

# **ACTION REPORT FOR**

## **SEMINAR ON IMPROVEMENT OF THE STATUS OF WOMEN II**

集団コース：女性の地位向上セミナー II (J-98-00114 )  
アクションレポート

**JFY 1998**

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**MINISTRY OF LABOR  
JAPAN INTERNATIONAL COOPERATION AGENCY  
JAPAN WOMEN AND YOUNG WORKERS SOCIETY**

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## *Preface*

Japan International Cooperation Agency (JICA) recognizes Women in Development (WID) as one of the most important issues in development. As the implementing organ of the Japan's technical cooperation towards developing countries, JICA has been working to qualitatively expand and improve its activities by placing greater importance on WID.

*Seminar on Improvement of the Status of Women II* has been organized as part of such efforts to provide women leaders from developing countries with an opportunity to deepen their recognition of the issues of working women in Japan and the participating countries and thus to provide an opportunity to find clues to the further improvement of the status of women in each country. This year, this seminar proudly counts its 30th round, having gained participation of 319 women leaders from 68 countries since its first holding in 1969.

This Action Report, produced by all 12 participants of the seminar of 1998, is the first step towards the visible output of the seminar. It is our hope that the effort put into this report will lead to the further development of women's status in each country.

## Introduction :

### *Towards the Empowerment of Women*

Mutsuko Tendo

Japan

In the seminar on "Improvement of the status of Women" held in 1998, we had 12 participants from the countries in Asia, Oceania, Africa and Latin America.

Each participant had different background, and we had opportunities to share the various women's situations in developing countries, and think the reasons why gender disparities still persist all over the world.

This seminar entitled "Improvement of the Status of Women" was conducted based on the concept of Women in Development. WID approach has been widely known since 1970's, especially after the United Nations Decade for Women. "How to integrate women in development" became an indispensable subject of development planning.

The importance of women's role in development is well recognized, and women are considered as active agents not just as beneficiaries of development programs. However, we still have various problems related to women's status in the society. In addition to that, we can not put every woman into one category, as the problems that women are suffering from are diverse. We have to think social system, political

and economic condition and cultural background that they have. Not only focusing on women's issues, but also gender and development perspective will be needed for the empowerment of women, and a gender equal society.

This year, we focused on the issues of "Women and Work" in the Country Report Session. Through the session, we could broaden and deepen our knowledge, and we discussed the reality of women's status in developing countries. Some issues in the session were Women and Unemployment, Women Workers in the Informal Sector, Sexual Harassment in Work Place, Unpaid Work, and so on.

We also focused on Women and Education, as well as, Health and Poverty. Many of the participants pointed high illiteracy rate of women in developing countries, and serious situation of violence against women. We also discussed other subjects such as, feminization of poverty, patriarchy, feminine socialization, FGM (Female Genital Mutilation) issue and "invisible" discrimination against women in various fields of the society.

This Action Report was produced by all the participants based on the outcome from the Country Report Sessions and 6 weeks of activities and lectures in Tokyo and Fukuoka. They also learned PCM (Project Cycle Management) Method during this seminar, and they tried to make the best use of it to complete this Action Report as much as they could.



Every participant was active, powerful through the seminar, and tried her best to make this Action Report. I am confident that all the members of the seminar will continue to make their efforts to break through the wall of a gender inequality. And I also believe that they will make a world-wide network towards the empowerment of women to improve the status of women in near future.

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## *PCM and Gender Analysis*

Noriko Furutani  
JAPAN

PCM (Project Cycle Management) is a tool to manage a development project effectively. It tries to involve as many people in the project as possible through participatory planning. It also tries to improve communication between project planners, decision makers and executing agencies.

One of the major Objectives of this course is to understand basic method of project planning / formulation / evaluation by introducing of Project Cycle Management (PCM) method, thus to find clues to the implementation of the projects for improving the status of women in their own countries.

Participants also learned how to incorporate the gender consideration into the project cycle by learning gender analysis. There is no objection today to the importance of planning and implementing development projects with a view to improve the social and economic status of women and to change gender relations. It is only my regret that the time for gender analysis practice was so limited.

This PCM method is new to majority of the participants, and they were just explained only about planning part of PCM by the time they had to submit their action report. However, they challenged vigorously. Their tremendous efforts to create their idea towards future plan should be highly appreciated, because I believe that this would be a basis which is the crucial starting point for actual project formulation in the future.

## **Part. I. Employment**



# *Women and Unemployment*

Gombosuren Oyuntsetseg

Mongolia

## Background

Since 1990's, Mongolia has been transferring its economy style from planned toward market - oriented one. Because its highly dependant structure of import and financial assistance from Russia and other socialist integrated countries, and breakdown traditional trade ties, which has been putting the country the extremely difficult economic situation. And it led the country to the weakening of economy into a deep socio-economic crisis.

During 1990-1993 the GDP went down to 9.4 percent, in 1992 the inflation rate reached 325 percent, and unemployment rate has been increasing year by year. From 1996 the main macroeconomic indicators have been more stabilized and slightly improvement the overall economic situation has become noted.

As the Government had made steps towards fastening global changes of market economy relation such as privatization, liberalization of price and foreign trade, changing foreign currency rate into the market rate, renovation the tax and bank as well as social insurance system and reviving the laws and regulations within a comparatively short period, had both positive and negative impact in a society.

During the last 7 years, unemployment and poverty become the most serious problem in the country. According to the statistics in 1997, the unemployment rate has reached 7.6 percent, and the nation-wide Survey for poverty demonstrated 25.2 percent of population live below the minimum standard of living / 10-15 US dollars per month/. Comparing these figures might become misunderstanding regarding the economic meaning of the indicators, but it can be explained hidden unemployment phenomena, or in other words one of the fifth person of working age and able bodied people have not regular jobs.

Putting focus on the structure of unemployment, figures more than 50 percent of unemployed are women, of about 70 percent are youth under 35 years old, young women and girls make 52 percent and most of them are unskilled. During the all years of transition period female dominating unemployment figures are constantly higher than men and the trend of difference getting larger. The main reasons can be explained generally in two aspects, the high cost of employed women, relating maternity, even so having a child up to 16 years old as well as low occupational and educational experience and skills.

Therefore the relief of unemployment and poverty among women become the most targeting issue in Mongolia and it can be solved effectively utilizing both internal and external resources available in the country.

## PARTICIPATORY PLANNING STEPS OF PCM

The exercise of using PCM on target issue of Reduction of Unemployment among Women

### 1. Participation Analysis

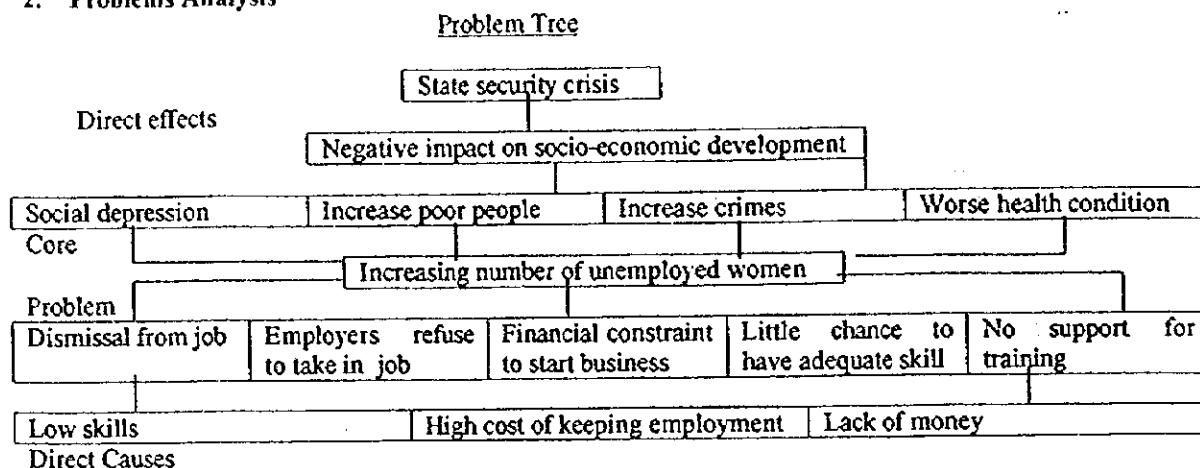
#### A. Group Categorization

Beneficiaries	Negatively affect	Decision maker	Fund agencies	Implement agencies	Community leaders	Potential Opponents	Supporting groups
Unemployed women	Unemployed men	Donor	Donor	CERO	Women HGOs	Male within decision makers	Women NGOs
PES	Employed women	MHSW	Government	PES	Trade Union	Unemployed male	Volunteers
MHSW		CERO	Local Government	Vocat. Training Centers			
CERO		PES					
Local Government		Local Government					
Family members							
Employer							

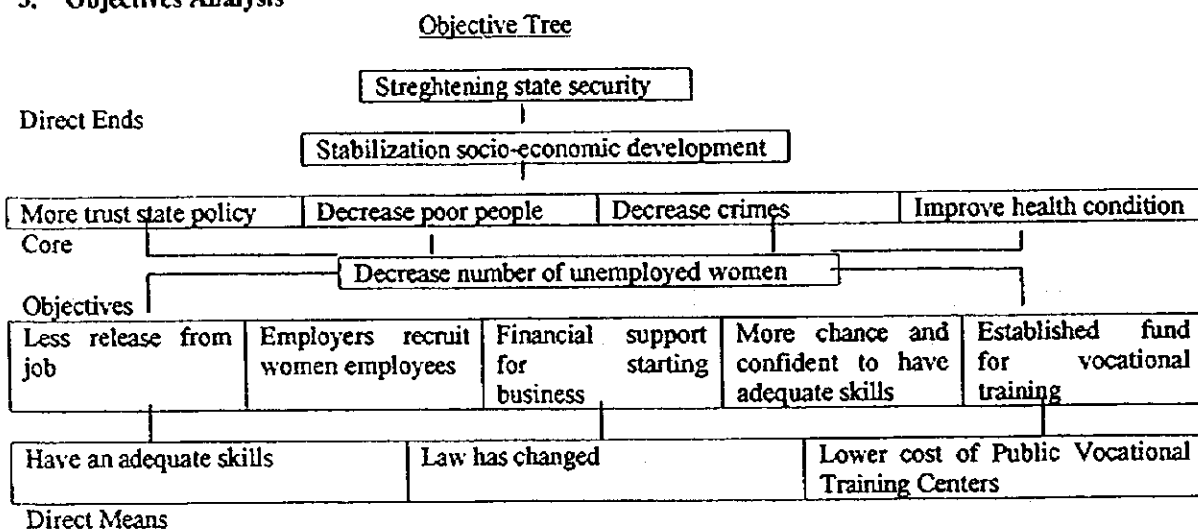
#### B. Detailed Analysis of Unemployed Women

Characters	Problems	Needs	Potentials	Implication for project planning
Pooreness	Little chance to get job	For unskilled to train most common skills	Most of women have high school completed	Women have close chance to men get a job
Low skill	Employers refuse	For skilled, adequate retraining		Improvement women's skills
Low education	No adequate skill	Training program for market needs		
Victim of violence	Training course cost expensive	Financial support for Voc. Training		Improvement women status in a society
Stressed	No fund to start business	Financial support for new entrepreneurs		More women entrepreneurs
	No trust training course	Improve quality of training courses		More trust on Public Training Centers
	Limited information about occupation	Produce material as much as possible		More knowledge about occupations

## 2. Problems Analysis



## 3. Objectives Analysis



## 4. Project Selection :

### Women and Unemployment

Option 1 : Improvement of legal basic approach

Option 2 : Vocational Training Approach

Option 3 : Establishment Job Matching Centers

### Project Selection Criteria

	Legal basis improvement approach	Vocational Training approach	Self employment promotion approach
Needs of women	Medium	Very high	High
Priority	High	Very high	High
Technical aspect	Medium	High	Medium
Social factors	Very high	High	Medium
Inputs	Low	Very high	High
Economic aspects	High	Very high	High
Relationship with other donor agencies	Low	High	Very high



Project name : Women and Vocational Training  
Project area : Mongolia

Duration : June 1, 2000 to June 1, 2005  
Target group : Unemployed Women  
Date : October 1, 1998

##### 5. Project Design Matrix

Narrative summary	Objectively Verifiable indicators	Means of Verification	Important Assumptions
Overall goal 1. Women have equal job opportunity with men	The number of women getting new job and dismissal from job not much differ from men by 2005	1. Employment insurance record from the Social Insurance Offices 2. Unemployment records	The Government policy remains unchanged regarding to Improvement of Women Status
Project Purpose 1. Improvement of women competitiveness on labor market	Women have equal job opportunity with men by 2005	The same as above mentioned	Approval of Employment Promotion Law
Outputs 1. Most of unskilled women have basic skills 2. Skilled women are retrained corresponding market needs	1. More than 30 percent of unskilled women have adequate skills, by 2005 2. More than 40 percent of trained women get a job	1. Survey of vocational training centers 2. Unemployment record 3. Employment insurance record	-Drastic increase of foreign investment which can change economic structure
Activities 1. Specify the training needs among unemployed women 2. Formulate training programs corresponding market needs 3. Train trainers 4. Produce teaching materials 5. Prepare teaching facilities 6. Purchase training facilities with necessary equipment 7. Organize training group and inform participants 8. Update periodically the trend of labor market needs on occupation	Inputs Foreign Personnel Long term experts Project leader 60 M/M Project coordinator 60 M/M Short term experts- as required Equipment Project cars Spare parts	Mongolia  Personnel Project manager 60 M/M Project coordinator M/M Trainers Clerical staff, secretary Facilities Local experts	Trained trainers continue to work  <u>Preconditions</u> -The Employment Promotion Law is approved -National Coordinating Unit for Vocational Training set up

At the end of this work-exercise I would like to note that the all steps of PCM of a target issue are not developed as far but having a knowledge of the method, will help to solve core problems which we are facing in my country.



# *Discrimination Against Women in The Industrial Sector*

Elena SILVA Pizzorno  
URUGUAY

## INTRODUCTION

The incorporation of women into the world of work is a generalized phenomenon. However, this greater presence has not implied equal conditions of access and presence in the labor market. The situation of discrimination subsists.

In Uruguay, this symptom is reflected through the higher female unemployment rate, which is indicated to be 14.7 % while for men is 9 %. The received experience of Japan, a country in which women are also incorporated to the labor market, and where constant efforts are carried out in order to promote gender equality in the work place, will be very useful as a base for the application in Uruguay. Especially produce like "Ladies Hello Work" securing employment opportunities for women through: Guidance for employers to rectify sexual disparity in employment, holding briefings on job offer acceptance, meetings with employers, employment study groups, and opening up the workplace for women, are an example for my country.

## BACKGROUND

Uruguay is embarked on an adjustment and productive re-structuring process in the context of the increasing globalization of the economy. This is closely related to regional integration schemes, forcing a redefinition of the market structure and the national employment policies.

To this it should be added the constant introduction of new technologies, and their repercussion in all system of labor-management relation. Uruguay has a detailed set of rules providing for equal opportunities and treatment for men and women, that prohibit all forms of discrimination on reason of gender.

A governmental body , the National Employment Office at the Ministry of Labor whose main goals are : national employment policy making, to design execute or coordinate employment programs for specific groups of workers, to oversee private employment agencies, to propose and execute labor and vocational guidance programmes, etc.

A Fund for Labor Re Qualification was likewise created, to be applied to the occupational re qualification of workers, and to give special benefits for those workers who undertake retraining.

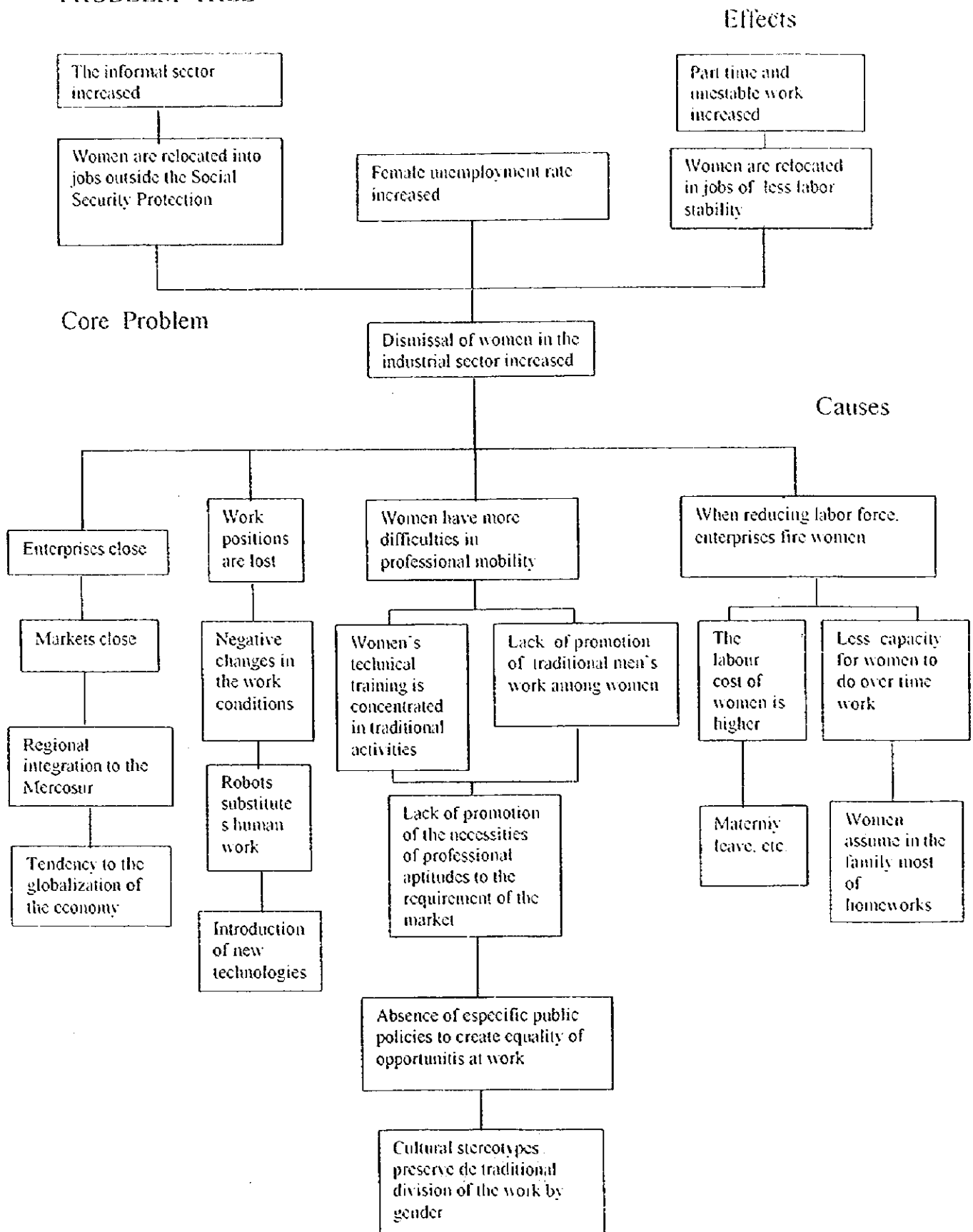
There is also a National Board of Employment, with a tripartite composition, whose main duties are: to design labor force retraining schemes, to study the impact of the

incorporation of new technologies and integration policies on the labor market, and to manage the Fund for Labor Re Qualification.

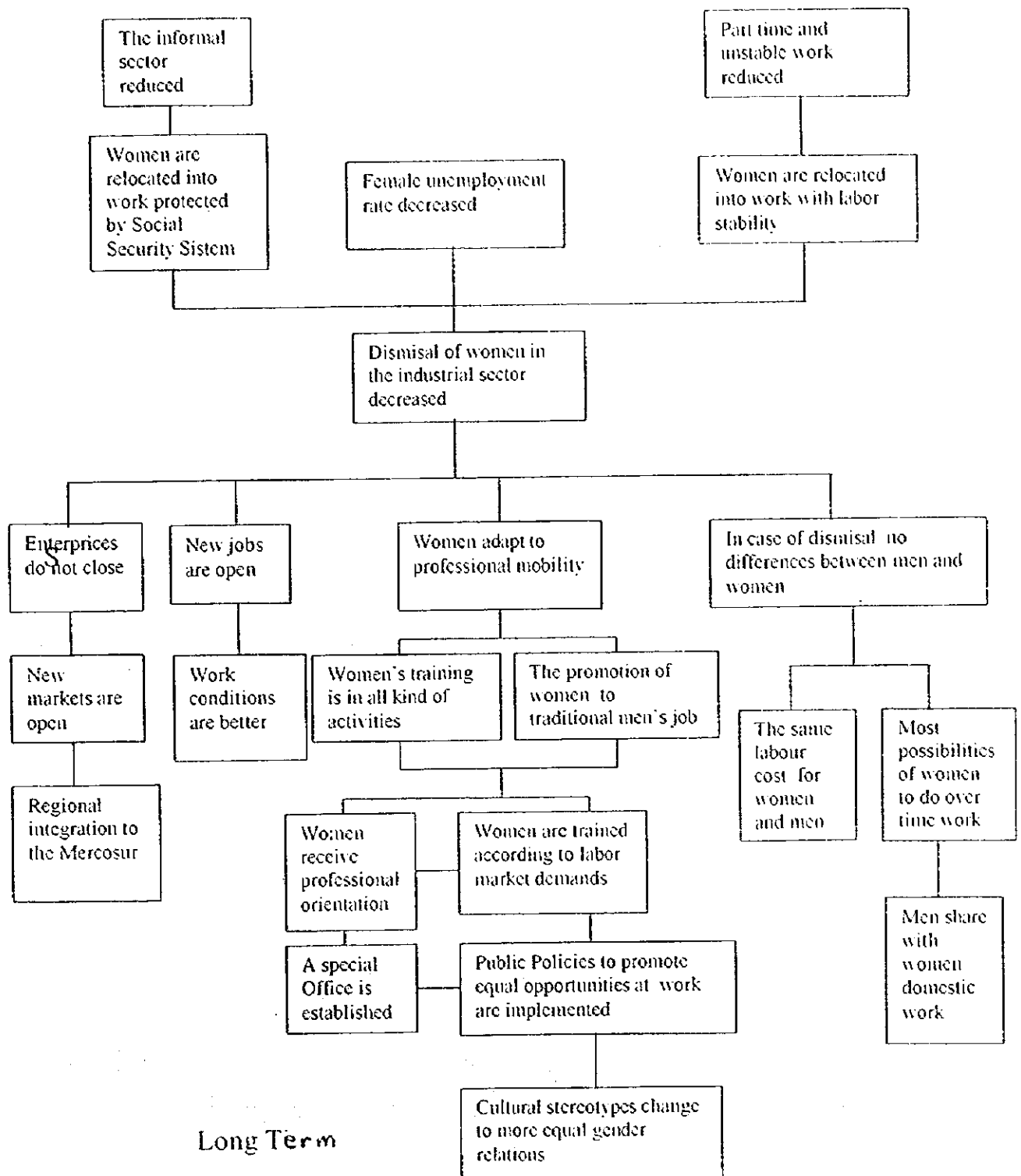
Nevertheless, it is well known that incorporating rights in legislation is not enough to prevent such laws from being breached, and this makes it relevant to analyze reality. It is at this level that the degree of discrimination against women in different areas of professional activity, and special at the industrial level, becomes apparent. Women are in a disadvantage in several respects, i.e., they register higher unemployment rate than men, they find it more difficult to gain access to and secure a job.

This situation makes it necessary that a real equal status for working women must be achieved not only with the execution of a set of measures adopted in the legal sphere, but also by means of information and guidance provided by the actors themselves. Also sensitizing society in general concerning the value of the work of women and the opportunities that exist to leverage their contribution to economic and social development.

## PROBLEM TREE



## OBJETIVES TREE



## Recommendations

1- The labor market in Uruguay is facing a variety of changes including technological innovation, increasing female unemployment rate and globalization . It is very important to stabilize employment quickly and precisely and to cope with the condition created by these changes. Employment security administration service, that responds immediately to this information-oriented society, is strongly recommended.

2- An Office for Professional Orientation and Employment for women under the Ministry of Labor and Social Security, should be established.

3- The purpose of its establishment is to support the improvement of status of women and their participation in sectors which contribute to their better future prospects, thus aiming at the creation of a gender equal society where women and men have the same chance in the labor market.

4- The basic functions should be:

a)- Information function:

- A base for effective collection, processing and transmission of information about the situation and requirements of the labor market which encourages women to take place in it.
- Information concerning the trend of labor force, such as inter-industry mobility of employment insured workers.

b) Professional Orientation:

- In the field of vocational guidance : diversification of



vocational options for women.

- Specific orientation about training courses: what kind, where to go , how to access, and advise about training opportunities given by the Government.
- Orientation about possibilities of relocation according with the demand of the labor market.

c) Employment function:

- Through the creation of a data bank that permits the re-allocation of women at work in a short time.
- Register a list of employers with job requirements and conditions.
- Register a list of job seeker with skills and expectations.
- In addition to providing information on jobs opening and various other information relating to work, promote the contact between employer and job seeker: verify the job terms, make contacts with the company, arrange interview time, and introduce each other.

5. The Office should have qualified personnel knowledgeable of the specific problems of female workers, of the labor market and alternatives.



## WOMEN AND UNEMPLOYMENT

PHAM Thi Ngoc Anh  
Vietnam

### I. Introduction

#### 1. Labor force

Women in Japan, as in many countries, account for half of the population. Japan's economy has continued to grow, despite two oil crises and the strong Yen in the course of this economic progress, remarkable changes have been seen in the structure of industry and employment. "In the 1996, the number of employed person increased by 290,000 from the previous year to 64.9 million. The number of males was 38.6 million, an increase of 150,000 or 0.4% and female 26.2 million an increase of 130,000 or 0.5% from the previous year." (P.28 statistical handbook of Japan 1997)

The number of female employees has been increasing each year in Japan and the same country Vietnam, Mongolia, etc.

In Vietnam, total number of labor as a survey by Ministry of Labor, invalids and Social Affairs (MONISA) in 1997 is nearly 38 million, of which urban labor accounts for 19.06% and rural: 80.94%. Women account for 50.6% of labor in the country with urban and rates are 51.01% and 50.5% respectively.

In recent year of Japan, the supply structure of labor has been changing, particularly due to rising unemployment and quit rates of the young people, the aging of the labor force, the higher education level of workers and females increasing participation in the labor force.

The great number of employees are engaged in office work, especially in Vietnam and Brazil, Paraguay, Mongolia, etc. In Vietnam women are major labor force in agriculture, who produce 60% of agro-products. They have been contributing to the national food security, a basic factor for the sustainability and development of society. Besides agriculture, Vietnam women participate in all national economic sectors. In some important sectors, in particular, women account for a high proportion, such as: Education training 71.3%, Trading 71.3%, Health care 68.0%, High industry 65.0%, Tourism 56%, Banking 54% (in other sector, women make up less than 50%).

## 2. Quality of labor force

In Vietnam the primary educated and illiterated rate of rural labor is twice as much as urban labor. Only 9.7% of national women labor has technical professional skill. Technicians with high school education account for 7.8%, university or higher level are 1.8%.

In both developed and developing countries women labor with technical professional skill lower than men, for example, Fiji, Mongolia, Uruguay.

### 3. Unemployment

In Vietnam, women labor (aging 16 to 54) account for 52%. The labor resource is increasing annually. In 1996, around 2 million rural people, of which 49% are women, migrated to cities all over the country for employment. 94% of migrated people are laboring age. As released by MOLISA, the unemployment rate decrease over the time.

1993: 9.4%, 1994: 5.8%, 1996: 5.6% in the developing countries the female unemployment rate is higher than male's. For example, "The unemployment rate for women is almost double, 20.1% for women, 10.8% for men. While the average women's income is 79% of men's income" (Source: Country Report Panama)

### 4. Time used for working

In Vietnam, time used for working:

- The average working day per annum for labor is 246, the average working day of women is 248 days per year, which 4 days higher than men,
- The average working day of a rural labor is 262 against 257 days of urban one.

In Vietnam the Government promulgated laws policies specifically to women labor in all aspects such as: employment, recruitment, payment, labor security, social insurance, encouraging women in management, etc.

Japanese Government regulates in Labor Standards Law in chapter IV: working hours, rest period, rest day and annual leave with pay. (Articles 32-41). It is the same as Vietnam. In Japan, working hour of women in 1997 were 141.1 hours per month. As a recent tendency working hours have been decreasing for both men and women.

Another recent character of women's labor is an increase of the number of part-time worker. As of 1997, there were 11.14 million part-time workers in the country, and 67.0% of these were women. They accounted for 35.9% of the national women employees.

## II. Action Plan

### 1. Background

Unemployment rate in urban and rural is high women labor issues need to be incorporated into master national economic strategy and in the policies on employment creation, which are concrete in the national program of employment promotion.

### 2. Problem of women labor in Vietnam

Women have shown weakness in the market economy. The weaker competitiveness of women labor as compared to men, thus employment opportunities are limited.

- Women mostly do simple and manual work as they are lowly educated in terms of school attendance and professional skill training (only 9.7% of women labor is professional

trained) women seem to find difficulties in adapting to new and high technology in the industrialization and modernization of the country.

- Due to biological natures, the poor health of women and their reproductive function make social expenses (social security and social welfare) to women higher than men.
- Mobility and dynamics of women are not high, making professional training and mobilization for women are more difficult than for men.
- In the transiting economy, the risk of rejection amongst women is higher than men. The reorganization and refining the government. In 5 years from 1991 to 1996, women account for 60% of labor to be moved from state-run sector.
- In many cases, women, especially aged women, have to accept simple, unstable and poor-paid work as they lack the access to new technology, to new labor market.

### 3. Recommendation for women labor

The Government ensures the equal rights of working for women in all aspects with men, promulgates policies to encourage employers to provide conditions for women to have stable employment. The Government issues policies and measures to gradually extend employment, improve working conditions and improve professional skills take care of women's health, etc. The Government and the Vietnam women's union will can.

#### 3.1 Training and retraining of women labor, especially professional training in formal-training centers.

- Operation system training and retraining of women labor in light industry.

The Program for encouraging women to do scientific and technological research and development, and support women in employment and income generation (link the staff of the MOLISA).

3.2 Shift in economy and labor structure to diversify employment forms and income source of women. The shift in economic structure needs to be started at household level. Home based self-employment, flexible working hours are promoted so that women can ensure their economic and domestic activities as well as care taking.

- Set up specialized activities group of agriculture product (vegetable women group, small enterprises, traditional career)

3.3 Develop the labor market as a basic and important factor to utilize labor effectively, an organized labor market that is regulated by laws and government.

- Make information available for marketing, etc.

3.4 Potential of women labor needs to be highly liberated so as to improve the competitiveness of women labor in the labor market for better opportunities. (Special consideration needs to be made on improving the health and education status as well as the skills of women).

3.5 Solutions for fund shortage are a fundamental factor to the employment stabilization and creation and creation



(mobilized from labor, state, international agencies). Existing funds like nation funds like nation fund for employment promotion needs to be improved in parallel with strengthening centers or job promotion, technology transfer, market information, etc.

#### 4. Conclusion

Women-specify national employment promotion program is needed. This program will be incorporated in all women related socio-economic programs. All activities will make in the future by government and other organization will help women labor in Vietnam.

# PROJECT NAME: WOMEN AND UNEMPLOYMENT

DURATION: December 1998 to December 2000

Target group: Women labor in the light industry

Narrative summary	Objectively verifiable indicators	Means of Verification	Important assumptions
<u>Overall goals</u> 1. Unemployment is reduced 2. Increasing the general income for women	<ul style="list-style-type: none"> <li>- The number unemployment are reduced to 70% in 2000</li> <li>- Increase general income by 10% annually</li> </ul>	Coordination between Vietnam women union and MOLISA	<ul style="list-style-type: none"> <li>- Women labor status (skill, knowledge, technology)</li> </ul>
<u>Project purpose</u> Unemployment are reduced for women in the light industry	To achieve increase of output	<ul style="list-style-type: none"> <li>- Policy of government and investigation report of the women labour</li> </ul>	<ul style="list-style-type: none"> <li>- The total number unemployment in the light industry does not increase.</li> </ul>
<u>Output</u> 1. More training given for women labor 2. More machine and equipment bought and used 3. Provide the necessary skill and information knowledge on occupation 4. Occupation capability development, promotion center	1. Training and retraining 100% of women in the light industry 2. 80% of women labor can access to new technology 3. 100% of women labour provide the necessary skill and knowledge on occupation 4. Form occupation training center	<ul style="list-style-type: none"> <li>- Prospect survey report on the women labor and the access to new technology</li> <li>- Project survey report on occupation training center</li> </ul>	<ul style="list-style-type: none"> <li>- Women labour accepts to be trained.</li> <li>- Employment status improved</li> </ul>
<u>Activities</u> 1. Training and retraining women labor 2. The programme for encouraging women to scientific and technological research and development and support women in employment and income 3. Make information available for marketing 4. Form occupation training center	Personnel Staff of research development and MOLISA  Equipment - Slide projector - White board - Motorcycles - Stationary - Measure survey device  <u>Money</u> The donor and the government fund	INPUT - Project manager - Project coordinator - Staff, secretary...	<u>Pre-condition</u> - The women labour in the light industry access to project

## Part. II. Training and Education



# TOWARDS MORE MARKET SENSITIVE TRAINING PROGRAMME

Jabulile B. DLAMINI  
SWAZILAND

## Introduction

The economic empowerment of women is a critical factor which should go hand in hand with other measures to improve the status of women. The Swaziland Government after participating in Mexico conference on women in 1975, recognised that without the effective employment and promotion of women's skills at all levels of industry and commerce, economic development cannot be fully realised. The experience from many other international conferences that followed on women status nailed it deeper that a multidimensional approach was necessary to in order to enhance the women's quality of life, improve child survival and the health of all family members, reduce fertility rate, currently at 6.1 children per women and help slow down the population growth recorded to be 3.2 %.

It is on this notion that the Swaziland Government began to question and re-evaluate the concept and priorities of development in the country as commonly understood. Much of the critique was, and continues to be focused on the fact that despite market dominated economic development, the position of Swazi women has largely remained the same. In the majority of cases, for instance, the impoverishment of women has been exacerbated by the loss of their livelihood sources, and their unequal access to

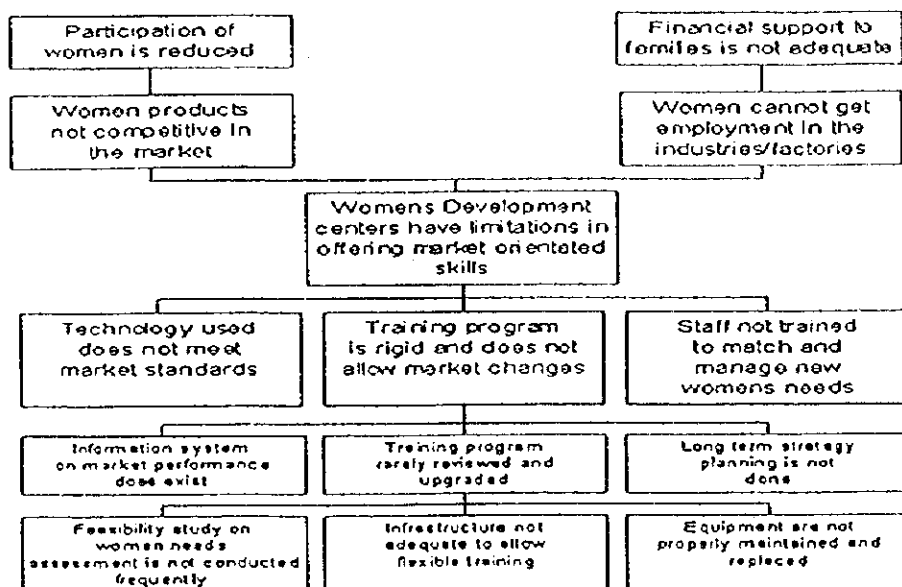
alternative economic opportunities. Women continue to be the majority poor and illiterate, earn 30%-40% less than men for equal work and only hold 10%-20% of managerial and administrative jobs world wide.

### Background

The Swaziland government having reflected on the plight of Swazi women which included low level of education; limited access to resources; limited decision-making capabilities; poverty and disease; high male migration resulting in many female heads of households and legal obstacles.

It was against this background that the government developed Women's skills development project in 1975. Since the Swazi economy and society has changed and the project had to respond to new challenges and transform itself. This has not been easy, taking into account the highly structured management culture found in Swaziland, which limits progress in some cases. The participatory evaluation carried out in 1996, clearly reported that the training curriculum is out-dated and does not respond to women's needs. This called upon the need to redefine not only the curriculum but also to review the Women in Development mission statement and its objectives as well as revise its training programme to be in line with the changing market needs. Also, the establishment of an information system, effective and reliable on market needs, credit facilities, and supportive services would strengthen the operations of the skill development programme.

## Problem Tree

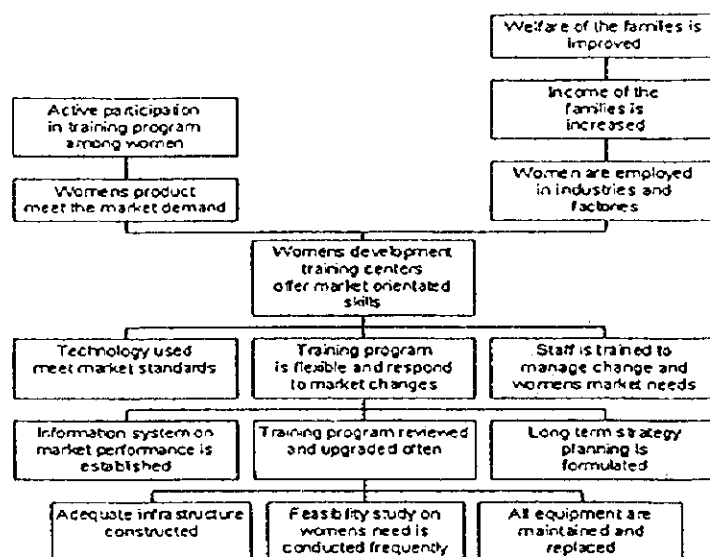


The problem analysis tree highlights issues to be addressed in order to meet the needs of women. These issues include: securing markets for women's products, provision of sustained reliable services, ensuring application of advanced training skills, rehabilitation and provision of adequate infrastructure and upgrading of equipment.

During our training visit to Kurume technical college in Kurume city (Fukuoka) we observed that the workshops were well equipped and furnished for the types of training offered in relation to the number of trainees with ample working space.

Also, the visit to Hello-work-Fukuoka, the information system developed and applied was reliable and convenient for women to know every thing needed within a short space of time. The center also made provisions to assist women secure jobs by offering training in computers. For women with children, a playing corner with toys was set-up to enable the women to conduct their consultations without interruption.

## Objective Tree



## Project Design Matrix

Narrative Summary	OVS	MOV	Assumptions
<p>Overall</p> <p>Goal: To improve women's development training centers to offer market oriented skills</p> <p>Outputs:</p> <ol style="list-style-type: none"> <li>1. Information on market need system is established</li> <li>2. A flexible training programme produced</li> <li>3. Infrastructure and equipment adequately provided</li> </ol> <p>Activities:</p> <ol style="list-style-type: none"> <li>1.1 Conduct needs assessment on women</li> </ol>			
	Increased number of surveys conducted	A survey report on 1.1	Co-operation of women



1.2 Conduct a workshop to discuss the findings	Number of workshops conducted	Report of the workshop	Co-operation of women
1.3 Recruit a consultant	Consultant recruited	Report	Co-operation of administration
1.4 Establish an appropriate information system	Information system established	Report	Co-operation of administration
1.5 Train staff on the management of the system	Increased number of staff trained	Report	
1.6 Enter data	Number of computer users increased for data entry	Report	
1.7 Update the information regularly	Increased number of reports	Report	
2.1 Review the training programme in comparison with the market needs	Upgraded training programme	Report	
2.2 Produce a draft training programme			
2.3 Conduct a workshop for the training programme	Workshops conducted		
2.4 Produce training manual	Manuals produced		
2.5 Conduct a pilot survey for the training manual	Survey conducted		
2.6 Produce the final training programme/manual	Training programme in place		
3.1 Assess the existing equipment	Equipment assessment completed		
3.2 Replace the old equipment	Number of old equipment replaced		
3.3 Recruit consultants to design infrastructure	Designs completed		
3.4 Construct infrastructure	Infrastructure in place		

### Conclusion/Recommendation

The experience of the Japanese government's commitment to the improvement of the status of working women was of great benefit. While it is true that some situations are too advanced to compare to developing countries like mine, however, the institutional arrangements are a challenge to my government to improve the status of the Swazi women.

First, the women's bureau under the Ministry of Labour is strategically well placed, as this ministry is responsible for the legal and welfare issues that have great bearing on the improving of the status of working women. Secondly, the metropolitan government's involvement on the issues of women was indeed a learning experience. Thirdly, the prefectural government which concerned itself by ensuring that women are given their rightful place and treatment in the labour market.

With this experience, it would be commendable for the Swaziland which up to now have no co-ordinating machinery for women's issues, to seriously consider establishing one under the Ministry of Labour. Also, the city councils to play a leading role in the improving the economic status of women by providing facilities to assist working women for example day care centers. In order to economically empower through the skills development programmes, establishment of information systems, provision of efficient and adequate work places and flexible training programmes that take into account the needs of women and the changing market.

# *Illiterate Women in Rural Areas in Egypt.*

Dalia M. A. G. EL-KARIM

Egypt

## 1) Introduction

The presentation of the woman's state in Egypt indicates the existence of various categories that deserve extra care, attention & motivation towards development. One of these categories is that of the rural woman, which is of a relative weight, amounting 60% of the total females in Egypt.

In spite of what was clarified by the study of my country report, the rural woman represents the population categories most deprived and underdeveloped, her economic, educational, cultural, social & political conditions were found to be retarded, in comparison to conditions of the urban woman or even the rural man's state. Thus, this leads to a failure in satisfying her needs in these fields.

## 2) Rural Woman's State

Many indicators of the rural woman's state illustrate the backwardness of her economic, educational, cultural, social & political conditions, if compared to conditions of the urban woman, or even the rural man. Consequently, the "rural woman" could be classified as the most deprived & backward category.

The actual developmental endeavors in Egypt aim at the advancement & development of the Egyptian rural areas to keep pace with the evolution befalling the urban areas. Both of them should proceed successively & systematically, side by side in a manner that would reduce the urban gap between them. This way, the society with its two major sectors - rural & urban - could keep pace with the current & future world wide challenges.

This development is built on connecting efforts of the two elements of human forces - men & women - in all fields of development. Since the rural woman has been & still is falling at a lower grade, thus it is necessary to ameliorate her different retarded conditions & emphasize her effective participation in the required developmental efforts, considering that she represents half the human manpower in the rural society.

### 3) Rural Woman's Educational State

It is important to identify the rural woman's educational state in Egypt, considering that education is a basic factor that influences all her other life activities; cultural, health, economic & social.

The percentage of illiteracy reaches its maximum among females in rural areas, amounting to nearly 77 % of the total rural female (10 years & above). Enrollment of rural females in the various stages of education is lower when compared to urban females or urban & rural males.

The reasons & factors for this fall in the standard of rural woman's education could be attributed to a set of factors, some of which are related to rigid habits, traditions & values that favour the marriage of females at any early age & what this entails as preparing them for their household chores & future roles, or preferring to educate males rather females, especially among the poor rural classes, whose financial means prohibit them from educating all their children. On the other hand, the reason could also be the remoteness of the school from the village or the reluctance to have girls mixing with boys in the different stages of education.

Consequently, this educational status of the rural woman is considered a basic impediment that prohibits her from actively participating in the village development plan & confines her to a world with a narrow horizon, which she cannot surpass due to her poor educational standard.

#### 4) Rural Women's Development Policies in the Educational Field

Illiteracy is considered the most dangerous problem impeding the rural woman from optimally performing her roles within her family & society and from becoming aware of herself. This stops her from participating actively in any activity. Hence, illiteracy of the rural woman represents a dangerous threat to her life, personality, trends and activities, which calls for finding radical solutions to this problem. These could be identified as follows;

- The necessity to change the outlook of the rural community concerning the importance and value of female education, and raising their awareness on how education is considered an investment of a better rewarding yield in comparison to the yield achieved by females at their present condition.
- Seeking to provide girls with opportunities of education & facilitating this by appropriate study hours, vicinity of schools, provision of all means of motivation & encouragement through offering school articles and meals, as well as the moral motivation. It is also necessary to take into consideration the prevailing traditions which might impede girls from attaining education. The policy of girls education should proceed in the following two parallel paths;

1. Achieving full absorption of rural girls at the age of elementary education and stopping their drop-out, in order to cut off the sources of illiteracy of rural girls.

2. Providing literacy programs for rural women who never enrolled in education, or else dropped out. Apart from the alphabetical literacy, these programs should include a set of skills and knowledge that represent problems and issues of rural women in economic, health social & religious fields.

It is important to determine the topics according to the women's actual needs. These might differ from one community

to another. Models of several modes and methods of studying should be set, such as "single class schools" and "community schools" especially in small population agglomeration, such as farms and hamlets or else gathering a group of illiterate females at one of their homes, where the teacher could go to them.

Also modes & methods of distant education could be used, such as audio-visual broadcasting. All this depends on conditions of each rural community, separately.

#### 5) Conclusion

Upon tackling woman's illiteracy, the importance of reducing such illiteracy becomes evident, especially in rural & poor urban areas. It also deems necessary to take into consideration that literacy programmes should include the educational requisites of women which suit their multiple roles.

It is also now internationally acknowledged that rates of births & child mortality rapidly decrease in societies where health services, family planning services of high quality, and wide opportunities for female education are easily within reach. For it is certain that the level of female education is strongly tied up with, and in reverse order of, birth and child mortality rates.

One international report estimates that with every one year increase in the average of school years for females,

there is a fall in child mortality of between 5% and 10% especially in poor regions where there are inadequate health services. Population experts are agreed on the fact that educated mothers are more capable of providing their children with health care and good nutrition, and of lengthening periods between pregnancies, thus improving the chances for child survival and growth. The size of a family is very much influenced by the level of woman's education. An educated woman, compared to an illiterate, very often prefer to have a small number of children. She is also more capable of using family planning devices, and in a more effective manner.



# *Professional Training for women in Santa Catarina/Brazil*

Mirtes Valles PIOVEZAN

Brazil

## Introduction

This work presents the need of professional training of women in Santa Catarina/Brazil it was created by using the PCM Method. It is useful to learn the PCM Method, offered by JICA - Japan International Corporation Agency, for all the participants of the Seminar on Improvement of the Status of Women II.

It is a simple way to justify and present a project to be implemented in each country present here. Specifically to the Santa Catarina State, the method facilitates the presentation and development of the project. It is very important to improve and train women in the labor force, to create new professional opportunities, and also to inform about the Labor laws, cooperatives and the informal sector.

## Background

In Brazil, the growth of the female participation in the labor market was one of the outstanding social transformations that happened in the Country since the seventies. The most recent official statistics have revealed that women constitute 41.2% of the economically active

population. The women presence in the Brazilian labor market, especially in the urban area, has been growing in the last years, but in a disordered way.

When the diversification of the industry begins to absorb mainly men, women went to the services sectors, to social activities and to administrative services. Women's labor still prevail in non-specialized tasks of the industrial companies, in administrative jobs in office, in teaching in elementary schools and in domestics tasks in families house. In summary, there is a clear tendency that women go to female areas, even when they have a higher educational level.

Similarly to Brazil, Santa Catarina State has female population practically equal to the male population. It is 50,7%. According to the database recently developed by ICESPE, about the women's condition at work in Santa Catarina State, among those women who have any professional activity, 68% started to work at an age between 10 and 17 years. And 38% of those women started to work between 10 and 14 years old to help with the family income or to have their own money.

These facts, and the low schooling, contribute to the fact that women begin to work in the labor market without specialization and without training to meet the needs of the labor market of the region.

The database of ICESPE also informs that only half of the women that have professional activities outside their houses are registered according to the labor laws.

## Recommendations

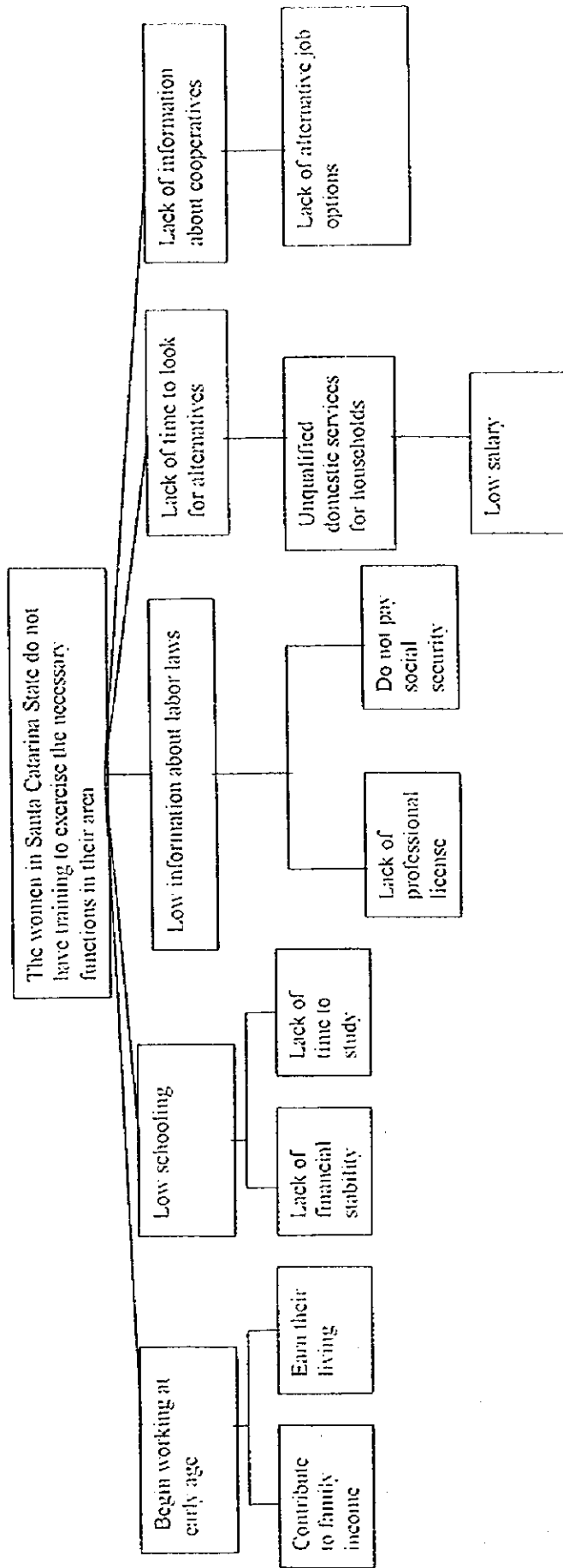
Considering the preeminence and the growing female participation in the economy of the Country, ICESPE has as a principal goal for the year 1999, to create specials programs of training for women economically active of the Santa Catarina State domestic workers and employees, specially those who work independently. Besides the training is necessary to provide information so that they become union members and register in the welfare system, in order to have a better understanding of the labor market and to allow women to identify themselves as economic agents.

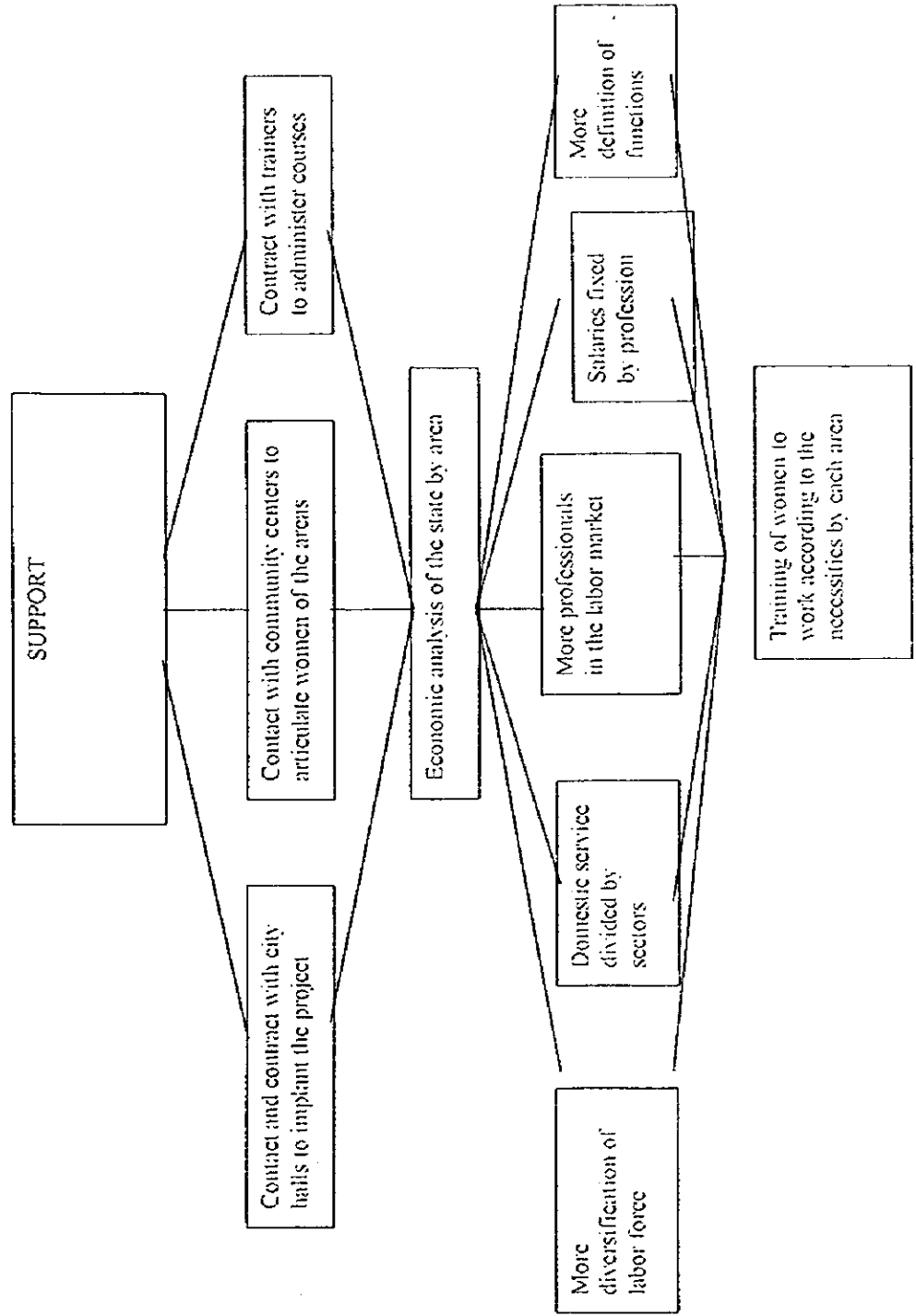
This work will be accomplished in the 7 municipal districts with a larger number of women than men. They are the largest collectors of taxes, posses textile, agriculture-industries and ceramic industries, that traditionally use female labor force and posses a growing number of women in the position of the head of family. It is necessary the participation of the municipal districts and the community centers of each region to provide local places for training.

Duration of Project: 2 years.

## Reference

ICESPE-Institute of Social, Political and Economic Study of Santa Catarina/Brazil - Publication -1998







### Part. III. Awareness of Gender





*AWARENESS OF LABOR LAWS*  
*-Valuable Women Workers in Sewing Industry-*

BUTHAINA Abed Rahim A.SALEM

PALESTINE

Introduction

In spite of women participation in labor market, rate of women's participation in labor market is still very low. Only 10 % from the national labor force, but women from the majority of the workers are in the sewing industry sector. This is due to the social customs that prefers the traditional crafts for women. However, women in this sector are suffering from several problems with the employers. That is due to the working women don't have enough knowledge about their rights and obligations under the labor laws. So the present situations in this industry let the employers deal with working women in unsuitable way. So most of working women are not aware to ask about their rights in equal wages and labor hours, paid maternity leave, Paid week end and work accident insurance.

Therefore abusive dismissal cases are increasing among working women comparing to working men. Labor complaints and legal cases in courts are also increasing.

## Background

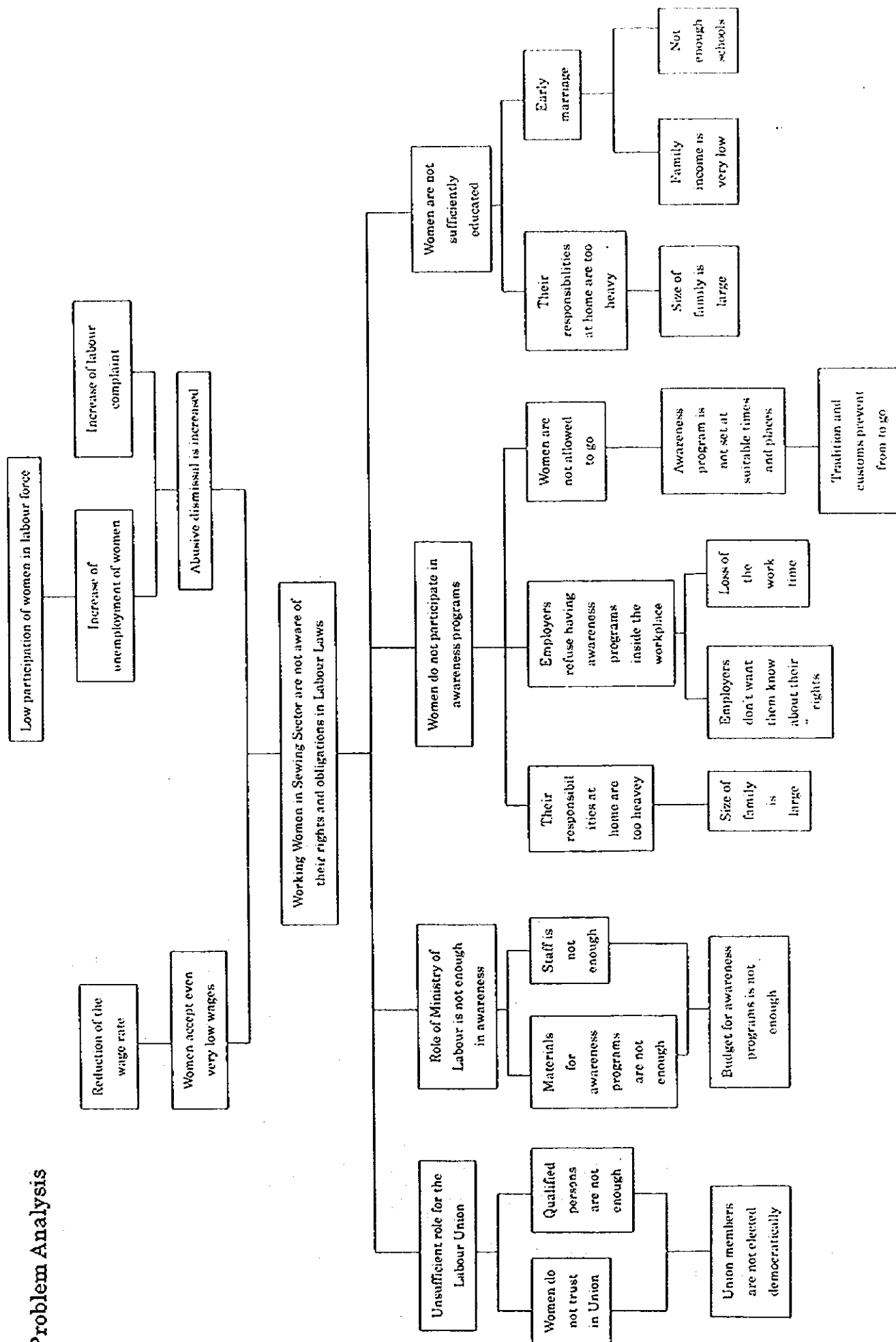
The present political situations in PALESTINE have affected on socio-economic situations, as well as, on the labor market. Therefore many of the establishments in private sector refuse to employ women or to give women their rights as laws. Because the economic situations for this kind of establishments make them unable to pay to workers, especially to women.

In addition, this political situation is preventing PALESTINIAN AUTHORITY from putting on a new legislation. So the current legislation is very old, and insufficient for many changes happened in Palestinian society. This legislation gap made the oppressive traditions and customs proceed, Women -as well were affected by this situation.

There are several Gender indicators that point out the real situations. Positive indicators for women, such as rising educational levels and political participation. And the negative indicators which there are more - of their low labor force participation and persistent high fertility.

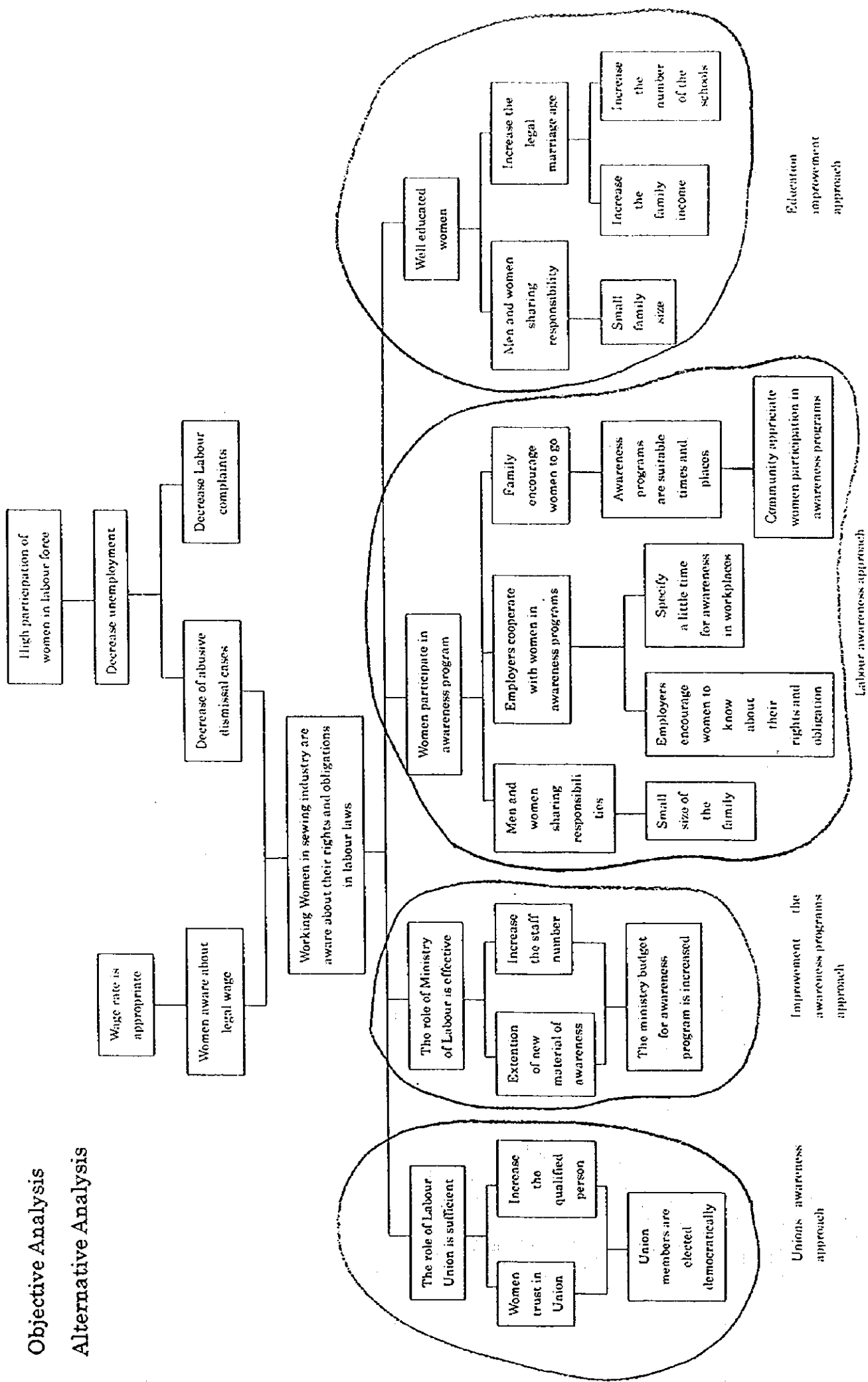
Although the focus of this report is the awareness of working women in sewing sector, women need to be aware of all her rights in different fields.

# Problem Analysis



# Objective Analysis

## Alternative Analysis



## Working Women in Sewing Industry

Duration – 3 Years  
Project Area - Palestine

Narrative Summary		Objectively Verifiable Indicators	Means of Verification	Important Assumptions
<b>Overall Goal:</b> Working women in Sewing industry should be aware about their rights and obligations in labor laws.		<ul style="list-style-type: none"> <li>- Reduction of dismissal cases</li> <li>- Reduction of labor Complaints</li> </ul>	<ul style="list-style-type: none"> <li>- Courts Survey.</li> <li>- Documents in labor offices.</li> <li>- Documents and Survey in Ministry of labor</li> </ul>	<ul style="list-style-type: none"> <li>- Political Situations is not being changed.</li> <li>- Labor laws remain unchanged</li> </ul>
<b>Project Purpose:</b> Women Participation in awareness programmes should be increased		<ul style="list-style-type: none"> <li>- Participation rates will be increased from X% to Y%</li> <li>- Absent women in awareness programmes are decreased x% to y%</li> </ul>	<ul style="list-style-type: none"> <li>- Survey from labor offices</li> </ul>	<ul style="list-style-type: none"> <li>- Women are well educated</li> </ul>
<b>Outputs:</b> <ol style="list-style-type: none"> <li>1. Family encourage women to attend awareness programmes</li> <li>2. Employers cooperation with working women in awareness programmes</li> <li>3. Men and women sharing responsibilities</li> </ol>		<ul style="list-style-type: none"> <li>- Number of programmes, and work place from X% to Y% by 3 years</li> <li>- Time allocated for home work for women is decreased from x% to y%</li> </ul>	<ul style="list-style-type: none"> <li>- Documents in work places</li> <li>- House hold survey</li> </ul>	<ul style="list-style-type: none"> <li>- Economic situations are stable</li> <li>- Community continuously encourage men and women</li> </ul>
<b>Activities:</b> <ol style="list-style-type: none"> <li>1-1 Awareness programme is held in suitable place and times</li> <li>1-2 Conduct some women group meeting in work places and houses</li> <li>1-3 Provide more effective awareness materials</li> <li>2-2 Provide awareness materials special for work places (posters, broadcast labor laws standards</li> <li>3-1 Conduct some work shop about contraceptive aids for both men and women</li> <li>3-2 Establish more baby centers</li> </ol>		<b>Inputs:</b> Donor Country - Experts - Project leader - Project coordinator - Equipment - Financial aid	My Country - Project manager - Project coordinator - Qualified and trained staff - Meeting places - Materials (posters, brochures, TV - Budget	<ul style="list-style-type: none"> <li>- Sustainability of funding</li> <li>- Availability of awareness material</li> <li>- Employers participate in workshop and meetings</li> </ul> <b>Preconditions:</b> <ul style="list-style-type: none"> <li>- Women and men accept the project</li> <li>- Employers accept the project</li> <li>- Women, men, and Employers are involved in awareness programme</li> <li>- Unions support this project</li> </ul>



# *Gender Development*

Sainimili LEWANITUVA

Fiji

## Introduction

At the fourth United National Conference on Women Beijing in 1995, the Fiji Government made commitments in the areas identified as priority issues concerning women. This include the mainstreaming of women(s concerns in the planning process and in all policy areas, development and strengthening of women's micro-enterprises, gender parity at decision making levels, training, promotions and appointments, domestic violence, sexual abuse and child abuse and the review of law disadvantageous to women.

The Ministry for Women and Culture (MWC) is primarily tasked to ensure the women's issues and concerns are mainstreamed into national policies and programs. The MWC develops intersectional linkages, mobilizes support amongst line ministries and continues to work with women's non-governmental organizations (NGO) and with the rest of the community.

A key component in the overall effort to mainstream women and gender issues are the institutional strengthening of MWC. This will provide MWC with the resources to more effectively promote advice on and to monitor integrated women's

development. Activities aimed at developing gender sensitivity and awareness amongst public sector personnel have commenced, however there is need to strengthen the national machinery.

**Long Term Objective:**

Towards a gender sensitive environment.

**Project Purpose:**

To raise the awareness and status of gender issues.

**Objectives/Planned Output:**

- To establish a partnership between men and women that goes beyond a gender-based division of roles.
- To respect human rights.
- Capacity building of the national machinery for the advancement of women.
- Examination of development strategy.
- To realize a society of gender equality which makes use of the empowerment of women.
- To form partnership between NGO's and government.
- To train Gender-specialist.
- To raise the capability for the formulation and implementation of gender-responsive analysis and planning.

**Activities**

- Training gender-sensitive and technically competent staff in the Ministry of Labor and Employment, Ministry of



Finance and Economic Planning and line, ministries to deal efficiently with women's economic and social problems.

- Facilitate networking and coordination among ministries and departments for a gender-sensitive or coherent approach.
- Improve representation of women among technical staff at all levels of administration.
- Develop mechanisms to utilize the organizational capabilities, goodwill and commitment, grass-root contacts and flexible structures of NGO's to generate improvement on women's situation.
- Gender Impact Assessment (GIA).

#### Inputs

- The Ministry for Women and Culture should initiate and coordinate efforts to strengthen the national machinery on the advancement of women in terms of both human and financial resources and technical capabilities at the national, local and grass-root level. This will require the development mechanisms for systematic linkages and coordination among relevant institutions, starting with the Ministry of Finance and Economic planning and the Ministry of Labor and Industrial Relations and other line ministries.
- A first concrete exercise to strengthen the capacity on gender analysis and planning within the Ministry of Labor and Industrial Relations is to pilot test the possibility of submitting one or two major policies or programs in the

field of labor and employment to a Gender Impact Assessment (GIA). The GIA would set out in detail the ways the policy or the project directly or indirectly would provide benefits and impose costs on women and men. The Ministry of Labor and Industrial Relations would manage this exercise, in coordination with the Ministry for Women and Culture and the Ministry of Finance and Economic Planning.

- In order to ensure greater gender equality in training programs, the Ministry of Labor and Industrial Relations in coordination of the Ministry of Education and Fiji National Training Council Institute should examine ways in which the existing training can be used to enhance women's participation.

### Conclusion

The problems faced by women in the Fijian society both generally and in the informal sector are wide spread and have deep roots. There are no simple policies that will in some sense solve these problems.

For example changing position of women in formal sector employment will depend in part on the altering training programs. Also the gender inequalities in Fiji reflect social attitudes and practices that are not subject to direct government intervention and are slow to change in any case.

At the same time, however, there are policies some of them relatively simple policies that can have important impacts in a relatively short period of time. Ironically,

because the problems that women face in Fiji are so substantial, it maybe possible to change some things very quickly, evens though after these changes considerable gender inequality will still exist.

It is therefore essential to foster awareness of the need to promote gender equality, and to set up a system in which citizens and government administration join forces to achieve this.



# *Violence Against Women*

Luisa Maria CHARNAUD CRUZ  
Guatemala

## Introduction

Gender issues have been persistent in all societies around the world. Gender problems are related to those between women and men. All the socio-economic levels, races, religious and political groups had been affected. Subordinated women's position inside the family has not been improved in every society.

During the last 50 years, women have accessed to work market and their subordinated position also remain at work. Women had to access to the work market without formal education. And also cultural and traditional background don't support them to obtain the work, either.

Women's current position are accepted by the majority of both gender without challenging

because it has been like that during many centuries. At work, unequal power positions are most evident because both men and women do similar kind of work but they don't reach equal power positions or receive the equal salary.

To alter gender relations, it is required to change the idea, feelings, traditions and culture. Only education about gender issues can make it possible to improve the subordinated

women's position.

In to the present society, it is not possible to move forward, if all of us collaborate and try to resolve this problem. Women have a right to reach a better life, and society needs peace.

Equality between women and men is a fundamental pillar to maintain peace in the society.

### Background

Violence can be evident or not, when we are talking about relations between persons. Furthermore, it can be physical, mental or social. Power differences are the origin of the majority of forms of violence. The most common sign of violence between men and women is present inside the family but also in Labor System Relations.

Gender issue education is necessary to resolve this society problem. Education itself does not resolve power difference between women and men, but is an important way to clarify why women's life is more difficult than men's life. Also gender education enable to understand men's problem in patriarchal societies.

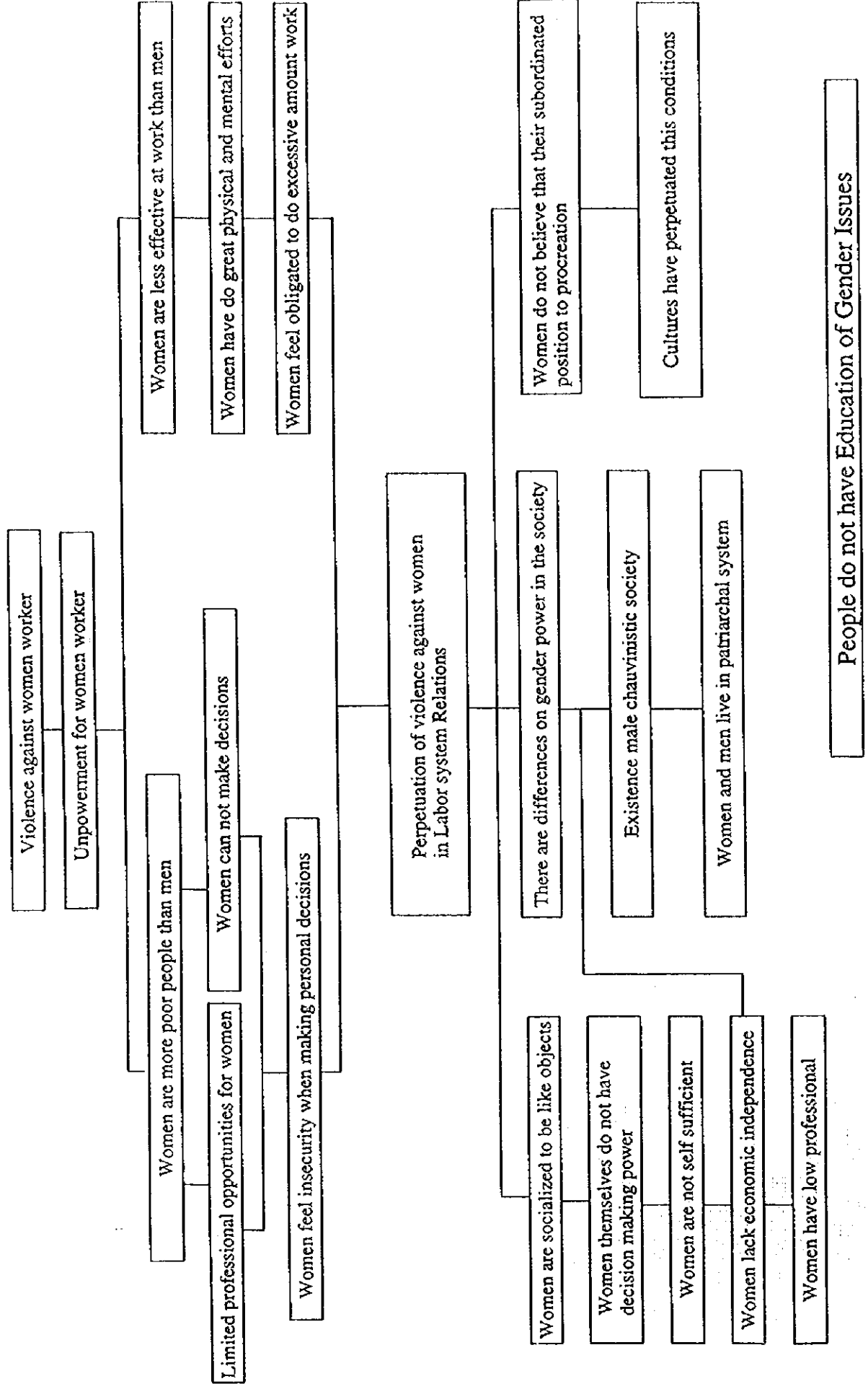
On the other hand, women can not make decisions if they lack economic independence but resolving this problem is not enough if women do not understand gender issues.

There are wide variations within and between cultures. Gender issues have the variety of ways but it is present in every cultures. Women living in developing countries are in most disadvantage economically and socially. This situation restoring the possibility of a fair and equitable development of the society.

Therefore, it is important to plan and implement development projects with a view to improve the social and economic status of women and to change gender relations.

PROBLEM TREE

Violence against women worker  
Gender Program Education in San Carlos University of Guatemala

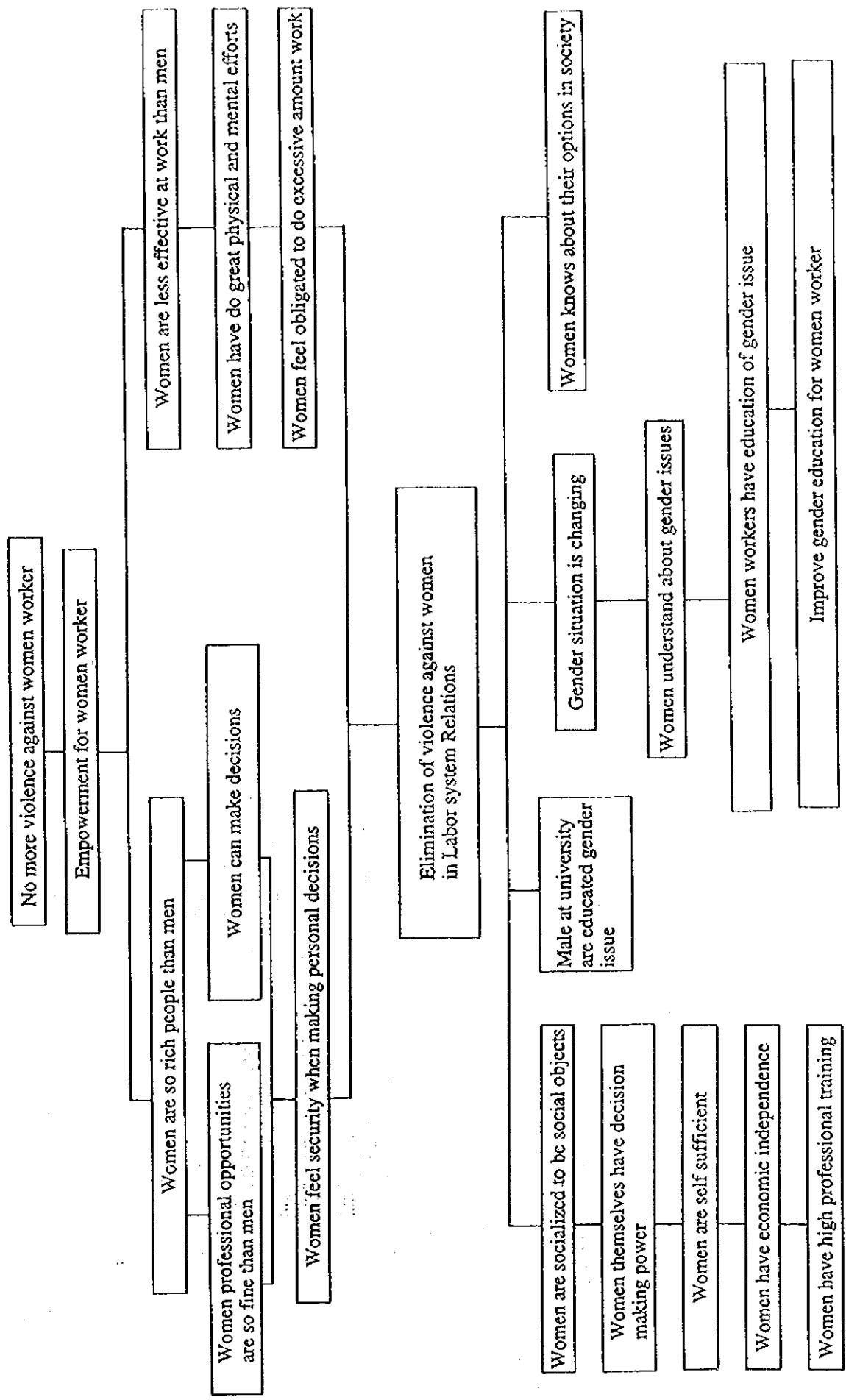




OBJECTIVE TREE

Violence against women worker

Gender Program Education in San Carlos University of Guatemala



## Project Design Matrix

Project Name : Gender Education Program in San Carlos University of Guatemala

Duration : 2 years (15 January 1999 - 14 January 2001)

Target Group : Women Worker from San Carlos University

Narrative Summary	Objectively Verifiable Indicators	Means of Verifications	Important Assumptions
<u>Overall Goal</u> Improve gender education for worker women of at San Carlos University of Guatemala	Change women belief in their possibilities	Interview Workshop	
<u>Project Purpose</u> Elimination of violence against women in Labor System Relation	At the end of the project there will be at least one women at high level	Observation	
<u>Outputs</u> 1. Women and men have equal gender power ... 2. Women know about their options in society ...	1) Number of women answer "I would like to be in a top position" 2) Number of women answer "I can also work in traditionally men works"	Interview	- Women have economic independence - Men understand gender issue
<u>Activities</u> 1. Having workshop 2. Design curriculum and materials for gender education. 3. Giving lecture on gender 4. Publishment	<u>Inputs</u> Training materials Training facility Lectures Training cost		<u>Preconditions</u> - University Authority approves the project

## Part. IV. Development



# *INCREASE MARKET PRODUCTION OF INDIAN WOMEN IN THE CHACO OF PARAGUAY*

**Maria Elizabeth REHNFELDT SPAINI  
PARAGUAY**

## 1. INTRODUCTION

### 1.1 THE CHACO RURAL AREA OF PARAGUAY.

The Republic of Paraguay is divided into two geographic areas, the Eastern part where the majority of the population lives, and the Chaco, a dry, deserted area in the west of the Paraguay River. The Paraguayan Chaco comprises more than half of the Paraguayan territory, yet it is still an undeveloped and largely forgotten area. The majority of its inhabitants are indigenous peoples of 17 different ethnic groups, their total population is approximately 50.000 inhabitants, more than 80% of the total Chaco population.

These groups have practiced hunting and gathering strategies for centuries and had a nomadic life until a few decades ago. In the Last 30 years these ethnic groups, also known as indigenes or Indians, were settled in permanent colonies. The land was given to them by the government of Paraguay or purchased by different NGO's.

The Chaco area is very dry and the indigenous peoples have very little knowledge of agriculture. The main problem facing these newly created indigenous colonies is how to generate enough income to cover basic family needs. The vast majority of the land given to the Indians lack sufficient water supply and the families can only grow a few vegetables

for household consumption. The men typically work outside the communities and are absent from it most of the time. The women and children stay in the community and most of the family income comes from the handicrafts the women made and sell in nearby villages and from the very low wages men make working as part time laborers.

In the past, women had a very strong influence in community economy, they produced and distributed most of the household goods. With the contact with the white society they have lost their important economic position and this situation had contributed to the low status of women in the community.

Women had expressed their strong interest to regain their past economic situation and to increased their income in order to improve their life condition. The community's health situation is very poor, tuberculosis and other transmittable diseases are high, infant mortality and maternal mortality rate is high and help from governmental or private agencies is nonexistent.

## 2. BACKGROUND

CETDES is an NGO working in the transfer of appropriate technology in the rural area of Paraguay. The Indian communities asked CETDES to help them improve their life conditions. In several meetings held with CETDES personnel and community leaders, it has been decided to look for ways to improve the income of families in order to better the life standard of the communities.

During these meetings the indigenous women had expressed their interest to improve their production for the market and to look for ways to have better access to market and improve their product in order to have more cash money for household needs. The men has expressed their interest to improve agricultural production, o learn new ways of cultivation and to finds ways of solving the constant water shortages of their communities.

The Asakura Regional Agricultural Extension Center of Japan had been promoting activities related to women in farming communities. Some of these activities are:

- 1) Helping women in farming communities to achieve visions (goals)
- 2) Promoting and supporting activities by advisors of women based farming communities
- 3) Sponsoring women agricultural seminars
  - a) Training classes for machinery operation
  - b) Problem resolution leader training class. Management and product development. Direct sale shops.
  - c) Development of skills and knowledge of women farmers.
- 4) Utilization of agricultural products and farming community environment.
  - a) Assistance for immediate sales of agricultural products
  - b) Promotion of value added agricultural products to

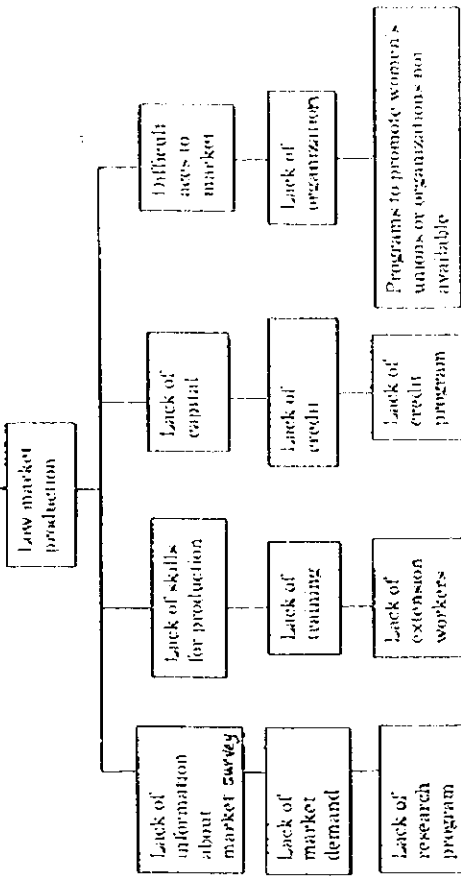
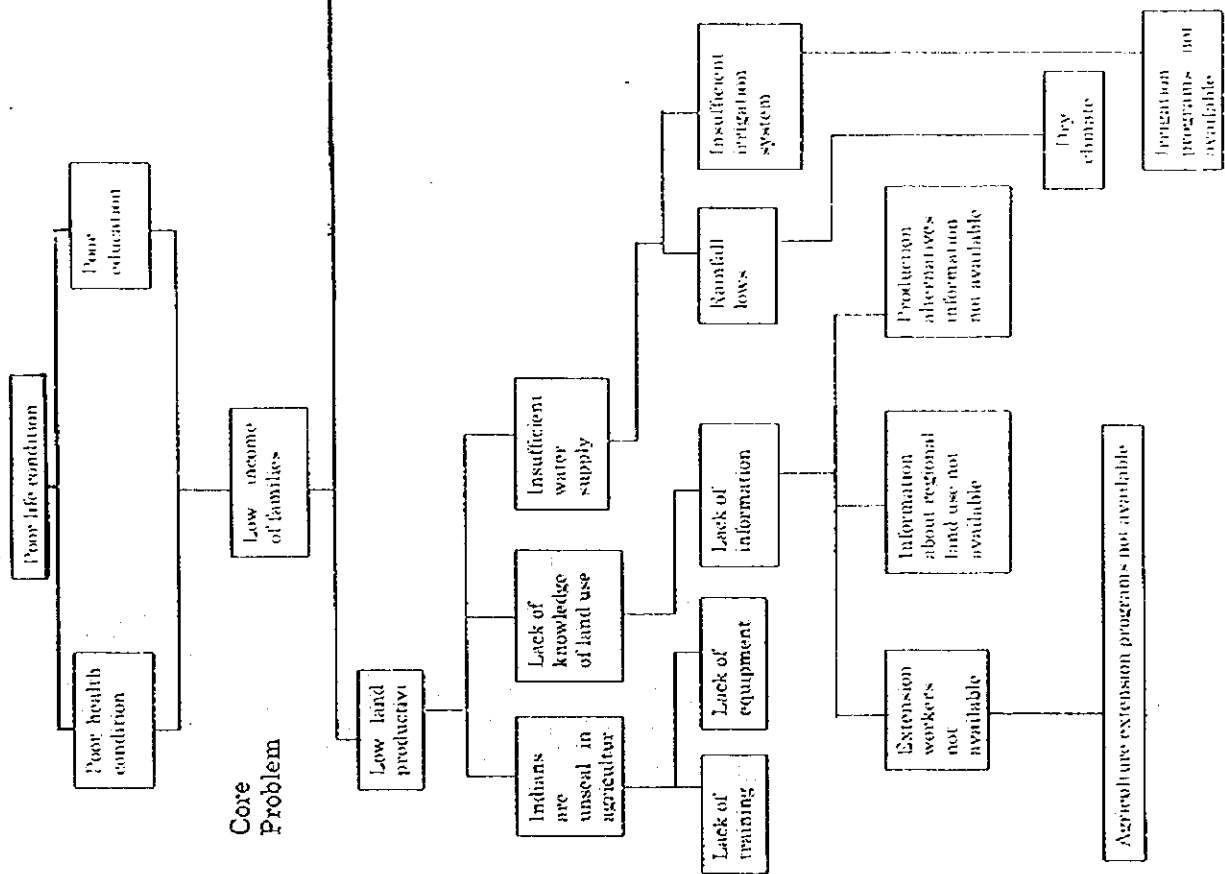
improve sales

- c) Making information available for marketing and sales
- d) Promotion of exchange with urban areas utilizing resources of the agricultural community
- e) Promotion of a comprehensive drainage system in the farming community

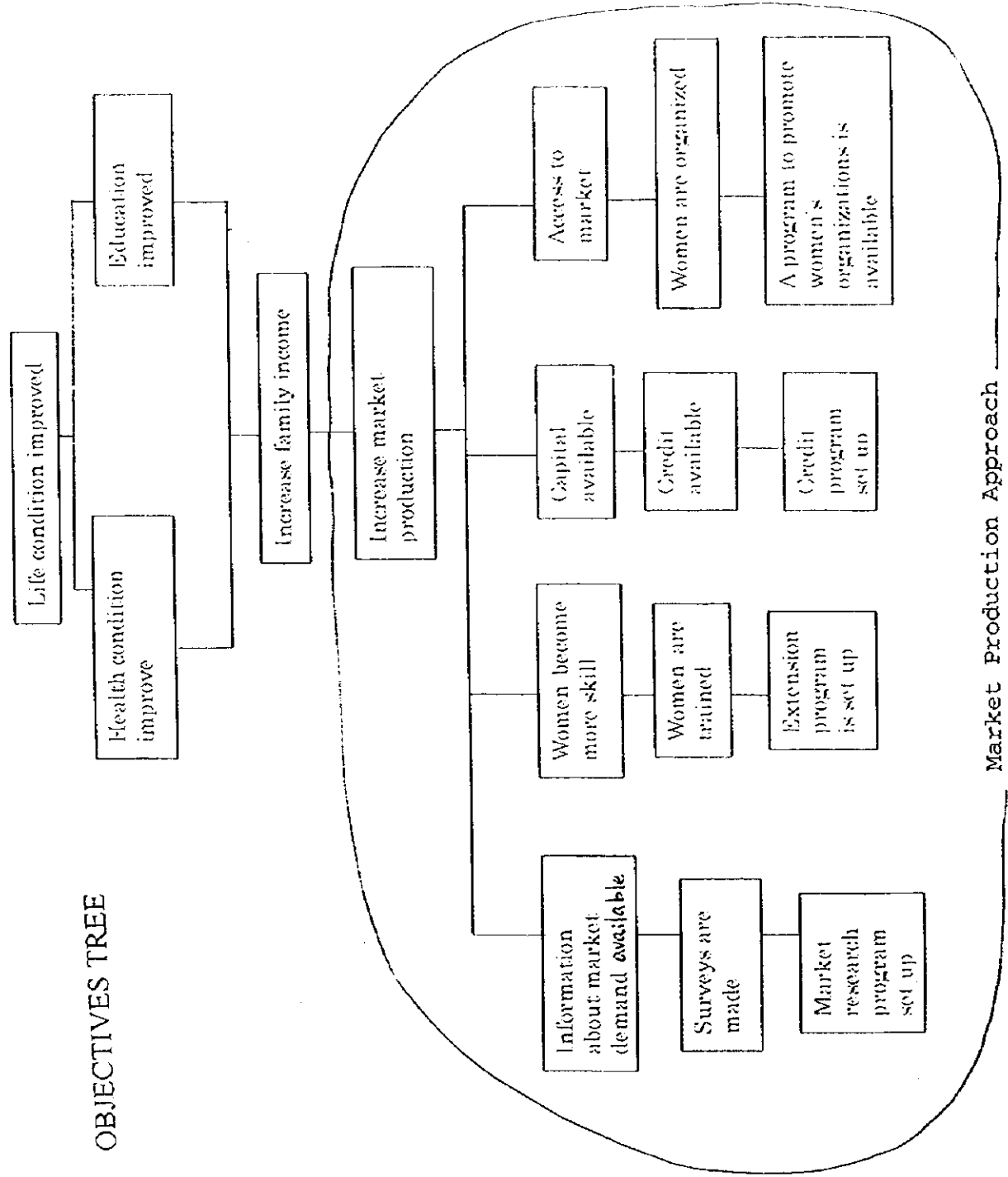
CETDES is interested in taking advantage of the experience and knowledge of the farming women in Asakura and the Agriculture Extension Center in order to implement some of the successful experiences of Asakura in Paraguay. Adapting some of the activities to the Paraguayan reality and replicating the ones that can be applicable. CETDES would like to receive the advice of people from the Agriculture Extension Center in order to carry on similar activities in the Paraguayan Chico. The experience of direct sales shops, or Basaro, which has been fostering the economic independence of women and the revitalization of community activities is one of the experiences that may be replicated in Paraguay and can be very helpful to Indian Women. The activities listed y no. 1 to 4 summarized some of the issues that an Extension Program in Paraguay could adopt.



# PROBLEM TREE



# OBJECTIVES TREE



# PROJECT DESIGN MATRIX (PDM) INCREASE MARKET PRODUCTION

TARGET GROUP: INDIAN WOMEN OF CHACO AREA  
DURATION: 5 years

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUPTIONS
<b>SUPER GOAL</b> Improvement of life conditions of Indians	Mortality rate decreases from x to y% Illiteracy reduced	Health and education statistics. School records hospital records	
<b>OVERALL GOAL</b> Family income of Indians is improved	General family income improve from x to y%	Households surveys	Women associations set up health and education programs
<b>PROJECT PURPOSE</b> Market production is increased to generate better family income	Family income from market production increases from x to y%	Households surveys	Women manage the credits well Increase of land productivity
<b>OUTPUTS</b> 1.women increase their knowledge about market demands 2.women become skill at market production 3.credit is available for production 4.women have better access to market	1.knowledge about quality of production and market demand increase 2.quality of production increase 3. 50% of women of the area use credits	1.Survey 2.sales records about sold products 3.records from credit division 4.records from direct sales shops.	People buy women's products from direct sales shops.  Sustainability of production

*Continues to next page*

<p><b>ACTIVITIES</b></p> <p>1. Research unit is set up</p> <p>a) Surveys are made</p> <p>b) Information is processed</p> <p>c) Group meetings are conducted</p> <p>d) Provide information about market demand to women</p> <p>2.1 Train women</p> <p>a) Prepare curriculum</p> <p>b) Prepare training materials</p> <p>c) Provide qualify instructor</p> <p>d) Conduct training</p> <p>e) Set up extension program</p> <p>3.1 Set up credit division</p> <p>a) Set up credit committees to provide credit to Indian women</p> <p>b) Train women to use credit (Same as 2.1)</p> <p>4.1 Access to market</p> <p>a) Train women in agriculture seminars about management and product development</p> <p>b) Set up direct sales shops</p> <p>c) Formation of women's associations</p> <p>d) Conduct group meetings</p>	<p><b>JAPAN</b></p> <p>Credit expert</p> <p>Personnel</p> <p>Market expert</p> <p>Production expert</p> <p>Equipment</p> <p>Office accommodations</p> <p>Training center</p> <p>Budget</p>	<p><b>NGO</b></p> <p>Personnel</p> <p>Project coordinator</p> <p>Instructor</p> <p>Direct sales shops</p> <p>space</p> <p>Budget</p>	<p>Availability of teaching materials</p> <p>Instructors remain in the area</p> <p>Japanese government continuously provide funds for project</p> <p>Women actively engage in training</p> <p>Training committees are sustainable</p> <p><b>PRECONDITIONS</b></p> <p>Women actively participate in project</p> <p>Women accept the project</p> <p>Indians of the chaco accept the project</p>
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# THE SITUATION OF YOUNG MIGRANT NICARAGUAN WOMEN IN COSTA RICA

Margarita ARAGON Solozano  
Costa Rica

## INTRODUCTION

The present work is framed under the Seminar on Improvement of Status of Women II by JICA. Its objective is to put into practice the knowledge acquired about Project Cycle Management method. This one permit to work step by step in the construction of the project and also to get an integrate view about all the situations connecting with the principal problem.

The theme is the irregular situation of young migrant Nicaraguan women in Costa Rica. It focuses in this group because due to gender conditions and the age of these women the impact of migration is different.

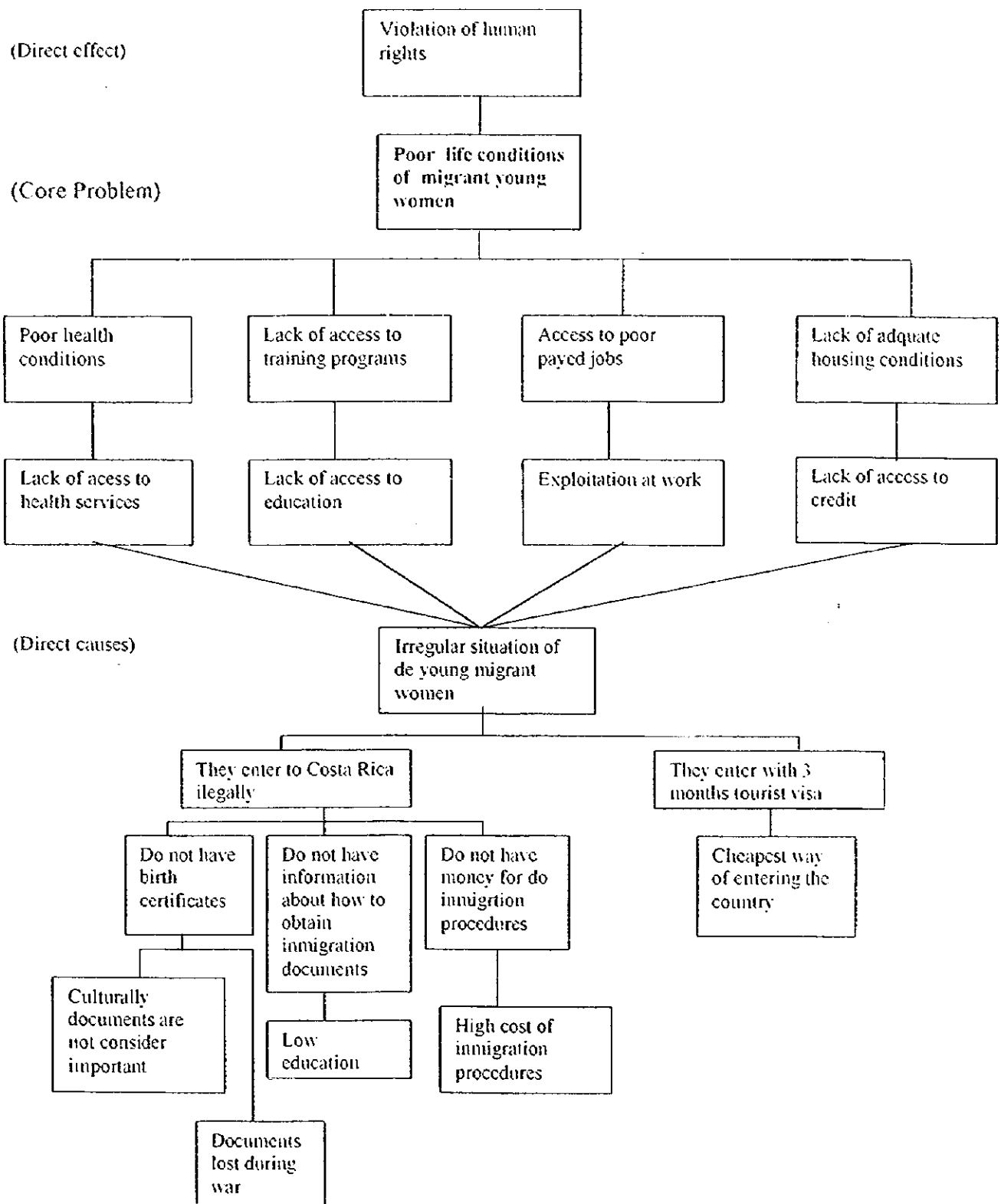
## BACKGROUND

- At world level, migration had been historic, nevertheless in the last decades it acquired different dimensions. On one hand there are environmental degradations caused by environmental disasters and bad use of natural resources; on the other hand the globalization of the economy. Both situations caused the acceleration of poverty. This complex situation forced thousand of people to migrate in search for survival. For this reason institutions such as UN, UNHCR, IOM, ILO saw the need to rethink their action plan, because the main cause of migration is now economic not political violent as in the past.

- In Central America we can see at least two periods. In the 80's the main cause of migration was war, in this cause the majority of people obtained the status of political refugees in the recipient country, this implied they were within a legal national and international framework which protected them. In the 90's the situation changed, because despite the efforts of participation and democratization initiated in the region in the 80's and which fructified in the 90's, the structural causes of poverty still exist. They are more profound due to the process of globalization of the economy and the environmental deterioration.
- At the binational level we can see how the migration of Nicaraguans to Costa Rica was a historic phenomena. This phenomena is also affected by war in the region the globalization of the economy and the environmental degradation. That is why we can see how migration has now an economic cause and not a political one in the area. This difference is very important because there is a global economic integration characterized by free crossing of merchandise but not of laborers. Because of it there has been a massive migration of people with irregular migratory status.
- In Central America in the last decades there was also a significant increase of feminization of poverty, with its correlates, the feminization of households. This had made women the main responsible in finding survival strategies for the family. The international migration is one of these strategies.
- Official data from the Ministry of Work of Costa Rica reports that presently there are about 400.000 Nicaraguans in irregular status. Unofficial data estimates that this number is double. According to research made recently 50% of these are women, with a considerable number of young women.

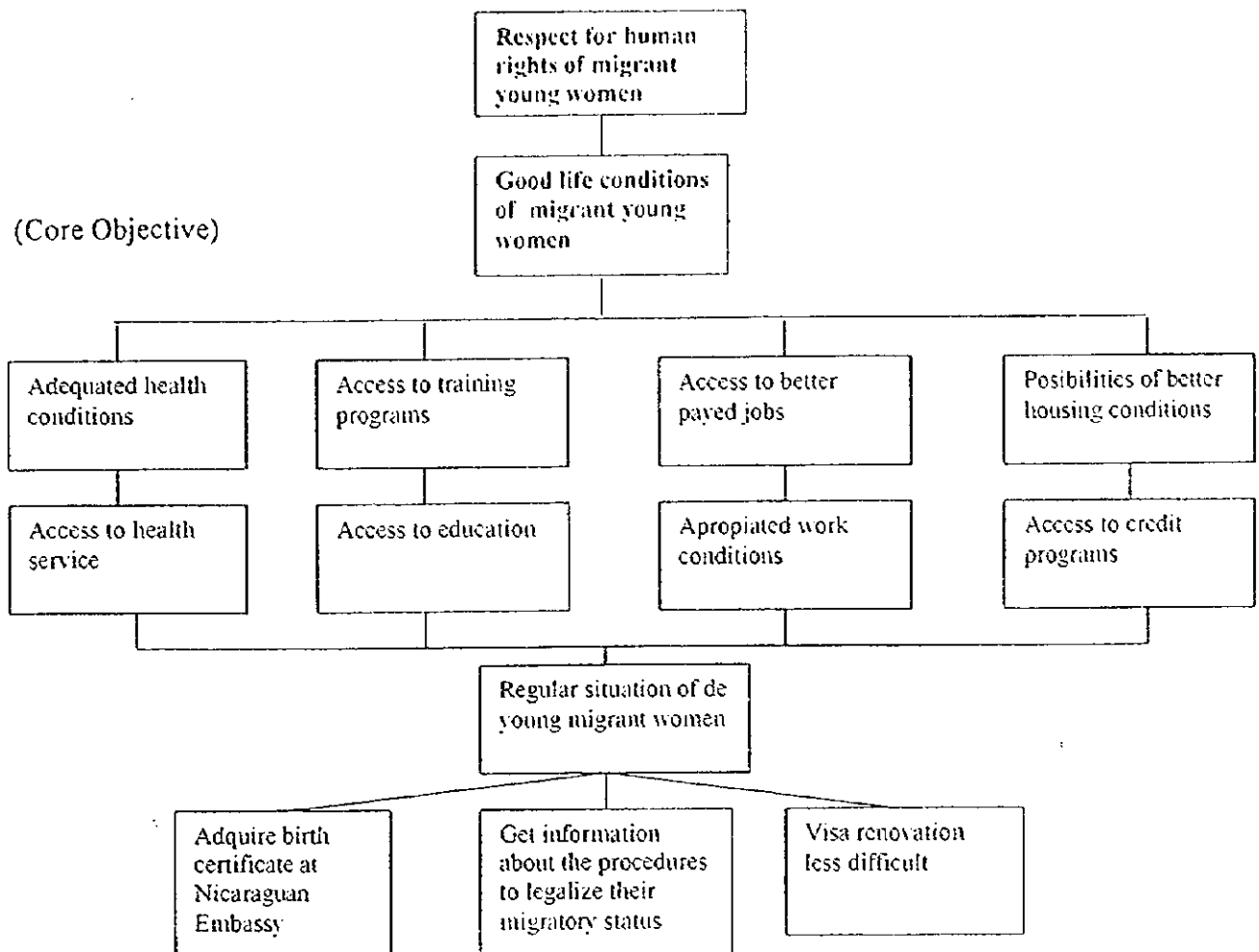
- The data that exists allow seeing how the migrant Nicaraguan population is found mainly in the north, in areas of recent tourist development. They work in construction, or in large fruits plantations implemented under the policy of production of non-traditional products. In the Atlantic coast and the north-atlantic coast, they work in banana plantations. In the central region they are engaged in the informal sector, private policemen, in construction or are unemployed. In all this situations their conditional is of poverty o extreme poverty.
- Especially migrant women get jobs as domestic employees (maids), in activities of collecting and cleaning agriculture products, in the informal sector, in the service areas and oven in prostitution. Many of them had come to Costa Rica without their family, and the ones who are already mother, had to leave their children with their own mothers, grandmothers, aunts or sisters. They thus share the tasks of caring and up bringing children with other women of their families. In this way, the economic contribution that these women give is basic to the family back home. At the same time these women are in a condition of poverty or extreme poverty, nevertheless the think they live well than in their country. They express their desire to stay in Costa Rica because they do not have the hope that the economic and political situation in Nicaragua will change.

## PROBLEM TREE





## OBJECTIVES TREE



### Options

- 1- Health improvement
- 2- Promotion of vocational training
- 3- Improvement of working conditions
- 4- Improvement of housing conditions
- 5- Promotion of legal migration status
- 6- Promotion of better life conditions of young migrant women (integrate in one project all of the above)

**EXAMPLE: Part of PDM**

**Project Name:** Promotion of better life conditions of young migrant women

**Duration:** 3 years

**Project Area:** Costa Rica

**Target group:** young migrant Nicaraguan women

**Date:** September 98

Narrative summary	Important Assumptions
<b>OVERALL GOAL</b>  Promotion of Human Rights of Young Migrant Nicaraguan Women	Creating a Integral Migration Policy
<b>PROJECT PURPOSE</b>  Better life conditions of Young Migrant Nicaraguan Women	Creating a Integral Attention Policy for young migrant Nicaraguan women
<b>OUTPUTS</b>  1- Promotion of regular migratory status 2- Better Health Conditions 3- Access to training vocational programs 4- Access to better labor opportunities 5- Access to housing programs	Creation of specific policies in the areas of health, work, education, housing for migrants
<b>ACTIVITIES</b>  1.1 Seminars on Human Rights 1.2 Programs of information of procedures for obtain regular migratory status 1.3 Legal and logistic support to obtain documents  2.1 Health training programs for young migrant Nicaraguan women 2.2 Health personal awareness programs about this population  3.1 Training Vocational Programs adapted to the needs of this populations  4.1 Promotion Programs about labor rights 4.2 Awareness programs for Ministry of Work staff 4.3 Seminars Labor duties of Private Companies  5.1 Credit Programs for Housing	<div data-bbox="836 1077 1437 1346"> <b>Budget</b>  Personal trained on gender issues  Personal with working experience with migrants  Trained personal in vocational program with persons with low education  Personal trained in legal procedures  preconditions  Finance by donor agency </div> <div data-bbox="836 1464 1437 1666"> <b>PRECONDITIONS</b>   Finance by donor agency  Bilateral agreements between Nicaragua and Costa Rica  Government policy related to economic migrants </div>

## *Improving Children's Nutrition Through Parents Education*

Velveeta JIMENEZ

PANAMA

Undernourishment, especially in small children slow-down physical growing, limits their mortise development and causes lack of neurological development that will limit the possibility of having a normal and fruitful adulthood.

Close to a thirty-percent of Panamanian children do not intake the necessary proteins, vitamins, carbohydrates and minerals to have a proper nutrition. This situation gets worse in low-income families and in very poor areas of the country. The causes are related to the economical factors and the little awareness of available products that could be used to improve the diet.

Nutre Hogar, as one of NGO, has been working for the prevention and treatment of undernourished children. It has recovered about 4,000 children in its six Recovering Centers and feeds three thousand children in its Community Centers in far away areas every day.

While recovering a child, Nutre Hogar tries to create awareness on the parents about the importance of good nutrition. Even though, the reentrance rate is not high, about a 4%, there are more of them that fall back into that stage and are not brought back to the Centers.

The first year of life is critical to provide a normal development. Through this project, Nutre Hogar aims to hold workshops at its Centers to teach parents, especially mothers the ways of using wild edibles grass roots with high nutrients to provide for their children to develop and improve their nutritional condition.

Besides benefiting their children, this Educational Program for parents will improve all family members' nutritional health contributing to create a healthier and productive society.

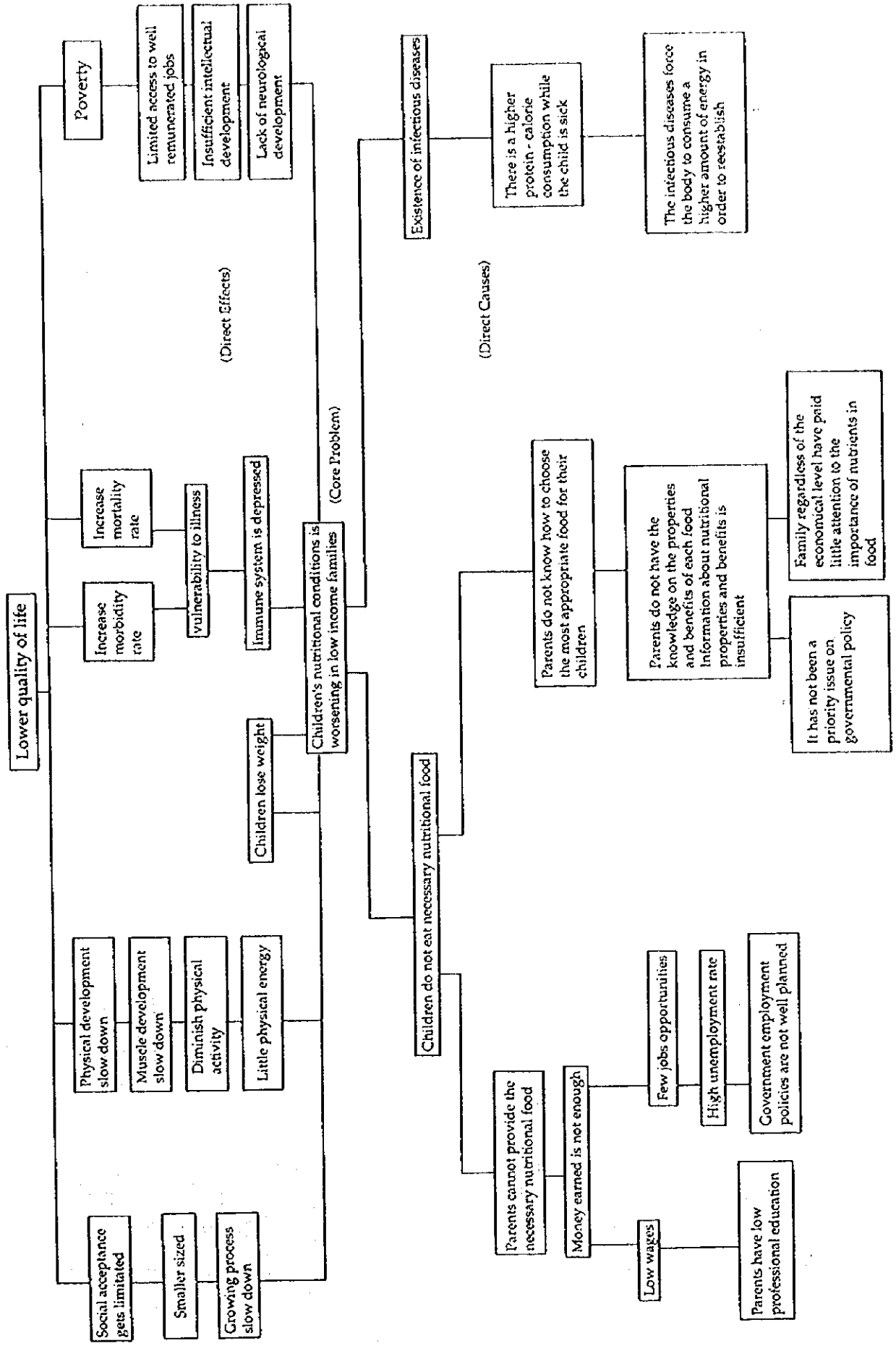
In Japan, children in nurseries at early age and later at Public school are provided with a balance diet. In Panama, our resources are limited and in order to improve children nutrition, awareness on the nutritional value of food will be advantageous.

Having the financial support from JICA as donor agency and the Ministry of Health as collaborating partner will facilitated the implementation of this project by Nutre Hogar.

Education at all level is a pivotal stone toward a more free and peaceful society and educating parents as the columns that support physical, intellectual and emotional development is an issue that can not be delayed. Undernourished children can not wait. Parents need to improve their nutritional knowledge urgently.

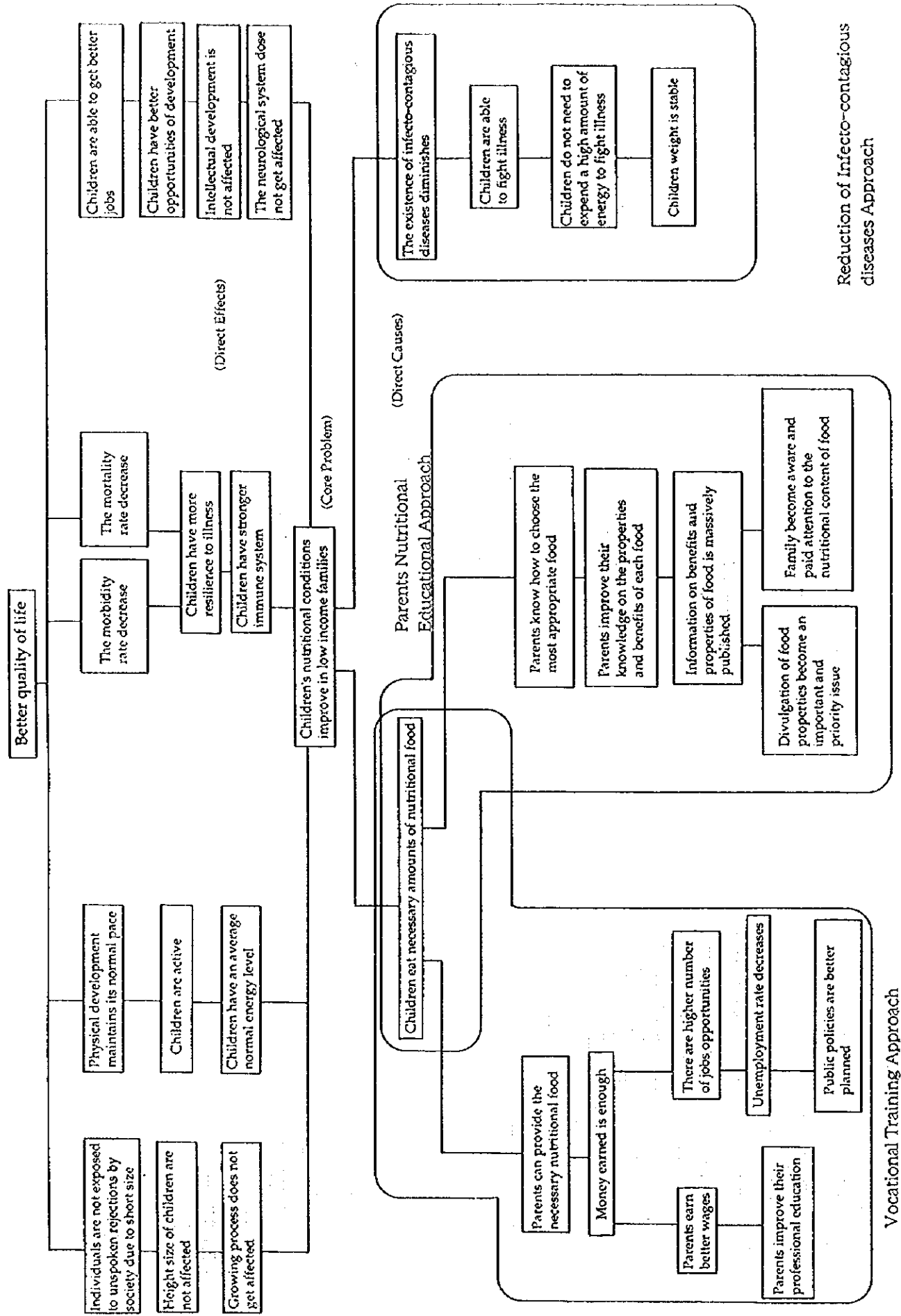
# PROBLEM TREE :

## CHILDREN'S UNDERNOURISHMENT IN PANAMA



# OBJECTIVES TREE :

## CHILDREN'S UNDERNOURISHMENT IN PANAMA



# PROJECT DESIGN MATRIX

Project Name : Nutritional Educational Program for Parents and Children in Nure Hogar Duration : January 4, 1999 to December 31, 2004  
 Project Area : Nure Hogar Recovering Centers Target Group : Parents Date : October 1, 1998  
 Nure Hogar Community Centers

Narrative Summary	Obj. V. Indicators	Means of Verifications	Important Assumption
<u>Overall Goal</u> 1. Elimination of undernourishment among children 2. People improve their diet	1. Children undernourishment rate will decrease from x to y in 5 years 2. The morbidity rate will decrease from x to y in 5 years	1.1/2.1 Health Statistics 1.2/2.2 Hospital Records 1.3/ Census recorded in the organization	Sustainability of funds Enough rain to grow agricultural products Availability of food Instructor continuously remains conducting program
<u>Project Purpose</u> - Improve children's nutritional conditions	Diminishing number of undernourished children		Continuously support from mass media Availability of materials
<u>Outputs</u> 1. People become more interested in nutrition 2.a Parents learn the importance of using nutritional edible wild grass and fruits 2.b Parents provide nutritional food to children	1. The attendance rate of the Educational Program will increase from x to y in 5 years	1.1 Keep attendance list of workshops 2. Interview with parents before and after attending the workshop	
<u>Activities</u> 1.1 Conduct a campaign to increase the awareness on the importance of good nutrition 1.2 Formulate a campaign unit 1.3 Developing advertisement material 1.4 Coordinate Campaign by radio	2.1 Formulate a Nutritional Education Program 2.2 Produce the teaching materials (Visual and brochure) 2.3 Train qualified instructors 2.4 Provide information to parents 2.5 Held workshops for parents 2.6 Monitor the application of knowledge given		<u>Pre Conditions</u> - Approval from Board of Directors - Parents accept the project









## Contributors

**Piovezan Mirtes Valles** (BRAZIL) is the president of ICESPE Catarinense Institute of Social, Political and Economic Studies.

Journalist. She graduated from Fundação Casper Libero, São Paulo.

**Aragon Solorzano Margarita** (COSTA RICA) is a project officer of Interdisciplinary Program on Gender Studies, University of Costa Rica.

Psychologist. She graduated from University of Costa Rica. She got M.A. in studies of Women from University of Costa Rica & National University. Has experience in gender issues as a researcher, instructor and a consultant in various organizations including NGOs.

**Dalia Mahmoud Ali Jad El-karim** (EGYPT) is a researcher in the National Council for Childhood and Motherhood. She graduated from Faculty of Economics & Political Science, Cairo University, Cairo, Egypt.

**Sainimili Bainivalu Leweniqila Lewanituva** (FIJI) is a project officer of Government of Fiji, Ministry of Women and Culture.

She graduated from University of South Pacific, Suva.

**Luisa Maria Charnaud Cruz** (GUATEMALA) is a coordinator of the Commission of Women Issues and Division of Gender Research, San Carlos University of Guatemala. She graduated from Faculty of Medicine, San Carlos University, Guatemala. Physician. Has teaching experience in medical school. Lecturer on Human Rights at San Carlos University.

**Gombosuren Oyuntsetseg** (MONGOLIA) is a statistician and researcher in Central Employment Regulation Office, Mongolia.

She graduated from University of Warsaw, Poland. Holding M.A.degree in Econometrics.

**Buthaina Abed Rahim Ahmed Salem** (PALESTINIAN AUTHORITY) is a legal advisor in Ministry of Labour in West Bank. Dealing with workers' complaints about their labour rights. Member of the New Palestinian Labour Law Proposal Committee. Lawyer. She got B.A. in law from Jordan University and got a license to practice law in courts from Lawyers Unions.

**Nelva Felicia Jimenez Barrios** (PANAMA) is a director of Association Pro-Nutricion Infantil Nutre Hogar, an NGO working to prevent and recover undernourished children. Journalist. She graduated from the University of Panama and has M.B.A. from National University, California.

**Maria Elizabeth Rehnfeldt Spaini** (PARAGUAY) is a trainer, project design and evaluation in Centro Tecnologico para el Desarrollo Economico y Social. Anthropologist. She graduated from University of Kansas, Department of Anthropology (USA), and specialized in economic anthropology at Boston University (USA).

**Jabulile B. Dlamini** (SWAZILAND) is a National Program Coordinator of Women in Development Programs in Deputy Prime Minister's Office, Swaziland Government. She graduated from University of Kentucky, USA. Attended training courses at University of Cranfield (UK) on entrepreneurship development, at University of Pittsburgh on women in management.

**Elena Lucia Silva Pizzorno** (URUGUAY) is a legal adviser of Ministry of Labour and Social Security. She graduated from Republic University, Montevideo in 1977 "Doctor in Law and Social Security". Post graduate in labour law from Republic University.

**Pham Thi Ngoc Anh** (VIET NAM) is a senior expert in research department, Vietnam Women's Union. She graduated from Hanoi University. Got certificate on gender and planning from Asian Centre (Thailand).

**Mutsuko Tendo** (JAPAN) is the instructor of Action Report of the seminar on Improvement of the Status of Women II.

She teaches sociology at Japan Medical school and is a lecturer of family education at Toshima Ward.

She received her M.A. in sociology at Tokyo Women's Christian University.

**Noriko Furutani** (JAPAN) is the course leader of this seminar on Improvement of the Status of Women II. Currently working for Japan Women and Young Workers Society as an international program officer.

She got B.A. in Economics from Keio University(Japan) and M.A. in International Relations from Boston University(U.S.A.). Worked for JICA as an associate development specialist and was dispatched to various countries in Asia, Africa and Latin America as a project formulation advisor.



## Schedule for Seminar on Improvement of the Status of Women II

Date	Schedule
Aug. 26 Wed.	JICA Briefing Program Orientation by JICA
Aug. 27 Thurs.	General Orientation by JICA; "Japanese Economy" General Orientation by JICA; "Japanese Daily Conversation" "Japanese History and Culture"
Aug. 28 Fri.	General Orientation by JICA; "Japanese Society and People" Luncheon Party with Schoolchildren General Orientation by JICA; "Japanese Politics, Governments and Education"
Aug. 31 Mon.	Courtesy call on Ms. Fujii, Director General of Women's Bureau, Ministry of Labour Lecture; "Administration Organization of Women's Affairs and Labour Administration in Japan" by Ms. Yamamoto, MOL Lecture; "Administration of the MOL for Working Women" by Ms. Ando, MOL
Sept. 1 Tue.	Lecture; "Japanese Labour Administration for Women" by Mr. Ashikaga, MOL Lecture; "Welfare Policy for Working Women" by Mr. Tamura, MOL
Sept. 2 Wed.	Country Report of Brazil by Piovezan Mirtes Valles Country Report of Costa Rica by Aragon Solorzano Margarita Country Report of Egypt by Dalia Mahmoud Ali Jad El-karim Country Report of Fiji by Sainimili Bainivalu Leweniqila Lewanituva Country Report of Guatemala by Luisa Maria Charnaud Cruz
Sept. 3 Thurs.	Country Report of Mongolia by Gombosuren Oyuntsetseg Country Report of Palestinian Authority by Buthaina Abed Rahim Ahmmed Salem Lecture; "Women and Labour Union" by Ms. Saruwatari, Japanese Trade Union Confederation
Sept. 4 Fri.	Country Report of Panama by Nelva Felicia Jimenez Barrios Country Report of Paraguay by Maria Elizabeth Rehnfeldt Spaini Country Report of Swaziland by Jabulile B. Dlamini Country Report of Uruguay by Elena Lucia Silva Pizzorno Country Report of Vietnam by Pham Thi Ngoc Anh
Sept. 7 Mon.	Lecture; "Tokyo Plan for Realizing the Gender-Equal Society" by Tokyo Metropolitan Government Briefing; "Working Women and Child Care" by Mr. Uehara, Suginami City Visit; Hamadayama Daycare Center, Suginami City
Sept. 8 Tue.	Lecture; "Women in Development -Mainly JICA's Efforts-" by Ms. Kakinuma, researcher, Earth and Human Corporation Briefing; "Maternal and Child Health Care Administration" by Ms. Manita, public health nurse, Machida City Visit; Health & Welfare center, Machida City
Sept. 9 Wed.	Lecture; "Occupational Health Service for Female Workers" by Dr. Mori of ESSO Petroleum Corporation Lecture; "Monetary Valuation of Unpaid Work" by Mr. Fukami, Economic Planning Agency
Sept. 10 Thurs.	Briefing; "Present Situation of Education in Japan" by Ms. Wakasa, principal of Daini Matsue Primary School Visit; Daini Matsue Primary School in Edogawa City, Tokyo
Sept. 11 Fri.	Lecture; "Women Entrepreneur in Japan" by Mr. Takahashi, People's Finance Corporation Lecture; "Women and Statistics" by Ms. Otake, associate professor of Gakugei University

Sept. 14 Mon.	Lecture; "Project Society" by Ms. Haraguchi (Global Link Management, Inc.) Lecture; "Gender Analysis" by Ms. Haraguchi
Sept. 16 Wed.	Project Cycle Management Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Sept. 17 Thurs.	Project Cycle Management Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Sept. 18 Fri.	Project Cycle Management Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Sept. 21 Mon.	Courtesy Call on Mr. Tani, Director General of Fukuoka Prefectural Labour Standards Office Courtesy Call on Ms. Shiraishi, Director of Fukuoka Prefectural Women's and Young Workers' Office Lecture; "Present Situation of Women in Fukuoka" by Ms. Shiraishi
Sept. 22 Tue.	Visit; Family Business (Industrial Artist of Local Textile) Mr. Moriyama Visit; Kurume Technical College Lecture; "Outline of Occupational Training in Fukuoka Prefecture" by Mr. Tsuru, Principal of Kurume Technical College
Sept. 23 Wed.	Visit; KitaKyushu Women Center "MOVE" Lecture; "Women's Administration in Kitakyushu" by Ms. Misumi, Managing Director of "MOVE" Visit; Kokura Castle
Sept. 24 Thurs.	Visit; Job Placement Center "Fukuoka Ladies Hello Work" Lecture; "Job Placement and Skill Acquisition" by Mr. Yamauchi, Fukuoka Prefectural Government Courtesy Call on Mr. Naito, Director of Agricultural Policy Department, Fukuoka Prefectural Government Lecture; "Activities for Home-Life Improvement in Farming Area", "Japan Agricultural Cooperative", "Activities of Women's Department of JA" by Agricultural Technology Division, Fukuoka Prefectural Government and JA Visit; Fukuoka Tower
Sept. 25 Fri.	Visit to a local women's group in Haki Town Visit to a local farmer, Mr. Ishii's persimmon Visit to Direct Sale Shop
Sept. 28 Mon.	Action Report, Ms.Tendo (Instructor)
Sept. 29 Tue.	Action Report, Ms.Tendo (Instructor)
Sept. 30 Wed.	Project Cycle Management, Evaluation Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Oct. 1 Thurs.	Project Cycle Management, Evaluation Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Oct. 2 Fri.	Project Cycle Management, Evaluation Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Oct. 5 Mon.	Project Cycle Management, Evaluation Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Oct. 6 Tue.	Project Cycle Management, Evaluation Ms. Haraguchi and Ms. Nakamura (Global Link Management, Inc.)
Oct. 7 Wed.	Action Report, Ms.Tendo (Instructor) Concluding Discussions
Oct. 8 Thurs.	Preparation for leaving
Oct. 9 Fri.	Evaluation Session Closing Ceremony









