

Women's Participation in Angola's Reconstruction and in Its Political Institutions and Processes

Volume II: Annexes

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Women's Participation in Angola's Reconstruction and in Its Political Institutions and Processes

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ANNEX 1

PRELIMINARY REPORT SUBMITTED TO USAID/ANGOLA ON

APRIL 29, 1997

CRITICAL ACTIONS STEPS FOR STRATEGIC OBJECTIVE #1¹

1. GENDER ISSUES IN DEMOBILIZATION

One of the most pressing issues with direct relevance to the sustainability of the peace process is the need to increase the capacity of the central United Nations-supported planning structures (UCAH, SECOR/IRSEM) and the United States-supported NGO initiatives to address a wide range of gender issues being created by the rapid demobilization of soldiers.

The need for more effective leadership on women's issues associated with donor and government programs to organize demobilization and reintegration is urgent for two reasons: 1) rapid demobilization is already taking place; 2) the institutional structure for demobilization and reintegration is being re-designed as part of the transition of UCAH's activities into a new SECOR/UNDP-MINARS/IRSEM joint initiative. Any delay in leadership on this topic is likely to result in the design of government-donor reintegration programs that fail to consider women.

There are four priority areas where women's needs must be addressed:

- 1) the addition of new or revision of existing information, counseling and referral services on reintegration opportunities (psycho-social support, employment or self-employment, access to rights and benefits);
- 2) the design of appropriate (simple Portuguese with illustrations) written educational materials (pamphlets, etc.) related to the re-integration effort including families' rights and benefits;
- 3) the recruitment of men as well as women employees for different levels of the newly forming SECOR/IRSEM administration, including QIP coordinators, provincial coordinators, social promoters and the newly approved but not yet staffed position of community level "social promoters."
- 4) organization of provincial and Luanda-based gender training workshops to increase the gender sensitivity of: (a) the male and female staff of SECOR and UCAH and (b) the NGO and government representatives serving on the provincial-level coordinating bodies and technical committees for demobilization and reintegration that are currently being put under SECOR, UCAH and UNHCR leadership.

USAID To Do:

USAID should finance the hiring of a short-term (3-6 months) gender expert for UCAH/SECOR. That individual will be tasked with:

- a. Organizing and convening the first meeting of the Task Force on Women's Issues that was constituted (at the request of the U.S. Ambassador) by the UCAH Technical Committee on Demobilization and Reintegration. The output of that first meeting should be a Phase One

¹ This document was left with USAID in Luanda on April 29, 1997.

Gender Action Plan to address some of the most pressing gender issues in demobilization (Target Date: as quickly as possible);

A sample agenda for the first Task Force Meeting and Gender Action Plan might include:

- UCAH Civic Education: Analyze the current civic education model to determine how it might prepare women living in the quartering areas better for the psycho-social and economic realities they are likely to encounter during reintegration (0-4 months);
 - SECOR/IRSEM Counseling, Referral, and Information Services: Help SECOR formulate appropriate plans for counseling, information, and referral services to anticipate the needs of women who have lived in the quartering sites once they have left those areas;
 - SECOR/IRSEM Recruitment and Employment Structure: Make recommendations for how SECOR can increase the effectiveness of its reintegration services by increasing the number of women in key community, provincial and national level positions;
 - Gender Training: Identify priority needs for participatory gender sensitivity training which could be carried out by 1 or 2 Luanda-based consultants (with active input from UCAH and SECOR staff on pre-planning).²
- b. Collaborating with UCAH and SECOR/IRSEM to conduct baseline research (in the quartering areas and at least three provinces slated to receive large numbers of demobilized soldiers and their families) for the formulation of a more tightly focused Phase Two Gender Action Plan (Target Date: within three months).

2. DISABLED WOMEN

A second URGENT priority concern that calls for immediate direct action is the rapidly expanding problem of disabled women and their children. Since many of the leaders in organizations providing prostheses are already quite gender sensitive and concerned with the low levels of female participation in their programs (estimated at 10 percent for the country as a whole (Dicrich 1997: x) and 17 percent for the USAID funded ICRC), there is a need to try a different approach to increase the numbers of women receiving this assistance. We have noted the significant fact that there is virtually no institutional mechanism for communicating or lobbying for the special needs of disabled women. We believe that this is an area where a small input of U.S. support could significantly increase the number of women getting access to prostheses.

² Our initial recommendation for this work would be to contact Ms. Emilia Fernandes or Ms. Henda D. Pinto de Andrade from Development Workshop and the Gender and Development Workshop. These two consultants organized the first Secretary of State for Development and the Promotion of Women provincial level workshops (in 7 provinces) in 1995 and 1996. For additional information, contact Ms. Branca Neto do Espirito Santo who was is a Luanda based member of the WIDTECH team (AAD, Angolan Action for Development).

USAID To Do:

Write a letter to ICRC and Veterans International that asks them to collaborate in providing national leadership on the issue of disabled women and that requests their leadership on the following items:

- (i) Insuring that at least one paragraph on gender issues be added to the two page Memorandum of Understanding currently under discussion by the National Coordinating Board for Orthopedics (Grupo de coordonacao dos programes ortpedicos, GCPO);
- (ii) Mandating that their staff increase service to women so that women receive at least 50 percent of the prostheses;
- (iii) Requiring that their staff improve their distribution of information to women by:
 - publicizing their programs through the pre-existing network of women's church groups in areas where they intervene (Huambo, Bie, Luanda, Moxico, Lunda Norte, Lunda Sul).
 - hiring disabled women with some secondary school education to assist with the design of more effective information campaigns to target disabled women;
 - collaborating with local NGOs in the six provinces where they intervene to facilitate (through pre-existing line budgets for training and community outreach) the development of disabled women's groups;
 - developing a list of gender guidelines for their organization to be presented as part of their participation in a forthcoming a new "Gender Guidelines Workshop" that USAID is attempting to organize within the next three months,
 - organizing gender sensitivity training for their male and female staff;³ and
 - studying the "best practices" of some of the other USAID projects in the Huambo area (e.g., CCF, SCF/UK, and CREA) where the WIDTECH team found particularly effective models for distributing information to women; and
- (iv) Providing USAID with periodic updates of their progress of these issues.

3. GENDER GUIDELINES WORKSHOP

To insure that USAID-supported NGOs have the types of gender training, checklists/guidelines, and background information that they need to incorporate women more effectively in the NGO decentralization efforts and USAID-supported project revisions and new project designs that are currently under way, USAID should sponsor a Gender Guidelines Workshop.

THIS NEED IS ESPECIALLY URGENT IN THE AGRICULTURAL EXTENSION AND RESEARCH PROJECTS THAT ARE STILL IN THE NEEDS ASSESSMENT AND DESIGN PHASE. Failure to incorporate gender properly at this VITAL TIME OF TRANSITION could reduce

³ The WIDTECH team has identified a partially disabled women, Emilia Fernandes, who is a skilled gender sensitivity trainer who is currently ending a contract with Development Workshop.

the long-term sustainability of USAID investment in these initiatives. The same failure to consider gender could also have a negative impact on women's circumstances by: (i) establishing a pattern of marginalizing women or limiting their access to certain categories of paid employment or unpaid (food for work) employment; or (ii) developing crop research or extension programs that later prove irrelevant or inappropriate for their needs.

Consequently, another issue for immediate action is that USAID organize (or provide for the organization of) a Gender Guidelines Workshop as a means of influencing many key players who are in the process of designing or re-designing USAID programs. The concept of gender "checklists" or "operational directives" has been used by many organizations (e.g. AusAID, the World Bank, and U.N. agencies) to ensure that women's needs are considered within their work. Experience has shown that: "the more specific checklists are to the particular areas of work, the more effective they are for ensuring needs are met" (SMEC 1996: i). While PVO representatives with whom we met, such as the World Food Program, are aware of international guidelines and action plans for the areas where they intervene, the guidelines were generally not widely circulated and/or not adapted to the Angolan context.

The output of the proposed 5-day "Gender Guidelines Workshop" should be a series of checklists/gender guidelines specifically tailored for USAID-funded projects in Angola for the 5 priority SO#1 areas:

- humanitarian assistance (emergency food, basic health, and seeds and tools distributions);
- infrastructure rehabilitation and maintenance (including water, sanitation, health, and educational infrastructure and food for work);
- agricultural research and extension;
- military demobilization and reintegration; and
- vulnerable groups (amputees and traumatized children).

Each set of sector gender guidelines would include specific recommendations for how women's issues can best be addressed at each stage of project planning, design, implementation, monitoring and evaluation with special attention being focused on the elaboration of creative strategies for: increasing employment and information exchange as well as for promoting more effective mechanisms for leadership training and group organization (through improved/reinforced collaboration with the other USAID funded D&G programs) for the targeted client groups.

A more specific outline suggesting mechanisms for recruiting a team of national consultants to organize the workshop in collaboration with an inter-PVO planning team AND for collaborating with the SO #2 Democracy and Governance PVOs is described in Annex 4.

USAID To Do:

- Ask World Learning to contract with a national consultant to organize a "Gender Guidelines Seminar" the output of which would be a set of gender guidelines for each sector in which USAID intervenes and a gender training plan for each of the USAID-funded PVOs.
- Ask WIDTECH to help the national consultant with technical advice and background documentation.

4. GENDER ISSUES IN AGRICULTURAL EXTENSION AND RESEARCH

There is a critical need to increase female participation at all levels of the existing and projected group of Agricultural Extension and Research Programs. The opportunities are especially noteworthy because many of these programs are just now being started. Missing this window of opportunity and failing to address this issue within the coming months could cause the development of skewed employment patterns that will limit women's participation, and thereby reduce the short term agricultural results achieved and long term sustainability of these programs.

USAID To Do:

1. Invite the Director of each of the NGOs executing or planning to execute a large agricultural extension effort to participate in a roundtable discussion on how they can increase female employment and participation at all levels of their programs. The letter of invitation should recommend that they prepare for the Roundtable by discussing some of the WIDTECH recommendations with their provincial level staff. More particularly, they should discuss:
 - the necessary academic and non-academic profile for different levels of agricultural extension and research; and
 - some of the WIDTECH team's more specific recommendations, such as:
 - awarding short-term 3-4 month research contracts (to identify and screen talented women who do not have the usual pre-requisites for formal academic training for agricultural extension, technician, and administrative posts);
 - additional means of publicizing agricultural employment opportunities, e.g. through churches and schools as well as public presentations by role models;
 - mandating that 50 percent of leader farmers and Seeds for Freedom test farmers be women; and
 - mandating that 40-50 percent of new extension positions be set aside for women.

2. This same letter should request that:
 - all of the PVOs collaborate on the production of a set of gender guidelines as part of the forthcoming USAID-sponsored Gender Guidelines Seminar;
 - that all funded PVOs organize gender sensitivity training for each male and female member of its extension and research staff that would be funded through their existing line budget for training;
 - that each PVO organize special training and creative teaching methods (such as theater) to sensitize local leaders (both governmental and traditional *sobas*) about why it is important that women participate in agricultural extension and research programs; and
 - that each quarterly and annual report to USAID provide an analysis of their progress on these issues.

3. Point out to USAID-funded PVOs that unless they improve their ability to attract and retain talented women agriculturalists, the PVOs will have missed a critical opportunity to increase the total productivity and diversity of the cropping systems in the areas where they intervene. The PVOs would be more likely to enjoy the talent, perspective and long-term employment commitment of women if they offered attractive employment packages that include the opportunity to pursue extension courses (through UNISA and the University of Pretoria), regional workshops

offered by the International Agricultural Centers, and English language training — as well as membership in relevant regional and national professional associations.

5. MODIFICATION OF USAID COLLABORATION, PROPOSAL AND REPORTING GUIDELINES

One output of the proposed Gender Guidelines Workshop would be a basis for USAID to modify its monitoring and evaluation procedures to track increased participation with the Ministry of Woman, proposal writing and reporting procedures in ways that engage both USAID and the USAID-supported NGOs in a creative process of gender planning and monitoring. Sample forms which could provide guidelines for this are listed in the Annex.

USAID to Do:

1. Modify reporting guidelines to include specific benchmarks on gender initiatives.
2. Insist that any RFP for any USAID initiative give priority to those projects that set clear guidelines for hiring and promoting women. Reinforce this by weighting the proposed Gender Action plan in any review.

6. DEVELOP A SIMPLE QUARTERLY NEWSLETTER TO SHARE "BEST PRACTICES" AMONG USAID-FUNDED PVO'S

One serious “missed opportunity” for improving USAID’s project performance and the participation of women is that most of the USAID-funded PVOs and NGOs have been too busy with their own time-sensitive and difficult programs to share "best practices". In the meantime, however, there are some excellent practices that have had positive impacts on women in Angola. With a little leadership and coordination, USAID could ensure that some of the lessons be replicated to improve performance of others in Angola.

USAID to Do:

1. Have World Learning make a two-year grant to a national consultant associated with a national NGO to produce a newsletter on Gender issues in Development for USAID funded Projects. The goal of this project to encourage inter-provincial exchange of "best practices" on gender issues in development. The concept of using the newsletter to facilitate inter-PVO exchange on gender, as well as to foster better exchange between the Minister of Woman and PVOs should be discussed before World Learning makes any grants. We anticipate that this project might eventually evolve into a larger, more comprehensive newsletter that could be executed collaboratively with the Ministry of Woman.
2. Distribute this newsletter to all staff associated with USAID-funded projects (which is, in fact, quite a large community when one realizes the size of some of the larger NGOs) and their direct collaborators.
3. Require USAID-funded PVOs to have their staff produce at least two articles per month on any aspect of "best practice" in the regions where they intervene including:

- promising initiatives conceived by and being implemented by women in particular sectors (published under the employee's byline);
- promising initiatives being conceived by and implemented by women in other donors' programs or in NGOs in the provinces where they intervene;
- descriptions of relevant "best practices" of PVO projects in other countries; and
- promising low cost labor saving technologies for women.

7. LABOR SAVING TECHNOLOGY FOR WOMEN

The fact that women must spend a great deal of time on tasks such as fetching water and grinding meal means that they have less time for agricultural production, for raising their children and for educating themselves and participating in their community. Yet a recurrent theme in many of our interviews was that many labor-saving, but forgotten technologies were developed during the war. Others, such as the water-powered grain-grinding facility near Luvemba, are priority projects for communities that recognize the opportunity costs of women's time.

Another way in which a small USAID investment could have enormous pay-offs in terms of increasing women's willingness and ability to participate in reconstruction and reintegration projects, would be to help the Ministry of Women and NGOs (through the Angolan Gender Network) increase government and NGO understanding of labor saving technologies that exist in Angola and neighboring regions. More widespread dissemination of information on these technologies could provide a mechanism for helping women's groups to link with one another in the identification of low-cost, appropriate solutions to technical problems.

USAID To Do:

Have World Learning fund a national consultant associated a national NGO to collaborate with the Gender Network to develop a national resource guide on appropriate technology for women. The consultant would work with USAID-funded NGOs to identify and describe promising technologies. This guide should document both the technologies and how to gain could get access to information on these as well as information (through regional PVO, U.N., and USAID networks that World Learning). In addition, World Learning should encourage women in the media to identify such technologies and write articles about them. World Learning could then work with the various associations of women journalists to get those articles placed in newspapers, covered by radio programs, discussed in the UCAH Technical Committees and published in various newsletters.

CRITICAL ACTION STEPS FOR STRATEGIC OBJECTIVE #2

RECOMMENDATIONS FOR DEMOCRACY AND GOVERNANCE

28-Apr-97

Immediate Steps:

1. Meet with Joana Lina, Minister of Woman
2. Constitute a Woman's Advisory Committee that includes Branca Neto do Espirito Santo, Julia Ornelas, Clarisse Kaputo, a representative of the Ministry of Woman, Lizeth Pena from LIMA/Bailundo, Alzira Caldeira da Silva from OMA/Center for Battered Women, Victoria Jose dos Santos Agostinho from the United Methodist Church, and representatives from each other province of critical concern to USAID.
3. Brief the Ambassador on issues that require his attention and political persuasion (rather than USAID programming or funding):
 - women being represented on the constitutionally-required but not yet constituted High Council and Constitutional Court⁴;
 - women and their chances of election through the political parties;
 - women on the GOIPS and in the territorial administration (there are now no women serving as governors, vice-governors or administrators, so any vacancies should be filled with women);
 - women's representation on the National Council of Social Communication. Angolan law calls for a National Council of Social Communication which, before 1992, met regularly to receive and review complaints. Now, it barely functions. The members of the Council are prescribed by the law, which calls for representatives designate by political parties, Ministry of Information, someone from culture and someone from the judicial system. When the Council functioned, there were not any women on it, and there is every reason to expect that to be true as well if/when it is reconstituted.
 - women and police violence against them. That is currently women in Luanda's most urgent human rights issue.

⁴ BUT NOTE: The Swedish Ambassador has informed me that there may be some question about whether there are qualified women to serve on the Constitutional Court. In this case, it is important that women lawyers be involved in screening the candidates for the Constitutional Court to give their opinions on judicial temperament, attitude towards women's rights, etc.

General Program:

1. Support the Growth of Civil Society in Angola by Encouraging “Proto-NGOs” (Community-Based Initiatives or Community-Based Organizations and Interest Groups) arising from SO #1 Beneficiary Client Groups

For many Angolans, civic education and human rights and democratic participation will not mean anything until they have learned the value and effectiveness of working together. Before substantive democratic programming will have meaning for many women in Angola, they need to be prepared to receive, appreciate and use that information.

Mapping onto the interest groups and networks developed through SO #1 programs is an efficient and effective way to broaden and deepen community-based cooperation. Such groups would include women in agriculture, women near the demobilization camps and disabled women. In each case, the beneficiaries of SO #1 assistance share an interest or need that would motivate them to work together and to seek the benefits of cooperation and organization. This approach will be more effective than starting cold with new focus groups or organizations because contacts have been made, relationships built and credibility established.

After cooperating and learning together about their most immediate and pressing issues, they would be an enabled and effective group or organization to serve as the basis for D&G training. An illustration of how this would work in Angola can be found in CCF’s programs for Traumatized Children. After working together on a critical issue that they shared, the trainees have started their own community projects.

USAID To Do:

1. Work with World Learning or PACT (or another organization) to identify 2 new people to promote, facilitate and build capacity in “proto-NGOs” of community-based initiatives and community-based organizations.
2. Organize a roundtable discussion with SO #1 PVOs to begin identifying those community-based initiatives and organizations that the PVOs recognize. Ask CREA (Aidan and Tendaye) and perhaps someone from FAS (who works at the community level) to facilitate that discussion.
3. Based on the identification of such community-based interest groups, have World Learning identify cases where collaboration with a representative from a mentor U.S. interest group would give Angolan’s an idea of the organization, activities and power of such groups, e.g. Nurses Association in U.S. to meet with IMC’s Traditional Birth Attendants, the Kennedy who lobbied for the Americans with Disabilities Act and has his own organization might recommend someone to work with disabled women, etc.
4. Tell the SO #1 PVOs to designate one person as the D&G liaison immediately (so that Fern and others have someone to facilitate the synergies between the SO objectives).⁵ Support World Learning’s efforts to strengthen ties with SO #1 PVOs to ensure cooperation and synergies.

⁵ This is important – they seem to be having trouble getting support from the SO #1 PVOs.

5. Have PACT work with CREA and FAS to train Angolan women who from all parts of the country, to be promoters of Community Based Organizations. They might also develop a training course for the SO #1 PVOs: ways to identify the community based initiatives, the kinds of assistance they need, knowing when they are “mature” enough for NGO training with P.A.C.T.⁶
6. Have World Learning (or Search for Common Ground?) work with CCF to develop a variation of its Team Training for its “War Trauma Teams” that would be used to address violence in the home. Since CCF has run its training in eight provinces, including Huambo and Malange, it already has credibility in the community and the course has already included how to stop violence among children.⁷

2. In the next phase, Link the Strengthened Base of SO #1 Community Organizations to Election Preparation for Women

Once the capacity-building and confidence-building of the proto-NGO or interest groups has enhanced their absorptive capacity, they will be ready for substantive D&G programming. Early programs that promoted community organization and leadership training can then be supplemented by more specialized demonstrations, extension or theater production aimed at increasing women's understanding of the electoral process, democracy and the issues.

This process will require coordination among three types of players: the SO #1 PVO that has been working with the interest groups, the new Interest Group Promoters, and the SO #2 democracy programs. The D&G NGOs would be responsible for working with provincial and local level authorities, and women (e.g. through NGOs, Sociedades da Senhoras . . .), to develop appropriate training materials in Portuguese and in local languages. This can be started now, before the groups are ready for to receive the courses or sessions.

USAID to Do:

1. Have NDI develop a strategy for how they will reach women in the places where women typically are, e.g. after church on Sundays or, possibly, in the markets.
2. Have NDI develop plan different methods of reaching women than newspapers and radio. Have them meet with the Mines Awareness people to investigate ways to use their medium to get out the messages of civic education (and human rights, access to the legal system, etc.) to women. (Carrie has indicated she already is aware of theater as a means of reaching people.) They should also meet with Kimberly and then talk with CCF and with vaccination campaign people.
3. Have NDI explain how its curriculum will be targeted at people who do not live in cities, have only basic levels of literacy, speak languages other than Portuguese and do not listen to the radio. Have them identify partners with whom to develop the materials for women.

3. In the meantime, have NDI and World Learning Strengthen & Build the Capacity of Existing NGOs and Associations by Working on Specific Projects with Them.

⁶ Consider whether this should connect with the SECOR Community Promoters who need similar training.

⁷ Participants so much appreciated the training that in Huambo and Malange there were no absences; and the trainees have go on to do community projects together.

There are NGOs and Associations, such as the Association of Women Lawyers, several associations of Women Journalists, the Association of Women Police Officers, OMA, LIMA . . . that have an interest in issues relating to democracy and governance but lack the capacity to implement their programs. If USAID's D&G organizations work to develop some programs with them, it would get some of the work done while strengthening the NGOs. This relates particularly to human rights and legal literacy training, and to developing the media. For example, although radio programs for civic education will fail to reach many women right now, they do reach men. Therefore while radio will not benefit very many women as listeners, NDI's work with the radio stations could benefit women by strengthening them as the reporters, producers and managers in a system of free and open media.

USAID to Do:

1. Have NDI focus its programs on preparing women to be informed voters in the next elections, and on reaching women who are otherwise outside of the information and education system, especially in rural areas and in the *musseques*. Have NDI use its focus groups to determine the kind of information women are lacking and to determine the best ways of reaching them over the course of the three years preceding elections.⁸ Make sure that focus groups will listen to women who speak national languages as well as Portuguese.
2. Have NDI use its intra-Angola study tours for one mission to bring women journalists together, and for another to bring lawyers and those interested in human rights together outside of Luanda. As was illustrated by the experiences of Julia and Branca when traveling for this project, once women see other parts of the country and colleagues again, it begins to break down the barriers and re-opens linkages and networks among them.
3. Have World Learning (and/or NDI) build a complete list of members of women journalist in Angola, including place of work, employment affiliation (television, radio, newspaper name), languages person speaks/understands and contact information. They (and Search for Common Ground and Voice of America) should then ensure that there are LOTS of women attending any and every media-training course or exchange program.⁹
4. Have P.A.C.T. deliver some kind of training workshop for the women of Bailundo — PLEASE!! This is a very good opportunity. We have started good relationships with women of LIMA, ADEMA and the Centro de Fundacao Basico. These are good women, they are normally outside of the information flows, and they are capable and eager partners. One idea for such a workshop would be to focus on how organizations can access money from the private sector — they cannot rely on government sources alone, be they U.S., Angolan or other. Angola suffers now from the legacies of both war and socialism. It is important that Angolan NGOs and associations learn how to gain the support and collaboration of the private sector.

⁸ Focus groups are a tool that can be used for different purposes. In the case of Angola, they should focus more on informing NDI's program design than on being a mechanism for the U.S. to inform local and national officials (as is suggested in NDI's project proposal). NDI's proposal says it will hear the views of diverse sections of the country's population, including those from rural and undeveloped areas who are rarely given a voice. This is good, but must mean talking to women in isolated villages, in the *musseques*⁸ and near demobilization camps. To gain access to these populations in an efficient and effective way, NDI should speak with people who are already in the SO #1 network.

⁹ And if Fern thinks that the several women's organizations relating to journalism are working at cross-purposes, then she (and Julie?) should design a project to bring them together!

5. Have PACT work with OMA's Centro para Atendimento a Mulheres to establish a organization that is independent (from OMA). This Center for battered women needs some capacity-building assistance. They have existed since 1986 and have done good work, but their reach is limited. They need to learn to be independent of OMA, to gain private support, and to inform more women about the help they can provide. They also have the potential to build and/or strengthen similar centers elsewhere in Angola.
6. Have World Learning work with the Centro para Atendimento a Mulheres to design and implement a provincial campaign about women's rights in cases of domestic violence. Bring in someone from a Crisis Center in U.S. to work with them for a week.
7. Have World Learning work with the Association of Women Lawyers to see if they want a grant to develop a White Paper on the Judiciary, and a plan of action analyzing (1) women's representation on the "new" Constitutional Court and on other courts and (2) how women might have an official advisory role in the selection of judges. It might be helpful for World Learning to bring in someone from the U.S. to talk about women's input to the judicial nomination process (e.g. the Bork nomination), and advise on establishing a lawyers' consultation process re nomination and selection of judges.
9. Have World Learning work with the Association of Women Police Officers to determine their interest in developing a trainers' corps within the Police System. The women would help organize it, but the corps would include men. This corps of police experts might organize seminars, spreading understanding and capacity within the system but around the country. Since their level of pay is such a problem, some supplementary payments for participation might be a welcome source of money and self-esteem for a special cadre. Participation would be based on some sort of competition, e.g. an application form or written essay. In this case, too, it would be helpful to sponsor an exchange with an American male police officer who has been active in responding to women's complaints of domestic violence.¹⁰
10. Have World Learning explore whether the Association of Women Police Officers is ready for, or wants, capacity-building. World Learning might identify and foster exchanges with similar organizations in other countries.

4. Focus Some Resources some Portion of D&G Funding to Reach and Strengthen Political Participation by the nearly One-third of Angolan Women who now live in the *Musseques* of Luanda

Since none of USAID's Strategic Objective #1 projects are being implemented in the *musseques*, there is no project-based network or groups upon which to map a democracy and governance program. But since nearly one-third of the Angolan population now lives in Luanda, of which a significant portion are in the *musseques* and at least 50 percent are women,

¹⁰ Note: while comments about the Lusaka Protocol are generally moot, the Protocol does refer to Police and training. Insofar as any of those programs is still in process (and we were not able to address this issue), there may be opportunities to address the violence issue within them. See the attached Draft Analysis of the Lusaka Protocol.

this population should not be ignored. These women could constitute a significant portion of the electorate. If, however, no concerted effort is made, they will either not vote at all, or will vote by instruction rather than information.

USAID to Do:

1. I realize that you have said you do not have the means to address this. In that case, you might mention this issue to other donors . . . in Angola, in the hopes that someone will have the capacity to focus on this geographic, economic and political constituency. (Note: I have talked to the Swedish Ambassador about it.)
2. If it helps with their human rights mandate, have World Learning develop ties with the churches in the *musseques* (and elsewhere) and their *Sociedades da Senhoras*. Give them grants to help them develop human rights programs. Focus the program on the human rights issues that are CRITICAL to them: protection by the police, and the right not to be shaken down or beaten by the police! General human rights training might not be so interesting to them, but if it focused on issues that are critical to them, e.g. protection by the police and the right not to be shaken down or beaten by the police, there would likely be a great deal of interest.

5. Focus D&G Programming on Strengthening Women within the Political Parties so that They May Win Places in the National Assembly in the Next Elections

The next elections in Angola will be absolutely critical — not only for the term that the newly elected representatives will serve initially, but because of the power of incumbency and because people will become every stronger politicians from on-the-job learning. If women are to be a real force in Angolan politics, and thereby participate fully in decision-making (about setting priorities and using the nation’s resources), they must do well in the next elections.

But, unless some action is taken to strengthen women within the political parties, it is likely that they will barely maintain, and possibly lose, their proportion of seats in the National Assembly. Failure to address this issue is likely to continue pattern of small numbers of women having either the connections or skills to run for office. The longer this pattern persists, the tougher it will be to reverse.¹¹

USAID to Do:

1. Tell IRI to orchestrate a concerted effort to build women’s political capacity at the local level by
 - organizing some “training of trainers” for women who would like to train women around the country to participate more effectively in political parties.
 - working with women’s groups to develop the curriculum, to identify women who would like the capacity-building and to implement the program.

¹¹ If IRI insists on defining its target group as those who are currently *within* the National Assembly, then it will build capacity of very few women. As long as capacity-building does not reach women as much as it reaches men, men will become ever stronger and politically adept as politicians while women can hardly compete. The next round of elections will be CRITICAL, and it is VERY important to ensure that women have a full and broad opportunities to be elected. This means getting them INTO the political parties as active members, helping them build their own constituencies and ensuring that they have a chance to be on the top ranks of the parties’ lists.

- making sure to offer training for members of the political parties outside of Luanda & be sure there are women. (Can quotas be used here, e.g. attendance requirements?)
2. Have World Learning give a grant to the Association of Women Lawyers to bring over someone from the League of Women Voters or Emily's List to share experience with them, and to build a training session about women as candidates and activists that AAMJ would teach in 3-4 locations of Angola (Julia Ornelas is very interested in this). OR, note that NDI has proposed international study tours. It would be helpful to the women of Angola to have a study tour to meet with women of Uganda or Botswana (though there are language issues) or Mozambique. They should look at women's representation in Parliaments, legal literacy campaigns and women's advocacy. A good partner organization would be WiLDaf (Women, Law and Development Africa) based in Zimbabwe.
 3. Have IRI talk to the Ministry of Woman about co-sponsoring a one-day conference about Women in Political Parties and Parliament. Recommend that the discussion include consideration of (1) How some countries, e.g. Zimbabwe and Uganda, have set aside seats in Parliament for women (e.g. Zimbabwe and Uganda) and (2) How some political parties, e.g. some in Sweden have internal policies regarding numbers of women on their lists. Have IRI (or World Learning?) sponsor guest speakers from those systems.
 4. Advise IRI not to : formulate invitations to training only for people within Parliament. It limits the pool and excludes women; allow the head of a party to decide who attends workshops and seminars without putting some real pressure on him (and "her" for Ana P.); hold more than 50 percent of its training in Luanda; or leave curriculum content to the discretion or interest of each visiting lecturer (Instead, require that each guest speaker focus on why political parties WANT women in their ranks, etc. IRI should brief the guest lecturers on women's role (or lack thereof) in the political system, and provide some guidelines about issues that should be addressed in their training.)
 5. Have NDI focus its study missions program on Intra-Angola missions. They would be a valuable method of ensuring that people in Luanda become familiar with their own country again. This is MORE important than international study tours. Also, be sure that all study missions have an equal share of men and women. If care is not taken, the proposed Intra-Angola Missions of existing officials and *sobas* will be at least 90 percent men. There MUST be women's representation in each and every one of these missions, both to give women the opportunity to establish linkages and to ensure that women's issues and perspectives are included in discussions.
 6. If NDI is going to train local officials, beware that there may not be a women in the room! Require that NDI find a way to involve women as well, or to give some equivalent training to women so that they can be prepared/qualified to be appointed to those positions as some begin to open up and as the government begins to feel the pressure to put women in them.

IRI/International Republican Institute:

Make sure that IRI doesn't

- Do all of its training with people who are currently sitting in Parliament.
- Settle for token representation of a couple of women in any group.
- Keep most of its programming in Luanda.
- Focus its programming in Parliament rather than on the political parties (and women within them).
- Leave inclusion of women's issues to the discretion of its guest lecturers.

NDI/National Democratic Institute:

Make sure that NDI doesn't

- Rely too much on the radio for civic education. Since it was understood that most women do not watch television or read newspapers, radio seemed the best method. NDI's proposal says that radio "reaches" 80 percent of the population. This is distorted misleading because technically it reaches the locations and language groups that encompass 80 percent of the population, but in reality women are not listening to it. Apart from the issues of owning a radio and paying for batteries, as a matter of culture, women simply do not listen to the radio.
- Allow the election preparations to settle for goals that are "head-counting." It is not enough for women to go to the polls: they need to vote in an informed way — knowing which candidates will really represent their interests and priorities.
- Expect the average women who is working night and day to survive . . . to care much about some glorious concepts like democracy and human rights. But they are eager for education. Start talking to women about what they DO care about — healthcare, education, water . . . — and then show them how organizing, setting an agenda and speaking with one voice to the government is a way to affect policy and access resources.
- Start from scratch in a community. Find U.S. or other countries' PVOs or NGOs that are already working in a community, especially if they work with women. Then try to develop civic education or training with that group as a pilot for other places. (e.g. OIKOS project with women 17 kilometers outside of Huambo, *sociedade da senhoras* in Luvemba.)

P.A.C.T.

P.A.C.T.'s program is quite good, but it will reach only a limited range of people and organizations. This is good deepening of capacity-building, but does not help to broaden civil society. There is a need to identify ways to open the process in some part to others. If P.A.C.T. cannot do it, someone else SHOULD work with fledgling groups, community based initiatives and community based organizations.

Make sure that PACT doesn't:

- Leave attendance at training to chance. They should make sure that there are LOTS of women involved.
- Focus only on those women's groups that have reached the level of being NGOs.
- Hold all training seminars in Luanda.

Search for Common Ground:

Videos imply television — which many Angolans do not now have. If the video is to reach people now, then Search for Common Ground needs to come up with a plan to ensure that people who do not have televisions will see their reconciliation video. One idea would be a program like one that Ashoka Innovators for the Public (based in Rosslyn, VA) supported in the favelas of Sao Paulo in Brazilian. That project took a big screen television (with its own generator) to different parts of the city. People would come out of their homes and watch together. This was a way of broadcasting news to them, and of encouraging discussion. In phase II, they started videotaping news within the favelas, and showing the clips to other parts of the favela — which was the first time people had information about what others were doing.

Voice of America:

VOA's programs reach only a limited spectrum of the Angolan population. What they can do, however, is demonstrate principles of freedom of the media and cover issues that the United States recognizes as important in a democratic, pluralistic society.

In terms of freedom of the press, Lubango radio 2000 had an agreement with VOA that every day in the afternoon the station would transmit VOA's program "Open Line, Direct Line." But just this past week (at the end of April 1997) the government, with the agreement of the Governor of Lubango, prohibited broadcast of the program. The press is not free to cover the topics it wishes. This is not the only example of limited press coverage: When there was the public strike, the official press said nothing; only LAC gave news and interviews. One issue of importance to women, police violence against women (and children), is rarely covered in the press. While this is obviously very political, Angolans should be able to get news about such an issue.

In terms of content, USAID might recommend that VOA include in its programming a certain number of programs featuring women's initiatives.¹² Orchestrate meetings with representatives from Association of Women Lawyers, Association of Women Police Officers, Assomil, LIMA, ADEMA, United Methodist Church women, Center for Abandoned Children (girls who have been prostitutes), OMA's Women's Advisory Center . . . Have those women form an advisory board to recommend subjects.

World Learning:

Make sure that World Learning doesn't

- Jump right into human rights teaching without preparing people to think about it.
- Depend on Luanda, elite women to lead the way outside of Luanda. It IS important to get them out of Luanda and build their bridges with others. BUT there are lots of good women outside of Luanda who should be your key to the areas and populations they know. Find

¹² USAID: Do you really have any control over this, or is US AID a conduit for VOA funding?

and work with the local Delegate for the Ministry of Woman, LIMA/ADEMA, Sociedades da Senhoras.

- Hold conferences/workshops in Luanda unless they have to!

Casals and Associations, Inc.

According to Julia, there will not be a new drafting of a new Constitution. There will only be some amendments, occasionally, through the legal mechanism of the National Assembly. UNITA had suggested that Joint Commission review and revise the Constitution, but the government rejected that proposal, because there is a legitimate government to make any such decisions. The only compromise was regarding the status of Mr. Savimbi. Otherwise, UNITA has submitted some suggestions for changes to the Joint Commission, but they relate only to issues such as the flag, the symbol . . . and they still must be decided by the National Assembly itself. Our team does not see the need for U.S. consultation on this issue (with regard to women or anything else!)

ANNEX 2

SUMMARY REVIEW OF STUDIES RELATING TO WOMEN IN ANGOLA

SUMMARY REVIEW OF DATA SOURCES ON WOMEN IN ANGOLA

This study has drawn upon a number of studies done in late 1996. Each study has focused either on different populations of women or on women within different contexts. The shift from emergency food aid to reconstruction and development has focused more attention on women's roles within Angolan social, economic and political spheres. In December 1996, the Women's Commission for Refugee Women and Children identified a number of issues that need to be addressed in the resettlement and rehabilitation processes (Diaz 1997). During the same time period, from November 20 to December 6, 1996, the World Food Program (WFP) organized a special mission to help WFP implement Beijing recommendations for food aid (Tall 1996; WFP 1996).

Another recent analysis (that is still being revised) focuses on the gender issues to be considered in the design of the World Bank's social assistance programs (Declich 1997). From September 16 to October 4, 1996 the World Bank sponsored a two-person team to collect, analyze, consolidate and evaluate data on the three populations of greatest interest to the Angola Emergency Social Recovery Program (ERSP): IDPs, refugees who might repatriate, and demobilized UNITA soldiers and their families living in Quarters Sites (Hansen 1996; Declich 1996). Declich's (1997) critique of existing data on gender issues in resettlement is especially important for USAID.

UCAH (the U.N.'s Humanitarian Assistance Coordination Unit) has conducted a great deal of basic research in connection with quartering UNITA soldiers and preparing them for rapid demobilization (see UCAH 1995a, b, c, d, e; 1997a,b). Yet until the creation of a half-time position for a gender specialist in early 1997, gender issues were subsumed under the broader rubric of "vulnerable groups" that includes children, elderly, disabled, and single-women heads of families (see UCAH 1995f). For example, UCAH's October 1995 study of vulnerable groups includes some qualitative information on women (UCAH 1995f).

To date the majority of information about Angolan women has been gathered in the course of their registration in the quartering areas. In connection with her report for the World Bank, Declich conducted a three day survey of two quartering areas. That survey seems to have been the basis for a sample survey of women that UCAH conducted in March-April 1997.

IOM's data collection has included survey research in IDP camps on both men and women. The output of this data has been a series of useful maps that predict the areas to which IDPs, refugees, and demobilized soldiers will be returning (IOM 1996). WFP is another major source of demographic data, most of which was assembled in order to calculate food needs.

There is a group of gender literature that focuses on the huge economic and social dislocations of the war. A key concern of this research, much of which was conducted by the Angolan Institute for Statistics (INE), was to gather basic data on refugees and displaced persons to improve project planning (MINARS 1993; UCAH 1995; INE 1996). For a comprehensive review of current policies and programs, there is a very recent report by Cohen dos Santos (1997) entitled, Q Perfil da Mulher Angolana no Desenvolvimento.

The most ambitious data collection efforts aimed at providing Angola with reliable statistics have been undertaken by INE (Angola's National Statistical Office) and UNICEF. Data was gathered through a massive MICS (Inquérito de Indicadores Múltiplos — Demografia, Saude,

Edução, Saneamento e Nutrição or The Survey on Multiple Indicators — Demography, Health, Education and Nutrition) based on a sample of approximately 4,000 households and on a study of Poverty based on a sample of approximately 6,000 households (see UNICEF 1997 and Declich 1997: 7). More specific information on IDP camps has been gathered for seven provinces (Kuando Kubango, Huila, Benguela, Kwanza Sul, Gengo, Moxico, Luanda Sul).

A series of FAO reports prepared as background documents for a national review provide a good overview of cropping systems with anecdotal information on gender issues (see Martins 1996; Gomes 1996; Castame and Pinta 1996; da Silva and Silva 1996; da Silva Simoes de Almeida and Antonio de Castro Aguiar 1996; Mateus and Santos 1996).

Other sources of province-specific information are being developed (but not widely disseminated) by the PVOs (see for example McCaston 1996; Tulumba, Van-Dunen, Tromblay, Greshon, Finan, Cederstrom, and Solberg 1994). One of the few quantitative studies on household structure and economic well-being is a series of household surveys conducted in Luanda in 1990 prior to the resumption of hostilities (Aguilar 1992; Hunt 1991; Bender and Hunt 1991 a,b,c,d; Devreux and Hunt 1991).

In preparation for the Beijing Conference, the Office of the Secretary for the Promotion of Women in Angola documented the situation of women in Angola. While those documents are useful, it should be noted that they for the most part analyze gender issues only in geographic areas held then by government forces.

ANNEX 3

**SAMPLE TABLE FOR PVO SELF-EVALUATION
OF HIRING PRACTICES**

ANNEX 4

**DRAFT PLAN AND AGENDA FOR FIVE-DAY WORKSHOP TO INCREASE
WOMEN'S PARTICIPATION IN USAID PROGRAMS IN ANGOLA**

DRAFT PLAN AND AGENDA FOR FIVE-DAY WORKSHOP TO INCREASE WOMEN'S PARTICIPATION IN USAID PROGRAMS IN ANGOLA

A. Goal: USAID proposes to organize a five day gender guidelines workshop to increase the capacity of project and mission staff associated with the program to identify and address gender issues.

B. Objectives:

- To formulate a series of gender guidelines for needs assessment, design, implementation, monitoring and evaluation of projects in six priority areas where it intervenes:
 - humanitarian assistance (emergency food, basic health, and seeds and tools distributions);
 - infrastructure rehabilitation and maintenance (including water, sanitation, health, and educational infrastructure and food for work);
 - agricultural research and extension;
 - military demobilization and reintegration;
 - vulnerable groups (amputees, traumatized children);
 - democracy and governance issues.
- To formulate PVO specific Guidelines to:
 - increase women's employment and training at all levels of the PVO
 - improve the dissemination of information;
 - facilitate coordination between the national and provincial levels of PVO management and implementation to address gender issues; and
 - share "best practices" in USAID and non-USAID-funded initiatives.
- To expose USAID/Angola project and mission staff to the most current international guidelines and literature on the sectors where they intervene as well as relevant project experience in other areas of Africa and Angola.
- To familiarize USAID/Angola project and mission staff with gender issues in other sectors and opportunities for inter-sectoral and inter-project collaboration.

C. Audience: National and expatriate staff working on USAID-funded PVO initiatives in Angola.

D. Format: Participatory training model in which conference organizers facilitate participants access to the most current international guidelines and literature on the sectors where they intervene as well as relevant project experience.

E. Recommended Locale: Preferably out of Luanda.

Bailundo might be a logical choice given

- its proximity to Huambo (where many USAID-funded PVOs have offices and staffs),
- its small size and reasonably priced conference facilities.

Another option would be to explore the option of using some of the ADPP training facilities and catering services.

F. Staffing and Coordination

1. Conference Organizer:

USAID should work through the Gender and Development Network to identify a national consultant and national/international PVO who is capable of organizing the conference. The responsibilities of the conference organizer include:

- ☐ organize one preliminary meeting with USAID/Angola staff to discuss the general goals and format of the workshop and the nomination of three PVO Directors
- organize meetings with the Director of each of the USAID-funded PVOs proposed for participation to solicit their input into the organization, format and output of the conference as well as the identification of three additional consultants to organize the conference under the supervision of the Conference Organizer;
- ☐ based on these initial meetings, organize a Conference Steering Committee comprised of three senior PVO representatives and the three national consultants;
- ☐ identify, define the tasks for and supervise three national consultants with demonstrated expertise in:
 - (a) one of the three key areas (D&G, Training of Trainers, Economic Reconstruction and Rehabilitation), as well as
 - (b) long-time field experience in either former UNITA or former government held areas during the war and reconstruction periods.
- ☐ collaborate with the steering committees, PVO contacts, and short-term consultants on the preparation of information sheets about the conference;
- ☐ handle all financial matters (of reimbursement, etc.) associated with the conference;
- ☐ supervise revision of papers on cross-cutting lessons learned and gender guidelines for distribution to conference participants as well as other publicity network that USAID might deem appropriate;
- ☐ identify what if any outside technical assistance/advice might be needed.

2. Short-term Consultants

The anticipated period for short-term consultants should be three to four weeks, with the conference director having 4 weeks of "discretionary" hiring at the same payment level that could be used for additional tasks. Each consultant's contract should be written to include their having primary responsibility for:

- Formation of a Sector Background Package: working with Angolan PVOs, multilateral and bilateral agencies to access relevant gender guidelines and literature from their regional offices which will be included in a background notebook;
- Preparation, Presentation and Revision of two Cross-Cutting Presentations on "Lessons Learned": each consultant will be responsible for facilitating two working groups and assisting the designated rapporteur/s of each group with the preparation of their proposed list of guidelines;
- Facilitate PVO-specific Guidelines on Employment and Information Dissemination: each consultant will be assigned a group of PVOs with whom they should coordinate in the preparation of a short and medium-term action plan for improving hiring of and distribution of information (about project benefits and employment) to women.

G. Sample Agenda (PVO staff delegates for Days 1-5; PVO Directors during Days 4-5)

DAYS 1 & 2: CROSS-CUTTING LESSONS LEARNED (2 days):

Each of the 3 local consultants to be in charge of making 2 slide presentations (with 1-2 page handout of key points) (the conference organizer will make one) which might be co-authored with four conference participants who are considered to have relevant experience on that topic. The seventh presentation could be made by the conference organizer. Each consultant will be responsible for preparing

a revised handout that will incorporate new ideas and recommendations coming out of the discussion. It is anticipated that the conference organizer and trainer will have the necessary training and experience to help the two others develop well throughout presentations with good graphics/slide illustrations.

- A. USAID's Transition Program (overhead presentation to emphasize the political and administrative reasons why USAID's program is structured in the way it is)
- B. Reaching Women with Project Information and Information about Jobs (What have we been doing, is it working, how could we do it better)
- C. Hiring and Training Women Agents, Technicians and Supervisors (village leaders, teachers, PIC instructors) (What have we been doing, how could we do it better, examples of "best practice")
- D. Community Training Programs to Reach Women
- E. Creative teaching technologies to Reach Women (site visits, theater, posters, etc.)
- F. Building Women's Community Organizations (Where has this been tried in conjunction with economic rehabilitation and reintegration projects, how did it make a difference)
- G. Communicating and Networking to Promote Gender Issues: (What is being done, What needs to be done)

Table display of materials and sign-up sheets for information/registration (at meals and breaks):
 (lunch/dinner UCAH, SECOR/IRSEM, and UNHCR provincial level coordination
 National-level PVO coordinating boards
 Relevant regional and international training, workshop opportunities, and professional association
 Women in Development Network
 PVO Displays (pamphlets, general information)

DAY 3: SECTOR MEETINGS —PREPARATION OF GUIDELINES

- humanitarian assistance (emergency food, basic health, and seeds and tools distributions);
- infrastructure rehabilitation and maintenance (including water, sanitation, health, and educational infrastructure and food for work);
- agricultural research and extension;
- military demobilization and reintegration; and
- vulnerable groups (amputees, traumatized children).
- democracy and governance (in relation to SO1)

DAY 4: PRESENTATIONS and DISCUSSION OF KEY ISSUES AND SECTOR GUIDELINES

FINAL DINNER

DAY 5: DISCUSSION OF PVO DRAFT ACTION PLANS (PROGRAMMATIC, HIRING, TRAINING, INFORMATION, NETWORKING):

Roundtable discussion/presentations by PVO Directors

H. Anticipated Output:

1. Conference

- a) Training slides to illustrate short background papers on cross-cutting gender issues (lessons learned) to use in PVO training courses;
- b) A list of planning guidelines for all USAID sector projects including recommendations for how internal PVO and USAID monitoring and reporting procedures could be modified to track gender issues;

- c) New mechanisms to increase the visibility and exchange of PVO "best practices" through better inter-PVO networking and exchange of literature
- d) Reinforced capacity and training of four national consultants who can assist USAID and USAID-funded PVOs

2. Programmatic

- a) Increased PVO capacity to identify and respond to gender issues that affect the output and sustainability of their programs
- b) Increased chances that program designs will build on and reinforce the capacity of women clients
- c) Greater chances that programmatic investments will be sustainable beyond the USAID-funding period

I. Projected Budget Items

- ☐ Salaries:
 - Conference Organizer
 - Other National Consultants
- ☐ Meeting Room, lodging & Board for participants
- ☐ Transportation:
 - to Conference, & per diem, provided by their PVOs through line budgets for training to/from airport in a PVO vehicle on "loan" from the national PVO or a local USAID PVO
- ☐ 7 PVOs requested to supply portable computer to one of their members to use as "rapporteur" for one of the guideline sessions
- ☐ Supplies:
 - disposable cameras with flash (one per participant distributed in advance of the conference to illustrate PVO programs)
 - flip charts (10) and felt marker sets (10) and masking tape
 - overhead projector transparencies
 - capacity for onsite document production (preferably xerox)
 - For each participant: note pads, pens, 3 ring punch, large 3 ring notebook

ANNEX 5

**SAMPLE SURVEY FOR COLLECTING BASIC GENDER DATA TO
INFORM USAID PROJECT PLANNING**

ANNEX 5

SAMPLE SURVEY FOR COLLECTING BASIC GENDER DATA TO INFORM USAID PROJECT PLANNING

I. Surveyor's Introduction:

Explanation of why information on gender issues is important to ongoing and future activities in the village.

II. Identifying Relevant Community Organizations that Work or Communicate with Women

A. *Women's Political Organizations* (Fill in Table)

officers' names

approximate number of meetings and activities conducted during that time period

number of women who attended municipal and provincial level political group meetings since this time last year (indicate time marker)

B. *Women's Church groups, including choral groups* (Fill in Table)

officers' names

number of Members

approximate number of meetings and meeting agendas during the previous year

number of women in each church group who attended municipal and regional level religious meetings since this time last year (indicate time marker)

C. *Local Women's Membership in Organizations:*

individuals in the village who are aware of or belong to an organization for the disabled?

individuals who belong to other organizations that group together people in the village and/or on a regional level?

D. *Literacy:*

What have been the major sources of literacy training for women during the previous 25 years?

Are the teachers still in the village?

Are literacy courses still being offered?

III. Identifying indirect indicators of literate/educated contact persons to assist with information dissemination/needs assessment profiles

A. *Re Portuguese*

Crude estimate of the number of women in the focus group (and village at large) who can understand spoken Portuguese?

Those who can read and write Portuguese?

Number who have any formal education (in mission, government or UNITA schools)? Formal literacy training? Portuguese?

B. *Re Professional Training*

Crude estimate of the number of women in the focus group (and village at large) who have received some sort of formal training either through a standard educational program or during the war

Trained birth attendants (with formal and informal training?);

Trained female vaccinators;

Trained female nurses;

Trained female teachers

Others

C. *Re Business Experience* (before 1994 and today)

Crude estimate of the number of women who have developed different types of small businesses such as produce marketing, selling salt, oil or cigarettes (at home or in markets)?

Crude estimate of the number of women who are fisherwomen?

Women who have in the past or currently use small irrigation?

Women who hire laborers to help with their farming?

Women who are successful traders

IV. Other Activities (before 1994 and today)

Location and Ownership of the closest grinding mill

Location and supervisory structure of major wells that supply water to the village

Ranking of Crops by women in terms of their importance to the food and cash needs of themselves and their children

V. Crude Demographic Estimates

A. *Total Population*

Current Total Population	1997
Total Population (when hostilities Restarted)	1994
Total Population when hostilities ceased	1992
Total Population (Past) (estimate--from Catechistas/Soba/former	

Vaccination Personnel) 1975

B. *Current population living in the village who are expected to relocate eventually*

C. *Number of returnees to the village in the previous year*

- single males
- males with dependents
- women with dependents (no adult males)
- former soldiers (without dependents)
- former soldiers (with dependents)

D. *Crude estimate number of people/household units you expect to return to the village in the next five years*

- soldiers
- other Internally Displaced Persons

E. *Reprise: Total Population*

- Male (adult)
- Female (adult)
- Female (adult) crude estimate of the number of women living with no male informally or formally

ANNEX 6

**LIST OF INDIVIDUALS, GOVERNMENT INSTITUTIONS,
INTERNATIONAL ORGANIZATIONS, AND
ANGOLAN NGOS CONTACTED BY
WIDTECH TEAM**

**GOVERNMENT INSTITUTIONS, INTERNATIONAL ORGANIZATIONS,
ANGOLAN NGOS AND INDIVIDUALS CONTACTED BY
WIDTECH TEAM, MARCH-APRIL 1997**

WITHIN ANGOLA

In Luanda

AACA, Association for the Support of Abandoned Children

AAD, Branca Neto dos Santos

Acomil, Maria da Conceicao Saldanha & Cesinanda Xavier

ADPP, Agnetta Dahner, Rikke Viholm, P. Jenson

ADRA, Filomena Andrade; Roberto Victoria, Francisco Flores

Africare, Tim McRae; Pedro Siloka, Herbert Fisher, Andrea Masters; Raimundo Carvalho, Antonio Dias; Suzanne Matheos, Marcel Abies; Andre Sumeno, Luis Coxo; Pedro Chitucu

AIA/CAA, Gabriela Cohen

Angobefa, Miguelita Andre & Maria Fernanda

Angop, Carolina Fontes

AAMJ, Association of Women Lawyers, Julia Ornelas, Eduarda Borja, Idalinda Rodrigues, Margarida Jordao, Anaclata Pereira

Association of Women Journalists, Ilda Carreira, Clarisse Kaputo, Carolina Fortes
in Huambo, Maria Angelica

Association of Women Police Officers (AMPA), Maria Helena Santos
in Huambo: Matilde Pedro

Anibal, our faithful driver

Care International, MJ Conway and Jim Stearns; M. Osman, Guerra Freitas, Fernando Eduardo, Gabriela Lopes, Irene Maria Menezes, Helen Ngolo

CRS, Catholic Relief Services, Karin Greenblatt

Center for Atendimento Da Mulher, Helena Milagre, Concercao Pombal, Efigenia Lopes

CCF, Christian Children's Fund, Maggie Brown and Marcia Jovanovic, Amabel Fradique, Ana Maria Matilde Samuel, Fernando Alexandre Canzaji; Samuel Pindas; Carlinda Monteiro, Julia Antonio, Carla Queiros, Edward Green, Michael Wessells

CICA, Lourdes Diego Almida

Development Workshop, Henda D. Pinto de Andrade and Emilia Fernandes

Flor da Vida, Clarisse Caputo

FNLA, Amelia Florinda Antonio

FONGA, Joaquina de Sousa e Almeida

Handicap International, Sue Eitel

ICRC, Claude Amiet, Manuel Montandon

INE, Institute Nacional Estatistica, Julia Grave

INE, Institute Normal de Educacao, Luisa N'Gueve

International Foundation for Education and Self-Help, Momodou K. Mambouray

International Medical Corps, Huambo & Luanda, Mary Weir, Monica Onyango, Sofia Eylama, Gorgelia Sili, Rita Candumba

International Republican Institute, David J. Kramer and Lloyd O. Pierson

IRSEM, Antonio Francisco de Andrade

Dr. Almerindo Jaka Jamba, former Minister of Education, UNITA; Parliamentarian/GURN
 Edmund DeJarnette, Former U.S. Ambassador to Angola
LAC, Sara Fialto & Maria Luiza Franconi
Ministry of Education, Vice Minister Alexandra de Victoria Pereira
Ministry of Finance, Francisca Fortes
Ministry of Planning/FAS, Cesaltina Abreu & Victor Hugo Guilherme
Ministry of Territorial Administration, Joao Bastista Kussumua, Deputy/Vice Minister
Ministry of Assistance and Social Reinsertion, Vice-Minister Eufrazina Lopes Maiato, Maria da Luz
 Pirilo de Sa Magalhaes, & Filomena Maria dos Santos Correia Victor; Enoque Pedro & Azevedo Dias
 Timberio (Kuito)
Ministry of Women, Minister Joana Lina Baptista Cristiano and Vice-Minister Filomena Delgado
 Antonio Miranda M. Mujinga, interpreter
National Democratic Institute, Carrie Manning & Charles Stonecipher, Luis Vieiro, Carmen Lane, Andy
 Castonguay
OMA, Alzira Caldeira da Silva, Eulalia Rocha, Helena Pascual, Maria Rosa Filipe (Huambo)
PACT, Catherine Gibbons
PDA, Josefa Webba
Radio Nacional de Angola, Ana Maria Correia & Ilda Carreira
Save the Children/US: Brian Cavanagh
Save the Children/UK, Patricia McLaughlin, Roberto Denny, Maria Lucilia
Search for Common Ground, Julie Nenon, Leila Manji, Alberta Uimbo Gomes
SeCOR/IRSEM: Jose Salema, Ana Felgueiras, Glaucia Vaz Yoshiura
Swedish Embassy, Ambassador Lena Sundh Maria Lucilia Coelho
UCAH, Ramiro Lopes da Silva, Carlo Scaramella, Jennifer Johnson, Carlos Rios; Elizabeth Rasmusson,
 Anthony Zenos
UNACA (Union Nacional dos Camponeses Angolanos), Teresa Carvalho
UNAVEM, Maitre Beye, Fred Mallya, Paula Serrao Emerson, Lieutenant Colonel Araujo
United Methodist Church (IMUA), Women's General Desk, Victoria Jose dos Santos Agostinho, Maria
 de Lourdes, Margarida Hendes, Maria Manuelle Cassell, Regina F.S. Duarte, Rita Curimemha, Engracia
 Antonio da Silva
U.S. AID/Angola: Kimberly Smith, Alexis Robles, Nicholas Jenks, Tom Carter, Bill Seeger, Rosa and
 Rildo
U.S. Embassy/Angola: Ambassador Don Steinberg, DCM Jim Hamilton, Dan Pike, Randall Bennett,
 Sheila Jones
Voice of America, Amelia Mendes
World Food Program: Felix Bamezon
World Learning, Fern Tedoro
World Vision, Castro Camarada, Philip Chester, Alistair Clewlew, Cosmos Magorokosho, Lenor Lazry,
 Pedro Gaspar Manual, Isabel Gomes, Gabriel Alexandre Boaventura, Laurenes Manuel Artures,
 Domingos Jukuim Antonio Cahoje, Isabel Marcal Neto, Josefa Manasses, Bekele Hankebo; Steve Ray,
 Margaret Ann McClean, Phil Readman

In the musseques

Concern, Gualter Ingles
 Maria and Ana Kambela, Kimbanguistas, two pastors, and three other women
Oxfam, Dept. of Social Development & Gender, Maria Augusta Peixoto
UEBA (United Evangelical Baptists of Angola), Kumba Suzana, and group of fourteen women

Market of Rosa Pinto: group of approximately 15 women, and two leaders of the Market Association

Outside of Luanda

Bie province:

Kuito: 5 leaders, 38 government employees, 11 PVO staff, 19 clients, 50 client leaders, 2 UN representatives, 1 journalist

Manuel Congimbi, *Soba*, Kuito

Antonio da Conceicao Gomes Goncalves, Governor

Goncalves Antonio, Vice Governor

Berta Mendonca, Lar de Cangola Orphanage

Laurentina Chissemba, Lar Herois Orphanage

INAFIPE, Castro Jean & Efraim Camela

SeCOR/IRSEM, Stanislaus Bonnet and Paulino Chivale

N'Tucko: 2 Africare doctors, 4 Africare employees, one UNITA colonel

Andulo: 5 leaders, 6 PVO staff, 1 UN representative

Colonel Nato, Comandante Regional

Brigadeiro Prata, Governor

Candimba Felix, Vice-Governor

Tan. Cor. Hermelindo

Cuanza Sul province/Waco-Kungo:

5 government employees, 5 PVO staff, 14 clients, 20 women leaders, 6 male leaders

Costaphin Nalumingo

Huambo province:

Huambo city: 8 government employees, 10 PVO staff, 8 clients

Creative Associates Aidan Patrick Egan, Debra Ann Vidler, Tracy Lloyd-McRae, Tendayi Gwaradzinba, Thomas Tanguis, America Chitunda

ICRC and six traditional birth attendants in Huambo

Approximately 15 professional women and leaders (in focus group)

OIKOS program in Huambo, and approximately 20 women from the village 17 kilometers from Huambo

Ministry of Women: Lotti Nolika (Delegado en Huambo); Salome Caietula, delegate from Chingenje

Bailundo:

ADEMA, Margarida Nalembe and approximately 15 ADEMA leaders

Center for Basic Education Boas Novas, Alice Vasco Miguel Pongolola

LIMA, Bailundo, Helena Kaquinda, Miraldina Jamba, Adelaide Carlos and approximately 15 others

Lizbeth Satumbo Pena, Secretary for Humanitarian Assistance (UNITA)

Sociedad de Senhoras, Comunidade de S. Miguel, Luvemba

Malange province:

Catala: 3 leaders, 2 PVO staff, 14 clients, 3 UN representatives

General Assobie da Bala, UNITA

Colonel Eunice da Silfa, UNITA

Major Carlos Belchior, UNITA

OUTSIDE OF ANGOLA

Genny Abel, London School of Economics

Professor Gerald Bender, University of Southern California

Embassy of the Republic of Angola, Olga Mundombe & Armando Francisco

FAO: William Sorrenson

Senhora Maria Joao Franca, attorney, judge (and wife of the Angolan Ambassador to the United States)

Free Angola Information Service, Jardo Muekalia

Arthur Hansen, University of Florida

Linda Haywood, Howard University

Lawrence W. Henderson, retired missionary, Durham, N.C.

Stephen Kyle, Cornell University

Joseph Miller, University of Virginia

Richard Mkondo

Rui Rodriguez, Cranston, R.I.

Samuels International Associates, Michael A. Samuels & Lawrence Julihn

Robert Thornton, University of Wittwatersrand, Johannesburg

U.S. AID/Washington: Murl Baker, Melissa Brown, Cate Johnson, Kelly O'Keefe, Deborah Mendelson,

Muneera Salem-Murdock, Marc Scott, Bill Yeager,

Lisa VeneKlausen, the Asia Foundation

Vietnam Veterans of American Foundation, Wendy Batson

Women's Commission for Refugee Women and Children, Mary Diaz and Elizabeth Walker

World Bank, Manuela V. Ferro