

**An Assessment of the
Constraints to and
Opportunities for
Women's Participation
in Angolan
Reconstruction and in
Angolan Political
Institutions and
Processes**

Volume II: Annexes

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An Assessment of the Constraints to and Opportunities for Women's Participation in Angolan Reconstruction and in Angolan 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

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

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 programas ortopedicos, 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 the long-term sustainability of USAID investment in these initiatives. The same failure to

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.

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),

- 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.

Support World Learning's efforts to strengthen ties with SO #1 PVOs to ensure cooperation and synergies.

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.

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.

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.

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.

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.

- working with women's groups to develop the curriculum, to identify women who would like the capacity-building and to implement the program.
 - 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.

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.

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

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,

ANNEX 3

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

SAMPLE SELF-EVALUATION TABLE

	Supervisors	Extensionists	Leader Farmers			Seeds for Freedom	
			Peri-Urban	Rural	M	F	
Municipality 1	Zones						
		Name	M	F	Tot	M	F
	1.						
	2.						
	3.						
	4.						
	5.						
	6.						
	7.						
	8.						
	9.						
10							
Municipality 2							
Total							

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.

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;

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?

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 Coxe; 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, Anacleto 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, Instituto 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

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

INAFOP, 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

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ANNEX 7

**INFORMATIONAL LETTER DISTRIBUTED IN ANGOLA
AND NEWSPAPER ARTICLE**

WIDTECH Project
c/o US AID/Angola
telephone: 334317/339540
fax:339489

To Whom it May Concern:

The US Agency for International Development Mission in Luanda has invited the WIDTECH project (Women in Development Technical Assistance Team), based in Washington, D.C. to perform a "gender assessment" of US assistance in Angola. WIDTECH is a consortium of two commercial consulting companies (Development Alternatives, Inc. and Development Associates, Inc) and three nongovernmental organizations (the International Center for Research on Women; Women, Law and Development International' and the Academy for Educational Development).

The WIDTECH team for Angola is composed of one WIDTECH core team member, Marcia Greenberg, one short-term consultant, Della McMillan, and two Angolan experts, Julia Ornelas and Branca Neto. The project was started in Angola on March 24, and must be completed by April 29.

The project has three objectives: (1) to understand better the conditions and needs of Angolan women, (2) to recommend ways that US AID's programs for reconstruction and rehabilitation might take greater account of the needs and participation of women, and (3) to assess and identify opportunities to support Angolan women's participation in democracy and governance.

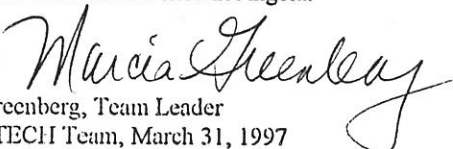
We hope that with your assistance the WIDTECH team's methodology may include the following:

- Informal focus group discussions in Luanda of women's issues, including:
 - Human rights and legal literacy
 - Legal issues
 - Employment constraints
 - Poverty
 - Media
 - Violence against women
- Meetings with government officials, women leaders, women's organizations, bilateral and multilateral donors in Luanda
- Meetings with women's organizations *throughout the country* to assess women's conditions, needs and priorities, including women in:
 - Musseques,
 - Provincial cities, and
 - Rural areas
- Visits to provincial areas to look at the needs of current and anticipated recipients of US assistance, including the internally displaced, refugees, the injured and disabled, demobilized soldiers and their families.
- Meetings in the course of those provincial visits with traditional authorities, religious leaders, women's organizations, provincial authorities and local officials, and US AID-funded organizations working in those areas.

We are hopeful that you may be supportive of our work for several reasons. First, we expect that our research, conclusions and recommendations will enable US AID to improve the quality and targeting of US assistance. Second, it is important that US assistance be responsive to the needs of all members of Angolan society, which of course includes women. Third, we are aware of the many differences in conditions and needs around the country, and that program design needs to take those differences into account. Fourth, we are concerned that assistance should take into account and respond to the needs of all women in Angola, whether they reside in areas administered over the last years by UNITA forces or by the government.

We thank you in advance for your cooperation and assistance, and hope that our work may be helpful to you, your families and communities here in Angola.

Sincerely,



Marcia Greenberg, Team Leader
The WIDTECH Team, March 31, 1997

USAID investiga situação da mulher

A Agência norte-americana para o Desenvolvimento Internacional (USAID) está a avaliar as necessidades das mulheres angolanas para inclusão destas num dos seus programas, soube a Angop.

Avaliar e identificar oportunidades para apoiar a participação da mulher no desenvolvimento e na governação são propósitos do projecto, a ser executado pelo grupo de assistência técnica à mulher e o desenvolvimento (WID-TECH), com sede em Washington.

O colectivo de trabalho, que inclui às angolanas Júlia Ornelas (jurista) e Branca Neto (economista), está a realizar encontros informais com grupos compostos por ONG's e outras organizações ligadas à mulher, para uma análise da situação actual.

Temas como os direitos humanos, a educação legal, questões legais, constrangimentos no emprego, a po-



As mulheres angolanas passam algumas dificuldades

breza, a comunicação social e a violência são alguns dos escolhidos para discussão e análise.

Com a duração de um mês, a iniciativa tem previstas deslocações às pro-

víncias para encontros com autoridades tradicionais, religiosos, administrações locais e organizações financiadas pela USAID, que laboram nesta área.

Para a responsável do

projecto, Macia Greenberg, do grupo WID-TECH, a iniciativa vai possibilitar à USAID melhorar a qualidade e o alcance da sua assistência a Angola.

ANNEX 8

INFORMATION REGARDING WOMEN'S ORGANIZATIONS

Association of Angolan Women Lawyers	VIII-3
Association of Angolan Women Journalists	VIII-9
ASSOMEL, Association of Business Women of Luanda	VIII-13
ADEMA/Bailundo	VIII-15
United Methodist Church, Western Angola Women's General Desk	VIII-21

ASSOCIAÇÃO ANGOLANA
DE MULHERES JURISTAS

ASSOCIAÇÃO ANGOLANA
DE MULHERES JURISTAS

VIII-3

RELATÓRIO DA COMISSÃO DIRECTIVA

MARÇO/97

RELATÓRIO DA COMISSÃO DIRECTIVA

MARCO DE 97

interessada em apoiar acções viradas para a educação para a paz e reconciliação nacional bem como um trabalho conjunto com a Associação na área de pesquisa e estudos.

7.10 - ASDI

Esta agência virada para o apoio ao desenvolvimento tem se mostrado como um potencial parceiro e financiador das actividades realizadas ou a realizar pela Associação.

Para além das acções de cooperação já antes assinaladas, a ASDI pretende financiar a realização de um estudo sobre o Direito Costumeiro, cujos termos de referência deverão ser elaborados por uma equipa multidisciplinar coordenada e integrada pela Associação.

7.9 - OMA

Dos contactos havidos com a Organização da Mulher Angolana existe o interesse em estabelecer programas conjuntos, nomeadamente na área de educação e aconselhamento jurídico às mulheres.

7.10 - AMUJA

Foram encetados os primeiros contactos com a Associação das Mulheres Jornalistas tendo em vista o desenvolvimento de actividades conjuntas.

7.11.- ASSOMEL

Está em fase de estudo a parceria a estabelecer com a Associação das Mulheres Empresárias.

Convém precisar que a Assomel solicitou já a AAMJ colaboração para a edição do seu Boletim Informativo.

7.12 - GTZ

Por iniciativa da GTZ, Cooperação Técnica da República Alemã, foi mantido um primeiro encontro que, visou identificar acções de cooperação com a Fundação Frederick Herbert.

Esta Fundação mostra-se particularmente interessada, segundo o representante da GTZ, em apoiar acções de formação e de investigação e estudo na área do Direito, e em particular, do Direito Costumeiro.

Dados mais precisos sobre a Fundação Frederick Herbert ficaram de ser fornecidos pela GTZ.

7.13 - UNIFEM

Existem boas perspectivas no sentido do UNIFEM (Fundo das Nações Unidas de apoio a Mulher) apoiar a instalação de um Centro de Acolhimento das Mulheres Vítimas de Violência.

8 - CORRESPONDÊNCIA TROCADA

Com o objectivo de estabelecer parcerias e troca de publicações com organizações nacionais e estrangeiras ligadas a questão da mulher, família, direito e desenvolvimento, a Associação dirigiu-se, dentre outras, as entidades abaixo indicadas:

1 - Nacionais

- Assembleia Nacional
- Ministério do Interior
- Gabinete da 1ª Dama

Destas entidades apenas foi obtida resposta do Ministério do Interior, com quem se pretende trabalhar na área da violência e da constituição de órgãos de atendimento à mulher.

2- Internacionais

- Comissão Portuguesa para a Igualdade e Para os Direitos da Mulher
- Center for Women's Global leadership dos Estados Unidos da América
- National Association of Democratic Lawyers da África do Sul
- International Society of Family Law dos Estados Unidos da América
- Institute for Women, Law & Development

De notar que a Associação recebeu já respostas positivas do Center for Women's Global Leadership e do Institute for Women, Law & Development. Encontra-se presentemente em Luanda uma representante deste Instituto.