objectives specified below.

(1) Purpose

The purpose of this seminar is to provide participants with a knowledge of Japan's public system for dealing with women's problems, especially working women's problems. The aim of the seminar is to examine problems in the areas of employment, education and training, family life and child-care, social participation, etc., and to examine possible solutions. The course will include observation visits and group discussions for the exchange of ideas and experiences, thus contributing to mutual understanding and the enlargement of each participant's perspective on women's problems.

(2) Objectives

By the end of the training period, the participants are expected to be able to:

- ① develop a wider view of women's affairs from a global perspective.
- ② formulate plans and programmes for improvement of the status of women.
- ③ give appropriate instructions and guidance to staff members or related women's groups.
- ④ prepare follow-up reports and assessments.

The total number of ex-participants in Bangladesh/Philippines up to date accumulates 11 / 24 for the course. (The number includes that the participants for the Seminar on Women's Affairs for Public Administration Officers which is the former name of the course.)

Q U E S T I O N S
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1. Do the above-mentioned purpose and objectives of the course meet the requirements of this field in your country ?

(     ) Yes / (     ) No

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If "No", please describe the reason(s).

2. Is it necessary to change the above-mentioned purpose and objectives in order to meet more adequately your country's requirement in the field of improvement of the status of women?

(     ) Yes / (     ) No

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If "Yes", please describe your suggestion(s) or alternative purpose or objective(s).

3. How do you select your applicant for this training course ?

Please explain in detail your procedures for application.

(ex. What kind of examinations or interviews do you do ?)

4. How long do you usually need to select your applicant(s) ?

\_\_\_\_\_ month(s) \_\_\_\_\_ week(s) \_\_\_\_\_ day(s)

5. From which organization did you get the information of this seminar

(From whom / which organization did you get General Information of this seminar ?) and how did you inform subordinate(s) in your organization of this seminar ? What kind of briefing or pre-training training do you do after the participant is selected ? (ex. English training)

6. Does your organization evaluate your participant(s) after returning from Japan ?

(     ) Yes / (     ) No

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6- ① If "Yes", tell how your organization evaluates.

6- ② Answer the following questions concerned with the usage of what your ex-participants brought (training outcomes).

1) What are the training outcomes in your organization generated by applying what your ex-participants brought (training outcomes) ?

2) Explain in details the way how your organization utilize the knowledge and information which your ex-participant(s) brought.

7. Have your organization assigned your staff member or the relevant personnel in this field to participate in a similar training course / seminar in a foreign country other than Japan ?

(     ) Yes / (     ) No

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If "Yes", specify the following ;

{ • Country ; \_\_\_\_\_  
• Year ; 19 \_\_\_\_\_  
• Name of Course / Seminar ; \_\_\_\_\_  
• Duration ; \_\_\_\_\_ year(s) \_\_\_\_\_ month(s) \_\_\_\_\_ week(s)  
• Organized by ; \_\_\_\_\_  
• Sponsored by ; \_\_\_\_\_

{ • Country ; \_\_\_\_\_  
• Year ; 19 \_\_\_\_\_  
• Name of Course / Seminar ; \_\_\_\_\_  
• Duration ; \_\_\_\_\_ year(s) \_\_\_\_\_ month(s) \_\_\_\_\_ week(s)  
• Organized by ; \_\_\_\_\_  
• Sponsored by ; \_\_\_\_\_

{ • Country ; \_\_\_\_\_  
• Year ; 19 \_\_\_\_\_  
• Name of Course / Seminar ; \_\_\_\_\_  
• Duration ; \_\_\_\_\_ year(s) \_\_\_\_\_ month(s) \_\_\_\_\_ week(s)  
• Organized by ; \_\_\_\_\_  
• Sponsored by ; \_\_\_\_\_

8. Please Attach their curriculums, if possible, and what is the most useful among that curriculum ?

9. Compared with the training course or seminar held in a foreign country other than Japan, do you have any suggestion or comment for improving our training course ?

10. If you have any request concerning the relevant training courses, please describe it below.

Thank you very much for your cooperation.

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(2) 相手国関係機関用質問表集計結果

BANGLADESH

1. Name of Your Organization & Duties or services of your organization.

\* Ministry of Women Affairs

- (a) National policy regarding women's welfares
- (b) Programme for the welfare and development of women
- (c) Matters relating to women's legal and social rights
- (d) Attending to the problems and affairs relating to women
- (e) Programme for uplift of women including their employment opportunity
- (f) Matters relating to Supreme Council for mother and children
- (g) Matters relating to the Directorate of Women's Affairs
- (h) Dealings and agreements with international organizations in the field of women's welfares

\* Department of Women's Affairs

- (a) To act as the Head of the Department of the Directorate of Women's Affairs.
- (b) To be responsible for overall administration, supervision and control all programmes and activities of the Directorate of Women's Affairs. Remains responsible for administration and establishment matter as the controlling officer in respect of all connected officers and staff serving under the Directorate of Women's Affairs.
- (c) To formulate policies and plan in respect or all activities of the Directorate and responsible for supervision and administration of all programmes and personnel thereof.
- (d) To control and sanction funds in respect of all programmes under the Directorate.
- (e) To act as the Project Director and controlling officer in respect of a development projects under the Directorate.
- (f) To act as the link between the Directorate and Ministries including the controlling Ministries, Planning Commission and other National and International agencies.
- (g) To act as Registration Authority in respect of local and foreign voluntary agencies for women.
- (h) To act as the Secretary, Bangladesh Mahila Kallyan Parishad.
- (i) To be responsible for overall supervision and coordination of the activities of the projects relating to women.
- (j) To be responsible for inspection of the offices, N.G.Os and project under the Directorate of women's Affairs and to monitor and evaluate the effectiveness of implementation of the programmes.
- (k) Any other duty that may be assigned to the Director by the Ministry of Women's Affairs from time to time.

\* Ministry of Women's Affairs

1. National policy regarding women's welfare.
2. Programme for the welfare and development of women.
3. Matters relating to women's legal and social rights.
4. Attending to the problems and affairs relating to women.
5. Programme for uplift of women including their employment opportunities.

\* Economic Relations Division

- (a) Assessment of foreign exchange requirements on the basis of the Five Year Plan and Annual Development Plan and Negotiations for securing economic aid from foreign Governments and Organizations.
- (b) Scrutiny of proposals for allocation of foreign exchange resources for loans/credits/grants.
- (c) Assessments of requirements and negotiations for securing technical assistance for Bangladesh from foreign Governments and International Organization and Vice Versa.
- (d) Review of the utilization of foreign aid/credit of aided projects.
- (e) All international agreements involving financial or economic issues.
- (f) Liaison with international organizations and matters relating to treaties and agreements with other countries and World bodies relating to subjects allotted to this Division.

QUESTIONS

1. Yes: 2

2. No : 2

3. \* A selection committee in the Ministry nominates the applicant. The selection is generally done on the consideration of past performance and involvement in the work of women's affairs. Applicants are selected both from Ministries and department of women's affairs.

\* The National Allocation Committee allocates the offers to the concerned Organizations according to their nature of job. The concerned Organizations invite applicants from the persons working in the related field. The Selection Committee selects suitable candidates considering the followings:

- (a) Academic background of the applicant;
- (b) Field of work.
- (c) Experience & performance of the applicants.
- (d) Health, Physical fitness, age and other related matters.
- (e) Possibility of the applicability of the acquired knowledge by the applicants.

4. \* two months at least

\* one month

5. \* JICA, Bangladesh Office, Dhaka : 2

6. Yes:2

6- ① \*After completion the training the participants have to submit a report a prescribed form to the organization informing details of the training. On evaluating that report the organizations come to know the impact of the training on the participants.

\*Participants submit report to the Ministry after returns from the training. Personal hearing is also given to assess the improvement the participant has achieved during the training.

6- ② 1) The broader idea of training is applied in day to day office work for smooth running of the Ministry.

2) The knowledge of training of the participants is applied in formulating the projects of the Ministry.

7. No : 1	Yes: 1	Country; Netherlands	United Kingdom
	Year;	Every year	Every year
	Name of Course;	Women & Development	Open Awards for Women
	Duration;	1 year 16 months	1 year 2 months
	Organized by;	NEP	BTA
	Sponsored by;	NEP	BTA

10. \* Number of offered training & length of training may be increased.

\* The number of trainees may be increased and duration of training may also be increased.

#### PHILIPPINES

1. Name of Your Organization & Duties or services of your organization.

\* Department of Social Welfare and Development

Mandate: To promote women's welfare and prevent/eradicate all forms of exploitations against women such as but not limited to illegal recruitment, prostitution as well as promotion of skills for employment and self employment.

To accomplish the said mandate the following functions are being performed by the bureau/organization:

1. Policy formulation, planning and program development related to women's welfare.

2. Technical assistance and field monitoring/evaluation of women's welfare programs and services.

3. Conduct of social research.

4. Set standards on social welfare and development programs/projects and services for women and performs regulatory functions such as licensing and accreditation of institutions/organizations engaged

in social welfare activities.

5. Operate, maintain and support social welfare institutions and centers for women.

6. Initiate, promote and maintain bilateral and multilateral links for technical cooperation in cooperation with Department of Foreign Affairs, NEDA and other agencies.

\* Correctional Institution for Women

As its name implies, it is a reformatory institution whose main mission in correction or treatment of women offenders by keeping them in temporary custody for the protection and safety of both - them and of society, while the same time preparing and rehabilitating them for a better life upon eventual release from confinement.

QUESTIONS

1. Yes: 2

2. No : 2

3. \* Through the following Rehabilitation Program:

Rehabilitation process starts upon her commitment to our custody. They go through identification procedures, undergo thorough Medical, psychological, sociological and physical interviews and examination during their seven (7)-day-stay in Institution's quarantine to determine their capacity for work assignment. They undergo orientation and Literacy Classes respectively and given oral and written examination to determine their latitude. They are being observed in their actual performance. And are be graded and promoted to a higher classification as incentive if their grad in conduct and performance so warrent.

\* Participants were selected based on their present involvement in project related to women development. Their performance in the delivery of their tasks/job functions are considered. Through the process of illimation based on the ability to deliver women's welfare programs/services the more qualified candidate is identified. She is then nominated to the National Economic Development Authority Scholarship Division for screening together with the other nominees from other government agencies.

4. \* six months

\* two weeks

5. \* By virtue of Special Order No. 646 s. 1993 dated November 22, 1993 from Mr. Jesus P. Villanueva, Assistant Director, Bureau of Correction. The kind of training is done in English and Philipino.

\* The agency was informed officially by NEDA two months before the seminar commence. The Office of Secretary through the Personnel Scholarship

Committee identify the slot for the seminar. An informal orientation on the content of the program, weather condition of the training sites expectat ifrom the participant during and after the training is undertaken.

6. Yes:2

6- ① \*The Ex-Participant echoed the seminar she had taken to her other co-employees. She is further evaluated by the positive result of her participation.

\*Through submission of re-entry plan and an oral presentation of ensigns from the training.

6- ② 1) \*Things have to be prioritised in accordance with its importance and exigency. Social participation with other people is enhanced.

\*1.1 Prepared a more comprehensive and practical guidelines in the delivery of livelihood program for the disadvantaged women.

1.2 Provided broader perspectives/ideas on the promotion of the welfare of women which are integrated in the comments as well recommendations on the passage of bills/laws related to women' development.

2) \*The knowledge and information that the Ex-Participant brought shall be disseminated to the personnel of this Institution and expounded to them as encouragement for implementation.

\*The prepared guidlines are being utilized by field workers in the delivery of livelihood services to women.

The comments and recommendations on bills are discussed by the senior officials of the agency to a forum of legislators makers for considerations/approval.

7. No:1

(3) 帰国研修員用質問表

FOLLOW-UP TEAM  
FOR  
JICA EX-PARTICIPANTS  
OF  
SEMINAR  
ON  
IMPROVEMENT OF THE STATUS OF WOMEN II

Questionnaire for JICA Ex-Participants

You are kindly requested to complete this questionnaire and forward to JICA office. Please use additional sheet of paper and attach it herewith, if necessary. Please use block letter or typewriter.

1. Your Name

(Please underline your surname or family name.)

Mr. / Ms. \_\_\_\_\_

2. The Year of Your Participation (Fill in, please.) 19\_\_

3. Your Address & Phone Number (Fill in the below) ;

• Residence \_\_\_\_\_

Phone ; \_\_\_\_\_ Fax No. ; \_\_\_\_\_

• Mailing \_\_\_\_\_

• Office \_\_\_\_\_

Phone ; \_\_\_\_\_ Fax No. ; \_\_\_\_\_

4. Present Occupation (Fill in the below.) ;

- [illegible]

5. Your Career and Duties (Answer the following three questions.)

5- ① Describe your career after returning home from the training.

(Service Duration)

(Your Position)    (Organization Name)

(Month) (Year) (Month) (Year)

① .19 ~ .19

② .19 ~ .19

③ .19 ~ .19

④ .19 ~ .19

⑤ .19 ~ .19

5- ② Describe briefly the duties of your services in your country at present.

5- ③ Attach a chart of the organization to which you belong and indicate your section in annexed paper.

Please attach an additional paper.

6. Applicability of this course (Answer the following questions.)

6- ① Have you applied what you had experienced or obtained through the seminar programme (Lectures, Observations and Field Trip) to your job and daily activities after returning from Japan ?

(     ) Yes / (     ) No



6- ② -1 If "Yes", answer the following questions.

(a) What kind of subjects, knowledge or experience through the seminar programme have you applied to your job?

(b) Explain in details the way how you have applied the above mentioned knowledge and experience to your job.

(c) Have you applied the knowledge and skill to handle them to your job which you had obtained in Japan immediately after coming home ?

(     ) Yes / (     ) No

6- ② -2 If "No", explain why you have not applied.



6- ② -3 Answer the following questions concerned with difficulties in applying the knowledge and experience you acquired (your training outcomes) in the course to your job.

1. Are / Were your superiors at your office understanding and cooperative in application of your training outcomes ?

↓

(     ) Yes / (     ) No

2. Are / Were you supplied with sufficient equipments and materials to apply your training outcomes ?

↓

(     ) Yes / (     ) No

3. Are / Were you supplied with sufficient personnel to apply your training outcomes ?

↓

(     ) Yes / (     ) No

4. Point out any other difficulties, if any, in applying the knowledge and experience you acquired (your training outcomes) in the course to your job.

5. What is the main factor above these difficulties make the application difficult ?

6- ② -4 How can we improve the applicability of the seminar in terms of removing these difficulties ?  
ex. to buy some machines, etc.

6- ② -5 What did you do soon after you had returned to your country in order to share the knowledge and/or materials you had taken in Japan ?  
ex. Donated materials to the library, etc.

6-② -6 Did you have any opportunity to share your experience in Japan with your colleagues?

6- ③ -1 Do you have any suggestions on the following elements of the seminar ? If any, please describe.

Notice: We start the open seminar programme from 1992 so that we can share the training outcome both participants side and Japanese side. Most of you did not have any chances to attend that, but please make some comments suppose you could be participated in the seminar.

(1) Lectures

(2) Observations

(3) Country Reports

(4) Discussions

(5) Open Seminar

6- ③ -2. What kind of subjects do you think we should emphasize more or newly introduce into its curriculum in the future and why ?

7. Have you attended a similar training programme or seminar in the field of automatic data processing for statisticians in a foreign country other than Japan ?

(     ) Yes / (     ) No

↓

7- ① If "Yes", specify the following ;

{	• Year of Participation ; 19	_____
	• Duration of Course / Seminar ;	_____ year(s) _____ month(s) _____ week(s)
	• Name / Title of Course / Seminar ;	_____
	• Venue of Course / Seminar ; (Country Name)	_____
	• Organized by ;	_____
	• Sponsored by ;	_____

7- ② Attach its training curriculum, if any.

7- ③ What do you think the most useful in that curriculum ?

8. Compared with the training course or seminar held in a foreign country other than Japan, do you have any suggestion or comment for improving this course ?

9. From whom you had gotten the G.I. when you attended the course?

Thank you very much for your cooperation.

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(4) 帰国研修員用質問表集計結果

1.~5. 省略

6. Applicability of this course (Answer the following questions.)

- 6- ① Have you applied what you have experienced or obtained through the seminar programme (Lectures, Observations and Field Trip) to your job and daily activities after returning from Japan ?

BANGLADESH

( 7 ) YES / ( 0 ) NO



PHILIPPINES

( 7 ) YES / ( 0 ) NO



- 6- ② -1 If "Yes", answer the following questions.

- (a) What kind of subjects, knowledge or experience through the seminar programme have you applied to your job?

BANGLADESH

- Regarding the idea of Status of Women in different countries especially in developing countries which I obtained during my course time, I have applied to my job.
- I have been applied my knowledge & experience in my job gained through the seminar from observation and field trip.
- Lectures, observation and field trip experience through the Seminar Programme is very useful of my service life.
- The knowledge and experience acquired during field trips under the seminar programme have been applied to my job.
- Disciplinary action
- My short training in Japan helped me in broadening my knowledge in administering the existing programmes and also to comprehend future programmes which could be effective for the socio-economic development programmes of the Dept. of Social Welfare where I was working as Project in charge.
- Pop. Planning programs were applied in the Mothers Club Program under Dept. of S.W./NGO project and G. Bank at UNICEF

PHILIPPINES

- Working with the groups of women/mothers in agricultural areas: Working with working women/mothers regarding child care/maternal care: Working with women in the depressed barangays.
- Men, Women; Equality of women to that of men. In terms of work knowledge, women can also do the job of a man like as president of the Senate, airplane mechanics, chairman of the board, taxi drivers, security guards, chefs, florist, etc. also radio technicians, electricians, engineers, architects. Also in sociological, psychological and religious aspects.
- I learned from the lectures and sharing on the status of Japanese women now they are involved in labor force and administration, and measure they are undertaking to improve their present status. Field trip and observation tour are likewise very educational. Sharing of country reports where we learned some strategies being adopted in other country which could also be done in our country.
- Provision of productivity skills training including capital assistance for women to engage in income generating activity Management of Women's Home and Productivity Center/Involvement in community development projects/Involvement in community development projects/Promotion of Maternal and Child care and homelike improvement/Information campaign on the rights of women

- The various lectures on the improvement of the Status Of Women in Japan as well as the visits to different places (Nagoya & Kyoto) where women are actively involved, had given me an insight on the improving Status of Women unlike before where they were just performing a passive role in society.
- The interaction with other women-public officers and sharing knowledge with each other on the status of women ;
- The field trips to companies with mostly women workers; the status of women in Japan including the dynamics of Japanese socio-political economy.
- Labour administration a system
- women's participation in the informal sector , eg. homebased workers women's participation in politics maternal and child health civil service system.

(b) Explain in details the way how you have applied the above mentioned knowledge and experience to your job.

#### BANGLADESH

- When I was engaged in formulating and processing the women related project I tried to avoid the negative issues and also tried to formulate a proper planning which would be helped for our women folk.
- I have been applied my knowledge and experience gained through the seminar to help formulate plans and programs of different organizations and also examine and approve their set-up many of which deal with existing problems in Women's work and employment, Family responsibilities and child care etc.
- I tried to apply the above mentioned knowledge and experience in my job activities in different ways. Setting the training curriculum, programming, monitoring etc.
- Knowledge and experience gained in Japan in counselling and advising rural women have been applied by me during my visit to the district and their offices.
- I tried to apply the above mentioned knowledge & experience in my job in different ways: Setting the School Curriculums, Management, Solving Problems.
- On my return home, I as the Assistant Director of Socio-Economic Programmes for women and as the Principal of the Social Welfare Training Institute, which is designed inter area for the training & re-training of the professional workers from grass root level to supervisory level and also as Deputy Director of Research & Evaluation of the Dept. of Social Welfare tried to utilize my experience in lectures field visiting, demonstrations, discussions, short training courses, monitoring and evaluation of reports, data, figures etc.
- While developing the training curricula for various levels of trainees under above mentioned 6(2) (a) projects.

#### PHILIPPINES

- Implementation/Provision of technical assistance/supervision to all direct service workers in the implementation of women welfare programs at all levels
- 1. Sociological aspects-women have learned to be of the same level as men in the socio-economic life as in joining a variety of clubs, associations, organizations dealing with improvement and development of both sexes;
- 2. Psychological aspects-women have become more mature than men with regards to solving day to day problems and have

been found to be more resilient than men thus paving the way for longevity of live.

3. Religious aspects-women have reached the status of becoming preachers who evoke the teachings of the Almighty in order to elevate the beliefs and strengthen their religious faith.

- In our observation tour the way they manage a center or institution and the program and services being implemented although the institution that we visited is for mentally retarded child and not women center
- Constant reminder/monitoring of field implementors/staff on the implementation of programs and services to women including the provision of technical assistance on the delivery of the above learnings.
- After the seminar, I was immediately involved in developing programs & services for the disadvantaged women like victims of rape, prostitution and white slavery and we also conducted seminars to inculcate to them proper value and attitudes and their role in society as productive and participating members. With my promotion as Asst. Regional Director in '89, and with my assignment as Asst. Director for Programs in '91, I have been involved in monitoring as well as supervising the implementation of programs for disadvantaged women in the National Capital Region particularly in the operation of the Productivity Skills Capability Building wherein they are able to participate in and benefit from these skills training program geared towards gainful employment and income generating Projects.
- in our view of politics, standards laws on women -as reference in particular on homebred workers.
- in formulation programme for maternal and child health
- in the review of literature for our studies.

(c) Have you applied the knowledge and skill to handle them to your job which you had obtained in Japan immediately after coming home ?

BANGLADESH

( 7 ) Yes / ( 0 ) No

PHILIPPINES

( 6 ) Yes / ( 0 ) No

6- ② -2 If "No", explain why you have not applied.

6- ② -3 Answer the following questions concerned with difficulties in applying the knowledge and experience you acquired (your training outcomes) in the course to your job.

1. Are / Were your superiors at your office understanding and cooperative in application of your training outcomes ?

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BANGLADESH ( 7 ) Yes / ( 0 ) No

PHILIPPINES ( 7 ) Yes / ( 0 ) No

2. Are / Were you supplied with sufficient equipments and materials to apply your training outcomes ?

↓

BANGLADESH ( 3 ) Yes / ( 4 ) No

PHILIPPINES ( 6 ) Yes / ( 1 ) No



3. Are / Were you supplied with sufficient personnel to apply your training outcomes ?

↓

BANGLADESH	( 5 )	Yes	/	( 2 )	No
PHILIPPINES	( 7 )	Yes	/	( 0 )	No

4. Point out any other difficulties, if any, in applying the knowledge and experience you acquired (your training outcomes) in the course to your job.

**BANGLADESH**

- The main problem is fund. We have the ideas, experiences but when we try to imitate it in our country, the fund become main constraint. (two participants)

**PHILIPPINES**

- Relative to livelihood program, we are facing the problem on insufficient funding and inadequate employment and or job placement of women trainees.
- Manpower development-since the center's goal for this women is to return them to their normal functioning and make them economically productive, program on livelihood and manpower development should be strengthen and adequate facilities be provides. Training of personnel at all levels.
- Prioritization of expectations or tasks related to my job as Social Welfare Project Supervisor e.g. preparations of official communications on referrals pertaining to requests for livelihood projects capitalizations, attending meetings/seminars/conferences, preparations of reports during every monitoring visits,...
- Equipment (computer hardware) needed in producing sex-relegated data are not available, conduct of relevant studies /researches delayed by lack of computer hardware.

5. What is the main factor above these difficulties make the application difficult ?

**BANGLADESH**

- Appropriate planning/Priority selection etc.
- Lack of fund

**PHILIPPINES**

- Insufficient/limited budget
- inadequate funding for the project
- Time management
- Lack of computer hardware

- 6- ② -4 How can we improve the applicability of the seminar in terms of removing these difficulties ?

ex. to buy some machines, etc.

**BANGLADESH**

- to gear up the Women De. Project more bilateral agreements between Japan and Bangladesh is required/more follow-up programme is needed/regular supervision of monitoring on women's programme
- Through refresh course by new and ex-participant
- Skilled Personnel/Equipments/Lack of fund is the main reason to overcome all these difficulties
- Better utilization of the participants experience would require regular flow of information through reports, publication materials exchange of news with the core section of the participants own organization; besides exchange of visits and follow-up visits in

both ways. Material substance in the form of equipment or machines for on going programmes would certainly help in country like Bangladesh with serious resource constraints.

#### PHILIPPINES

- Create more opportunities to allow/involve women in the labor force through the establishment of factories, production centers etc.
- 1. Provide adequate facilities, equipment and qualified personnel to prepare this women for future employment.
- 2. Continuous training of Personnel at all level which the office had already, started.
- 3. Exposure/Attendance of personnel in seminars/training especially in developed countries like Japan.
- Providing of urgently needed equipment in carrying out relevant programme / project for the improvement of status of Philippines women.
- Conducting the seminar in various developing countries wherein status of women are high or low; The latter serving as model to other countries and the for--- exposing them to developments in the struggle to enhance women status.

- 6- ② -5 What did you do soon after you had returned to your country in order to share the knowledge and/or materials you had taken in Japan ?  
ex. Donated materials to the library, etc.

BANGLADESH

- I attended the seminar in 1984. It's long before. So as I can recollect now. After coming back I have utilized the materials in different ways. Sometimes I used the latest statistics in different forum and in discussion.
- To share my knowledge and experience I have been discussed with my colleague & relatives and materials are donated to the library.
- I gave a short briefing about my knowledge and experiences gain through seminar programme in Japan. Disseminate my ideas other colleagues.
- Materials (booklet, manuals, printed materials) were submitted to the office.
- Organized a Seminar where I gave a short briefing about my experiences gained in Japan. Disseminate my ideas with other colleagues
- I availed opportunities of discuss about my training in Japan and the experiences I gathered there in various discussion, meetings, seminars and conferences at different level of different organizations which I attended in my official capacity. I observed the reaction satisfactory with visible sign of interest and eagerness.
- Prepared a trip report which was shared with colleagues working in similar projects. Published article in newspapers.

PHILIPPINES

- Materials taken in Japan were all used as reference material in mobilization of the programs and services for women.  
Used as reference/informations by the high school and college student.
- 1. Lectured the women regarding emphasis on experiences and knowledge of the topics discussed in the seminar.
- 2. Distributed pamphlets, hand-outs to impart what I have learned in the seminar.
- 3. I made direct dialogues with the subjects concerned.
- Shared & gave feedback report to the social welfare administration
- Share orally to my office mates the salient knowledge learned.  
Donated reading materials, pamphlets given in Japan.  
Integrate learning in my technical input to the field workers.
- With the knowledge that I had gained during the one month seminar in Japan, I shared this with my co-workers through a sharing session and the materials that I had taken from Japan were used as reference especially in developing programs for disadvantaged women.
- Donated the materials to the library so can be used by everybody as a reference.
- Feedback meeting to the staff.
- Prepared report which I submitted to the heads of officer in the Department.

- 6- ② - 6 Did you have any opportunity to share your experience in Japan your colleagues?

BANGLADESH

- Yes. (4 participants) No. (1 participant)
- Yes. Sometimes with my office colleagues. I have shared my views and experiences which I obtained from the seminar. Fortunately, I met one of the ex-participants in Holland during 1988-89. We had some discussions there about our common issues on women.
- Yes. I did and shared my experiences

## PHILIPPINES

·Yes. (3 participants)

·Yes, the sharing of experiences in Japan was done through:

1. staff conferences 2. symposium 3. seminars 4. trainings 5. sessions

·Yes, through discussions/sharing sessions especially when we were developing programs for the disadvantaged women who were under the care and protection of the A.S.Center, an institution under the Dept. of Social Welfare & Development.

·Yes, through feedback meeting and official report of my participation to the workshop, as well as availability of materials for reference in the library.

·Not in a significant manner, but only to those immediately working with me.

6- ③ -1 Do you have any suggestions on the following elements of the seminar? If any, please describe.

Notice: We start the open seminar programme from 1992 so that we can share the training outcome both participants side and Japanese side. Most of you did not have any chances to attend that, but please make some comments suppose you could be participated in the seminar.

### (1) Lectures

#### BANGLADESH

- Lectures should be start medium, should be English.
- Try to avoid interpretation because it is time consuming, also.
- This is oldest type of method and it is not popular.
- O.K.

#### PHILIPPINES

- Topics/Lectures conducted are relevant to the call of the times. It was very encouraging and informative.
- Updated the participants on the knowledge of the seminar attended. There must be a yearly participation of the previous members.
- Whenever possible lectures should be undertaken directly in English to maximize the time.
- Use of visual aides will facilitate delivery of subject matter
- The lectures from the different resource persons were okay.
- Very useful information but at times dragging because of time for translation.
- status of women in relation to the country's political economic development and how it locates in the global development framework.

### (2) Observations

#### BANGLADESH

- This method is very much effective, because one can easily understand something by observation.
- Audio-visual programme should be included and number of field trips suitably increased.

#### PHILIPPINES

- The conduct of the training was well planned and organized. It is suggested that the activities done during the training should be documented, and that documentation committee should assigned.
- That women in Japan are more advanced than the other Asian countries especially in the line of modern technology.
- More observation tours especially center for women
- Guide questions could help in focusing the objectives in every field trip observations and the processing of this activity will be helpful.
- Visits to other interesting places should be scheduled especially those concerning the projects for the improvement of the status of women.
- Observation of centers, ongoing projects for women, infrastructure and facilities is very useful for us as models for our own development of programme and projects.
- The course should be cut shorter from six to three weeks.

#### (3) Country Reports

##### BANGLADESH

- Country Report should be in detail. There should be a guideline.
- It is reflect the overall situation of the country: So it is also useful.
- O.K.

##### PHILIPPINES

- Representative coming from other countries seem not prepared with their report.
- Literacy have increased because of the improvements in education, sports and culture such that the asphaltting roads has led to the outreaching of the lower levels of society. The poverty level is not quite at par with the per capital income of the people. Job opportunities had been so low because of increase in population.
- It would be more practical if the country reports relates more on the direct functions of the participant relative to the attainment of her respective agency's mission/mandate.
- All participants should be given a copy of the country reports from the participating countries. During the Seminar that I attended in 1975, we were not furnished the different country reports.
- There should be specific subjects of the status of women relative to various sectors of society with the national context serving as take-off point. This why, the development is discussed in greater detail and those attending will come from various departments or agencies of the government.
- Very educational and interesting - the status of women in other countries will same as very good reference for us. It is also an Opportunity to learn about the culture and way of life in other countries.

(4) Discussions

BANGLADESH

- Discussions should be lively. All the participants should discuss freely.
- This is the best method, because by discussion we share our knowledge, attitude and experience from each other.
- Discussion may be held in groups & each group may be required to submit a report.

PHILIPPINES

- All the participants were given the chance to participate in the discussions hence issues raised were easily resolved.
- Topics discussed evolved in the hypocritical assessment of equality of men and women; their roles in the society, especially in developing behavioral attitudes towards members of the family, as well as members of the community, and the country as a whole.
- More sharing and discussion with the developed countries like Japan and the under developed countries who shared the same problem and formulate or develop strategies to enable these women fully participate and assume equal footing with the opposite sex.
- Shared experiences in ones respective country is informative.
- The participants should be encouraged to share their knowledge and experience on the improvement of the status of women in their respective countries.
- The ----- shared by the participants are very useful in expanding or broadening our stock of knowledge and skills. These are especially useful for programme planners and implementors.
- All participant should be encouraged to speak up and contribute on their own experience in a particular topic.

(5) Open Seminar

BANGLADESH

- This is a new idea. I don't have any idea about it. If it is open for all and free discussion held, I think it could be good.
- It is newly introduced method and now a days it is becoming popular and effective.

Philippines

- It widen the horizon and perspective of the participants more knowledge in development, and gives opportunities to meet diplomats from other countries. It also allows exposure to one of top developed countries in the world "Japan".
- We had field trips in different companies involved in electronics, farming, adult education. In every place we visited, we had discussions regarding their culture, and work behavior as compared to men and women of other Asian countries.
- The activity maximized the participation of all delegates in providing the audience the needed informations on ones represented country.
- Not yet experienced, the present open seminar is my first ....

6- ③ -2 What kind of subjects do you think we should emphasize more or newly introduce into its curriculum in the future and why ?

BANGLADESH

- The seminar may emphasize more on the concepts of women development based on cross-country experiences of the developing

countries in Asia, Africa and Latin America.

Principles and techniques of proposed formulation monitoring and evaluation should be introduced.

• I think observation, field trip and discussion would be more emphasized and introduced one day open seminar in the future curriculum.

• Practical training/Workshop/Field visit

• Practical training/Field trip

• Communication skills/Gender issues

#### PHILIPPINES

• 1. Innovative Approach towards development

2. Quality circle that is adaptable to other countries  
(Theories, Concept, Application)

• Children, especially Adolescents

• Measures to present abuses of women

• Social welfare services for the disadvantaged women for these are very relevant to the need of developing countries like the Philippines.

• On a rotation basis, JICA should make use of this seminar to look deeply into the stains of women in various sectors, for instance - agriculture, manufacturing and trade unionism, civil service and legislature, informal sector, women and environments and the like. Be included also should be Japan and its role of the stains of women in developing countries.

7. Have you attended a similar training programme or seminar in the field of automatic data processing for statisticians in a foreign country other than Japan ?

#### BANGLADESH

( ) Yes / ( 6 ) No  
↓ N.A. ↓

#### PHILIPPINES

( 1 ) Yes / ( 6 ) No  
↓

- 7- ① If "Yes", specify the following :

{	• Year of Participation ; 19 ____
	• Duration of Course / Seminar ; _____ year(s) _____ month(s) _____ week(s)
	• Name / Title of Course / Seminar ; _____
	• Venue of Course / Seminar ; (Country Name) _____
	• Organized by ; _____
	• Sponsored by ; _____

7- ② Attach its training curriculum, if any.

7- ③ What do you think the most useful in that curriculum ?

Women in employment, education politics, agriculture, public sense, maternal and child health , family.....

8. Compared with the training course or seminar held in a foreign country other than Japan, do you have any suggestion or comment for improving this course ?

#### BANGLADESH

- The seminar should include more field programmes as well as more practical classes. Exchange of views between all the participants should be emphasized. Follow-up programme is needed.
- 1. "Seminar for peaceful secure future for all children" for eighteen days in Moscow.
- 2. Seminar-Woman in Management in Washington D.C., one month ten days for women for women development. I have taken a idea from Washington D.C. that how "Women will be empowerment"  
I have a one suggestion that if we can take a training for about two months or more than, it would be very helpful for a training course. If we will get more practical field experience then it will be very possible improvement for a participant.
- Most of it is forgotten-no comments

#### PHILIPPINES

- No comment, have not attended foreign training other than Japan.
- On "Improving the Status of Woman II", participants should had been given the opportunity to live with a Japanese family to have a feel of Japanese way of living thus acquire a concrete learning on how the Japanese women had been developed from family relationship, education, as well as the influence of socio cultural factors.  
Six weeks is quite long for a seminar type of training while too short for a formal training.
- Gender consciousness raising efforts
- Other gender related issues like equality of opportunity, sexual harassment, etc.
- Women's innovations with regard to policy and management

9. From whom you had gotten the G.I. when you attended the course?

Thank you very much for your cooperation.

#### BANGLADESH

- JICA, Dhaka, Bangladesh ( 3 )
- Ministry of Women's Affairs ( 2 )
- N.A. ( 2 )

#### PHILIPPINES

- JICA
- The media and office colleagues
- The agency head
- N.A. ( 2 )

\*\*\*\*\*



3. セミナー配布レジюме

THE SITUATION AND MEASURES  
FOR WOMEN IN JAPAN

I. THE SITUATION OF WOMEN IN JAPAN

1. Women in General

2. Working Women

II. MEASURES FOR WOMEN WORKERS

1. Nation-wide Campaign for the Advance-  
ment of Women towards the Year 2000

(1) "Women's Week"

(2) National Conference of Women's Week

2. Legislation for Working Women in the  
Field of Labor Protection and Equal  
treatment

3. Support for Reconciliation of Working  
Life and Family Life

#### 4. Measures to Promote Women's Re-entry into the Labor Force

(1) Promotion of Re-engagement for  
Female Workers

(2) Women's Employment Assistance  
Programmes

(3) Centers for Working Women

#### 5. Measures for Part-time Workers

4. 当該訪問機関に提出した英文所見  
(1) バングラデシュ

Dhaka, December 2, 1993

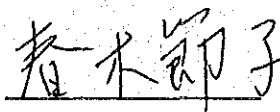
Dear Sir:

It is my great pleasure to submit the summary report of the Follow-up Team for Ex-participants of Seminar on Improvement of the Status of Women II.

The team, which was dispatched by the Japan International Cooperation Agency as a part of its technical follow-up programme for ex-participants, and consist of three members as mentioned in the report, arrived in Bangladesh on November 28, 1993. Through the visit of this time, we could obtain many valuable comments and suggestions about the above-mentioned seminar from the competent authorities concerned and also from the ex-participants and other people around them. We are quite sure that the information we acquired should be greatly useful for the purpose of improving the seminar and also the entire technical cooperation programme.

Finally, I would like to express my heartiest appreciation for your warm hospitality and kind cooperation extended to us during our stay in your country.

Yours faithfully,



Setsuko HARUKI,

Team Leader

SUMMARY REPORT  
BY  
THE FOLLOW-UP TEAM FOR THE EX-PARTICIPANTS  
OF THE JICA SEMINAR  
ON  
IMPROVEMENT OF THE STATUS OF WOMEN II

DECEMBER 1993

## INDEX

I . OBJECTIVE

II . PERIOD

III . TEAM MEMBERS

IV . SCHEDULE OF THE FOLLOW-UP TEAM

V . THE SEMINAR AGENDA

VI . PERSONNEL IN THE PHILIPPINES WHOM THE TEAM MET

VII . SUMMARY OF THE FINDINGS

## I. OBJECTIVE

The Follow-up Team will visit ex-participants, their organizations and related organizations for the purpose of:

- i) researching the overall sector of this training field in the countries the team will visit, thus contributing to identification of problems and needs ex-participants may now have in their daily execution of work.
- ii) holding the Open Seminar in the field of improvement the status of women for the ex-participants and the experts in this field to introduce the current Japanese situation.

## II. PERIOD

From November 28 to December 2, 1993

### III. MEMBERS

① TEAM LEADER: Ms. Setsuko HARUKI.

Director, Child-Care Leave Measure Office  
Women's Welfare Division, Women's Bureau,  
Ministry of Labour

OFFICE ADD. 1-2-2, Kasumigaseki, Chiyodaku, Tokyo, Japan

TEL 81-3-3593-1211 (ex.5646)

FAX 81-3-3502-2605

② TECHNICAL : Ms. Yoko ABE.

INSTRUCTOR Deputy Executive Director,  
Japan Women and Young Workers Society

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③ PLANNER, : Ms. Kiyoko KANI.

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Japan International Cooperation Agency

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TEL 81-3-3485-7094

FAX 81-3-3485-7904

#### IV. SCHEDULE OF THE FOLLOW-UP TEAM

Nov. 28, 1993 (Sun.)	12:50	Mission arrives at Dhaka by TG 321
	15:00	Discussion with JICA Bangladesh Office
	16:00	Courtesy Call to Embassy of Japan
Nov. 29, 1993 (Mon.)	09:20	Courtesy Call to ERD, Ministry of Finance
	10:15	Visit to Ministry of Women's Affairs
	11:15	Visit to Department of Women's Affairs
	12:00	Observation to Training Facilities of Department of Women's Affairs
Nov. 30, 1993 (Tue.)	09:00	Visit to the ex-participant in the Ministry of Establishment
	10:30	Observation to Training Centre, District Women's Affairs Centre
	13:30	Observation to the Women's Agricultural Training Centre
Dec. 01, 1993 (Wed.)	08:30	Seminar on "Improvement of the Status of Women"
Dec. 02, 1993 (Thu.)	14:00	Mission leaves for Bangkok by TG 322



# V. SEMINAR AGENDA

## SCHEDULE OF THE SEMINAR ON IMPROVEMENT OF THE STATUS OF WOMEN

VENUE : SURMA ROOM (1ST FLOOR), SONARGAON HOTEL  
DATE : DECEMBER 1, 1993.

8:30	- 9:00	:	REGISTRATION
9:00	- 9:05	:	WELCOME ADDRESS BY MR. HIRONAO SUZUKI RESIDENT REPRESENTATIVE OF JICA BANGLADESH OFFICE
9:05	- 9:10	:	ADDRESS BY MR. RAFI AHMED CHOWDHURY DIRECTOR, DEPARTMENT OF WOMEN AFFAIRS
9:10	- 9:15	:	ADDRESS BY MS. SETSUKO HARUKI TEAM LEADER
9:15	- 9:20	:	ADDRESS BY MR. SHIRAJUDDIN AHMED JOINT SECRETARY MINISTRY OF WOMEN'S AFFAIRS (PRESIDE OVER THE SEMINAR)
9:20	- 9:50	:	VIDEO SHOW (OUTLINE OF JICA ACTIVITIES) BY MS. KIYOKO KANI TEAM MEMBER
9:50	- 11:20	:	PRESENTATION BY MS. YOKO ABE, TEAM MEMBER - THE SITUATION AND MEASURES OF WOMEN IN JAPAN
11:20	- 11:35	:	COFFEE BREAK
11:35	- 12:20	:	PRESENTATION BY MS. FATEMA KALAM (EX-PARTICIPANTS) ASSISTANT DIRECTOR DEPARTMENT OF WOMEN'S AFFAIRS
		:	- PRESENT PROJECTS FOR THE IMPROVEMENT OF THE STATUS OF WOMEN IN BANGLADESH
12:20	- 12:35	:	CLOSING ADDRESS BY MS. SETSUKO HARUKI TEAM LEADER
12:35	- 12:40	:	SUM-UP BY MR. SHIRAJUDDIN AHMED JOINT SECRETARY MINISTRY OF WOMEN'S AFFAIRS
12:40	- 13:40	:	LUNCHEON HOSTED BY TEAM LEADER

## VII. SUMMARY OF THE FINDINGS AND IMPRESSION OF THE TEAM

Out of 11 ex-participants we met 6 participants when we visited their organizations or when we had the open technical seminar. Throughout these interviews and discussion we had in the seminar, we found out many clues to improve our seminar.

### OUTLINE

In Bangladesh, through UN Women's Decade, Ministry of Women's Affairs and Department of Women's Affairs are established and they are making their efforts to improve the status of women according to the forth five year plan which will terminate in 1995.

### PROJECT

Concerning to the projects regarded to the women's affairs, Ministry of Women's Affairs is in charge of policy making, planning and evaluating each of the projects, and Department of Women's Affairs is in charge of implementing of the concrete projects. Each stage of the planning, implementing, evaluating of the projects has their own problems, and there are needs for techniques for solving each stage's problems. Especially, at the Ministry level, there are lack of resource persons and techniques in the stage of planning and evaluating. One of the big problems is the lack of the finance. Because of this problem, they often cannot achieve their original objectives. On the other side, at the project site level, they recognize that illiteracy is the biggest problem in managing and implementing the projects, and that point must be included in their planning of the projects.

### EVALUATION TO THE SEMINAR

Collection of the questionnaire and hearing from ex-participants, we found out that ex-participants could find field trip to the rural areas and observation to the day-care centre most useful in considering their own projects after coming back to Bangladesh. Many of them also mentioned that country report presentation and discussion following that presentation is also very useful because they can change opinions and ideas with other co-participants.

### REQUEST TO THE SEMINAR IN JAPAN

Some ex-participants requested that if we had any know-how on the evaluating projects, it would be better to include the seminar, and she would like to know herself. Our answer to that is to go on the market research. For example, if someone is implementing the projects of the women's training centre, he/she had better go on a research on what kind of techniques are needed from the enterprises which accept the ex-trainers of that training centre, and he/she also had better go on the research to the ex-trainers, how many of them can get a job after the training, and what they expect to the training itself. For the betterment of our seminar in Japan, we would like to recommend our colleagues to include this kind of contents in the seminar.

Some ex-participants also recommended that discussions both with Japanese and participants should be increased. Regarding to this point, we consider this is one of the most important point for the improvement of our seminar, and we actually increase those opportunities for the discussions little by little these several years, and we would like to make efforts further more.

### COMMENTS AND SUGGESTIONS

We heard that collection and selection of applicants were taken place by Economic Relation Division, Ministry of Finance, and through their recommendation, applicants were nominated to our Japanese side. When we visited ERD, we heard that they think the applicants' English ability very important. These years, most of the countries also think so, and some of them are going on their own English test to select applicants. Concerning to this point, we don't have any concrete limitation in our information of each of the training course, but it would be much better if there are any opportunities to test each applicants' English ability before they come to Japan for their better understanding of what they will have in Japan.

We heard that most of the ex-participants took opportunities for sharing what they had seen and heard in Japan with their colleagues and sometimes with some friends outside of their own organizations. We appreciate their efforts. And we would like to request all of whom concerning to our training including ex-participants bosses, to make more efforts to share their experiences and what they had learned in Japan. In order to enhance this activity, we would like to recommend that it would be better if you can make a network consists of the ex-participants and their colleagues.

Lastly thank you again for your kind cooperation and heart-warming welcome to us all through our staying.

THANK YOU VERY MUCH!

(2) フィリピン

Manila, December 10, 1993

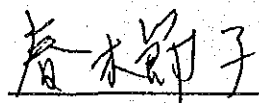
Dear Sir:

It is my great pleasure to submit the summary report of the Follow-up Team for Ex-participants of Seminar on Improvement of the Status of Women II.

The team, which was dispatched by the Japan International Cooperation Agency as a part of its technical follow-up programme for ex-participants, and consist of three members as mentioned in the report, arrived in the Philippines on December 03, 1993. Through the visit of this time, we could obtain many valuable comments and suggestions about the above-mentioned seminar from the competent authorities concerned and also from the ex-participants and other people around them. We are quite sure that the information we acquired should be greatly useful for the purpose of improving the seminar and also the entire technical cooperation programme.

Finally, I would like to express my heartiest appreciation for your warm hospitality and kind cooperation extended to us during our stay in your country.

Yours faithfully,



Setsuko HARUKI,

Team Leader

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## **INDEX**

**I . OBJECTIVE**

**II . PERIOD**

**III . TEAM MEMBERS**

**IV . SCHEDULE OF THE FOLLOW-UP TEAM**

**V . THE SEMINAR AGENDA**

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## I. OBJECTIVE

The Follow-up Team will visit ex-participants, their organizations and related organizations for the purpose of:

- i) researching the overall sector of this training field in the countries the team will visit, thus contributing to identification of problems and needs ex-participants may now have in their daily execution of work.
- ii) holding the Open Seminar in the field of improvement the status of women for the ex-participants and the experts in this field to introduce the current Japanese situation.

## II. PERIOD

From December 03 to December 10, 1993



### III. MEMBERS

① TEAM LEADER: Ms. Setsuko HARUKI.

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Women's Welfare Division, Women's Bureau,  
Ministry of Labour

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② TECHNICAL : Ms. Yoko ABE.

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③ PLANNER, : Ms. Kiyoko KANI.

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FAX 81-3-3485-7904

#### IV. SCHEDULE OF THE FOLLOW-UP TEAM

Dec. 3	(Fri)	2:35 p.m.	Mission arrive by TG620
		5:30 p.m.	Preliminary meeting at JICA Philippines Office
		6:15 p.m.	Courtesy call to Embassy of Japan
4	(Sat)		Free
5	(Sun)		Free
6	(Mon)		Schedule was cancelled cause of the typhoon.
7	(Tue)	8:00 a.m.	Courtesy call to NEDA. (National Economic and Development Authority)
		9:30 a.m.	Visit to DOLE. (Department of Labour and Employment)
		2:00 p.m.	Visit to DSWD. (Department of Social Welfare and Development)
8	(Wed)	9:30 a.m.	Visit to NCRFW. (National Commission on the Role of Filipino Women)
		2:00 p.m.	Visit to National Training Center for Women's Welfare and Development.
9	(Thu)	8:30 a.m.	Open Technical Seminar at the Peninsula Manila.
10	(Fri)	2:45 p.m.	Leave Manila by JL742.

V. SEMINAR AGENDA

SCHEDULE OF THE SEMINAR  
ON  
IMPROVEMENT OF THE STATUS OF WOMEN

VENUE : NOLLEDO / HERNANDEZ ROOMS, THE PENINSULA HOTEL, MANILA

DATE : DECEMBER 10, 1993.

8:30 ■ 9:00 REGISTRATION

9:00 ■ 9:15 OPENING CEREMONY

OPENING ADDRESS BY THE TEAM LEADER

ADDRESS BY THE REPRESENTATIVE OF THE RELEVANT AUTHORITY

9:15 ■ 9:45 VIDEO SHOW (OUTLINE OF JICA ACTIVITIES) BY KANI, JICA

9:45 ■ 11:15 PRESENTATION BY MS.YOKO ABE

- THE SITUATION AND MEASURES OF WOMEN IN JAPAN

11:15 ■ 11:30 COFFEE BREAK

11:30 ■ 12:15 PRESENTATION BY MS.MILAGROS ORTICIO, (THE EX-PARTICIPANT)

(DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT)

- PRESENT PROJECTS FOR THE IMPROVEMENT OF THE STATUS OF  
WOMEN IN THE PHILIPPINES

12:15 ■ 12:30 CLOSING ADDRESS BY THE TEAM LEADER

12:30 - 13:30 LUNCHEON HOSTED BY THE TEAM LEADER

## VII. SUMMARY OF THE FINDINGS AND IMPRESSION OF THE TEAM

Out of 24 ex-participants, we met 9 participants and other some officials of the relevant organizations which we visited. And through these interviews and discussions, we can find out these findings which are mentioned below.

### OUTLINE

In the Philippines, through the UN Decade for Women, the National Commission on the Role of Filipino Women (NCRFW) was established and other striking changes were come out. National Development Plan for Women was drafted, and according to this plan each of the organizations make efforts in order to achieve the improvement of the status of women.

### PROJECT

According to the National Development Plan for Women, governmental organization such like Department of Labour and Employment, Department of Social Welfare and Development, and so on. and other NGOs plan and implement some projects. And from the department side, they requested to our seminar to increase the general techniques and know-how on the concrete, individual projects for their better planning, implementation, and evaluation.

### EVALUATION FOR THE SEMINAR IN JAPAN

We also have some chances to collect ideas for evaluation of the seminar in Japan. They said that through observation to some facilities like day-care center, child-care center, and through field trip to the rural areas, they grasped Japanese way of improvement of the status of women and their support system and through these experiences they found out some ideas on how to manage their own projects.

Concerning to the textbook used through the seminar in Japan, all of the ex-participants we met said that they donated those textbooks and materials to their organizations' libraries, and they were open to the public. We appreciated their efforts to make more and more people read them.

After they come back to the Philippines, almost all of them have some opportunities to talk and discuss about the contents of the seminar with other colleagues, but they have only a little opportunities to share them with outside their organizations.

#### REQUEST TO THE SEMINAR

Some of the ex-participants requested us that if the country report session would be a kind of discussion session which participants could discuss about the present problems on the actual projects that participants were actually implementing, then the session would be much more practical one. We think that our country report session has many point to improve at this moment, and we are now making efforts to improve it.

Through these interviews, we had an impression that we must clarify the level of the participants, whether a participant must be a senior officer, or a technical officer, or a policy maker, or a project implementater.

One of the applicants for this seminar this year from the Philippines was a male applicant, we cannot accept him because of our qualification of the participants, on this point, there was a request not to reject any applicants only because of his sex. Considering about the present portion of female participants for all of our training courses, there are still less female participants can join in our training courses, so it is reasonable to set limitation for this course, but women's affairs must be considered not only by women but by men also. So in the future we must eliminate this limitation from the qualification.

#### COMMENTS AND SUGGESTIONS

Some of the participants requested that if we had any know-how on the evaluating projects, she would like to know that. Our answer to that is to go on the market research, for example, if someone is implementing the projects of the women's training centre, he/she had better go on a research on what kind of techniques are needed from the enterprises accept the ex-trainers, and also go on the research to the ex-trainers, how many of them can get a job after the training, and so on. This time we had a chance to see the National Training Centre for Women's Welfare and Development. We thought that this point of view was very important because it was a project aiming at the achieving the self reliance of the women.

To share the knowledges acquired throughout the seminar, ex-participants have chances to have discussion with their colleagues, and we think that they are making their utmost efforts, but to share them with more people concerning to that kind of activities, we would like to request you, not only to ex-participants but also to the relevant officials to make more efforts to enhance the sharing of the experiences. In order to achieve that, it is advisable to make up the network with all the ex-participants of this seminar, or alumni association limited to the women's affairs training courses.

Lastly thank you again for your kind cooperation and heart-warming welcome to us all through our staying.

THANK YOU VERY MUCH!

5. 持ち帰り資料

持ち帰り資料のうち主なものを下にあげる。

- AWAKENING OF WOMEN IN BANGLADESH.  
Ventures of the Women's Affairs Department
- Office of the President NCRFW Term Report 1986-1992
- IMPLEMENTING RULES AND REGULATIONS (Republic Act 7192)
- THE PHILIPPINE DEVELOPMENT PLAN FOR WOMEN IN DOLE









JICA