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S U P P O R T

PROGRAMME IMPLEMENTATION

IMPLEMENTATION OF DECISIONS ADOPTED BY THE
GOVERNING COUNCIL AT PREVIOUS SESSIONS

Women in development

Report of the Administrator

Summary

This report responds to decision 82/12, paragraphs 2 and 4, adopted at the twenty-ninth session of the Governing Council.

Chapter I, "Trends and patterns in women's participation in UNDP-supported activities," is a follow-up to similar information presented in Governing Council document DP/1982/16, "Integration of women in development." The chapter shows that the apparent downward trend in women's participation in UNDP-supported projects in 1980 was reversed in 1981, and that the level of participation in 1982 and 1983 remained well above the level in earlier years. It also points to significant changes in the sectoral distribution of women's participation in development.

Chapter II, "Special programming assistance to integrate women in project activities of interest to them," reports on the response by field offices to an invitation to take advantage of ad hoc programming assistance as a means of furthering women's participation in development. The conclusion is that this type of assistance is not in high demand. What is needed rather is a continuation of the institutionalization of a standing concern for women's participation in all aspects of project design and planning and increased staff training on women in development. These matters are included in the recommendations for action contained in DP/1985/10, "Inter-organizational assessment of women's participation in development: summary report."

INTRODUCTION

1. This report responds to decision 82/12 adopted at the twenty-ninth session of the Governing Council, which recommended in paragraph 4 that "additional efforts be made by the Administrator and Governments to reverse the downward trend in the number of projects involving women reported in document DP/1982/16"; and in paragraph 2 that "a concerted effort should be made over the next three years to provide all Governments that so desire with special programming assistance to integrate women in all project activities of interest to them."

I. TRENDS AND PATTERNS IN WOMEN'S PARTICIPATION IN UNDP-SUPPORTED ACTIVITIES

2. To implement paragraph 4 of Governing Council decision 82/12, the Administrator instructed UNDP headquarters and field offices and participating and executing agencies to renew their attention to women's interests in technical co-operation activities at all stages of project design, implementation and evaluation. The response is reflected in the present report.

3. It should be noted that the question of women's role in development is a complex one, spanning virtually all economic and social sectors, so that any quantitative estimate of women's participation in development is fraught with difficulties. The involvement of women in technical co-operation, whether as participants or beneficiaries, is usually part of projects and programmes that also involve men. Project budgets may sometimes contain some special provision for women but usually do not.

4. Despite these difficulties, an attempt has been made to obtain information on trends in women's involvement in UNDP-assisted technical assistance projects from the Project Institutional Memory (PIM), which is one of the components of the computerized Programme and Projects Management System (PPMS) of UNDP. The first results of this exercise were reported in document DP/1982/16. The present report contains an expansion and update of this information.

5. To obtain the desired information, project documents or fact sheets were reviewed to identify those projects in which women might be expected to participate. "Participation" is defined as women's involvement in the design and implementation of project activities and/or the identification of women as intended beneficiaries of a project. Projects so identified were further classified according to the degree of women's involvement. Three classes were distinguished: (a) the involvement is major, meaning that the project is, for all practical purposes, devoted entirely to women's special interests; (b) the involvement is significant, meaning that a limited number of project activities envisage direct participation of women; and (c) the involvement is minor, meaning that women may be assumed to participate in project activities in a marginal way only.

6. In order to permit examination of trends from year to year, an attempt was then made to express in financial terms the magnitude of the project activities of immediate interest to women. Except for the "major" category, where 100 per cent of the budget may be assumed to involve women, there are no firm data to use as a basis for the calculation. Nevertheless, some estimates concerning orders of magnitude appear feasible and reasonable. Almost without exception, the total resource allocations to the "significant" group of projects each year has been much larger than that to the "major" group. Among projects with significant participation by both sexes, no projects have been noted where women's interests predominate over those of men, nor is there any noticeable indication of equal participation by men and women. "Significant" participation by women has therefore been judged to indicate an allocation of between 10 and 30 per cent of the UNDP contribution for activities and programmes of special relevance to women; the corresponding figures for the "minor" category of projects have been estimated as between 5 and 10 per cent. It is nevertheless clear that the resulting figures indicate aggregate orders of magnitude and should be used only for the comparison of trends.

7. It should be noted that the project classification used in the present report has been reviewed in order to ascertain to what extent the original classification, based on project documents and fact sheets, may have been affected by changes during the course of project implementation. This has led to a number of modifications of the figures used in document DP/1982/16 and these are reflected in the tables shown in the present report. However, the changes do not affect the general picture that was presented in the earlier report.

8. In document DP/1982/16 project approvals for the period 1974-1980 were considered. The present report commences with the year 1972, the year country programming was introduced, and extends through 1983. Table 1 indicates the annual changes in approvals of projects involving women that have occurred during this period. The most noticeable feature of table 1 is the sharp increase reflected in women's participation in 1981. The proportion of approvals of projects involving women rose from 4.2 per cent in 1980 to 11.3 per cent in 1981; the figures for 1982 and 1983 were 19.2 and 16.6 per cent, respectively. The estimated financial input rose from 1.2 per cent in 1980 to 2.5 per cent in 1981 and to 3.8 and 4.0 per cent during the following two years. It can therefore be concluded that the sharp downturn that occurred in 1980 and seemed to continue into 1981 (the data for 1981 were incomplete), as reported in DP/1982/16, turned out to be an aberration. While there was indeed a decline in 1980, the longer-term upward trend became more rather than less vigorous in 1981 than during earlier years and continued to increase in 1982 and 1983.

9. To examine the changes that have occurred to date in the light of the recommendations emerging from the International Women's Year (1975) and the United Nations Decade for Women (1976-1985), it is advisable to compare periods that at least to some extent eliminate annual and not necessarily significant fluctuations. To this end, the figures for the three years preceding the International Women's Year (i.e., 1972-1974) may be set against

Table 1. Estimate of women's participation in project activities by degree of involvement within year of project approval for projects approved during 1972 through 1983

Year	Degree of involvement								All UNDP projects		Projects involving women as percentage of total programme	
	Major <u>a/</u>		Significant <u>b/</u>		Minor <u>c/</u>		Total					
	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	% of proj.	% of UNDP contribution
1972	6	445 671	19	2 015 899	13	598 123	38	3 059 693	1 697	413 358 406	2.2	0.7
1973	3	353 388	27	5 817 565	21	1 009 643	51	7 180 596	1 656	483 708 488	3.1	1.5
1974	7	858 427	13	774 487	15	412 083	35	2 044 997	1 791	438 596 948	2.0	0.5
1975	14	982 443	22	1 428 597	19	599 144	55	3 010 184	1 922	375 454 075	2.9	0.8
1976	2	8 573	9	1 353 935	8	269 880	19	1 632 388	656	208 484 428	2.9	0.8
1977	4	152 713	24	2 959 713	26	1 238 559	54	4 350 985	1 318	563 663 269	4.1	0.8
1978	11	2 515 163	36	4 783 337	37	1 247 833	84	8 546 334	1 630	711 831 439	5.2	1.2
1979	16	2 690 082	54	6 997 800	34	1 626 544	104	11 314 427	1 788	731 448 768	5.8	1.6
1980	8	653 211	25	4 546 294	23	1 060 962	56	6 260 467	1 333	523 150 571	4.2	1.2
1981	16	2 585 645	42	7 334 759	76	4 502 270	134	14 422 675	1 190	571 286 441	11.3	2.5
1982	13	4 963 592	132	14 049 922	108	5 570 266	253	24 583 780	1 317	652 721 714	19.2	3.8
1983	20	4 788 112	99	10 078 697	43	1 900 626	162	16 767 435	976	423 697 670	16.6	4.0
TOTAL	120	20 997 020	502	62 141 008	423	20 035 938	1 045	103 173 967	17 274	6 097 402 217	6.1	1.7

a/ 100 per cent of UNDP contribution assumed to go to activities involving women.

b/ 20 per cent of UNDP contribution assumed to go to activities involving women.

c/ 7.5 per cent of UNDP contribution assumed to go to activities involving women.

/...

those for the last three years for which figures are available (i.e., 1981, 1982 and 1983). During the earlier period an annual average of 2.4 per cent of all projects had some features of immediate interest to women compared with an annual average of 15.8 per cent during the latter period. The percentage of financial inputs for women's participation increased from an annual average of 0.9 per cent of total UNDP contributions per year for the period 1972-1974 to 3.4 per cent per year for the period 1982-1984; and the estimated financial input increased from an average of \$4.1 million per year for the period 1972-1974 to an average of \$18.6 million per year for the period 1981-1983. While of considerable interest, the latter figures are less relevant as an indicator of the trend towards women's participation in technical co-operation since they are affected by the sharp fluctuations in total funds available for UNDP-supported technical co-operation in recent years, as reflected in table 1. Whatever the actual magnitude of the cost of involving women, together with men, in development projects and programmes, it is an investment that generally tends to increase the effectiveness of the overall development effort, as is reported in "Inter-organizational assessment of women's participation in development," which is summarized in DP/1985/10.

10. Table 2 compares the estimates of women's participation in UNDP-supported projects by region during the periods 1972-1974 and 1981-1983. All regions show substantial increases in the degree of women's participation but the increases are far from uniform. Excluding global or interregional projects and projects in the European region, where the figures do not lend themselves to meaningful comparisons, the greatest increase occurred in Latin America and the Caribbean. Here the estimated allocation for activities involving women rose from 0.7 to 3.4 per cent of the total. For Africa the increase was from 1.3 to 4.7 per cent; it was somewhat less for the Arab States and Asia and the Pacific. The highest degree of participation by women was reflected in Africa during both periods. These comparisons should be interpreted with caution. They are substantially affected by the sectoral composition of country programmes. Certain types of projects are more relevant or open to women's active participation than others, and the sectoral distribution of technical co-operation projects varies considerably between regions and between countries.

11. An illustration of these rather complex and continually changing relationships is provided in table 3. It shows the extent to which women were estimated to be involved in all UNDP-supported projects, classified by sector, during the periods 1972-1974 and 1981-1983. It also shows the relative distribution by sector of projects in which women were involved compared with the distribution by sector of all UNDP-supported projects. It will readily be seen that substantial changes have occurred. For the period 1972-1974, the estimated financial measure of women's participation was no more than 0.6 per cent for agricultural projects, which accounted for 27.4 per cent of all allocations. The highest figure, 4 per cent, referred to projects in the education and health sectors, which received 9.7 and 4.6 per cent, respectively, of all project allocations. In all remaining sectors, the issue of women's participation was not of much importance, either because the rate of participation was low or because the total sectoral allocation was

Table 2. Estimate of women's participation in project activities by region and degree of involvement for projects approved 1972-1974 and 1981-1983

Region	Degree of involvement								All UNDP projects		Projects involving women as percentage of total programme		
	Major <u>a/</u>		Significant <u>b/</u>		Minor <u>c/</u>		Total						
	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	% of proj.	% of UNDP contribution	
<u>A. 1972 - 1974</u>													
EUROPE, MEDITERRANEAN, MIDDLE EAST <u>d/</u>	0	0	0	0	0	0	0	0	0	25	1 862 739	-	-
INTER-REGIONAL AND GLOBAL PROJECTS	0	0	0	0	0	0	0	0	0	61	28 305 137	-	-
AFRICA	6	715 905	20	3 336 854	13	780 655	39	4 833 414	1 265	376 312 774	3.1	1.3	
ASIA AND THE PACIFIC	7	683 441	15	2 202 244	17	643 028	39	3 528 713	1 423	412 930 290	2.7	0.9	
ARAB STATES	2	122 366	8	1 936 975	7	114 995	17	2 174 336	576	199 129 417	3.0	1.1	
LATIN AMERICA	1	135 774	16	1 131 879	11	465 378	28	1 733 031	1 177	256 157 036	2.4	0.7	
EUROPE	0	0	0	0	1	15 792	1	15 792	61	760 966 449	0.2	0.0	
TOTAL	16	1 657 486	59	8 607 952	49	2 019 849	124	12 285 288	5 144	1 335 663 842	2.4	0.9	
<u>B. 1981 - 1983</u>													
INTER-REGIONAL AND GLOBAL PROJECTS	1	581 745	8	3 591 704	10	1 006 616	19	5 180 065	119	108 490 670	16.0	4.8	
AFRICA	31	8 184 447	108	11 660 820	83	4 264 202	222	24 109 469	1 150	514 548 491	19.3	4.7	
ASIA AND THE PACIFIC	5	976 759	67	7 022 739	62	3 738 098	134	11 737 596	1 002	564 177 412	13.4	2.1	
ARAB STATES	3	825 496	30	4 847 095	26	876 137	59	6 548 728	390	207 220 791	15.1	3.2	
LATIN AMERICA	8	1 765 821	47	3 785 466	37	1 821 600	92	7 372 887	642	216 248 546	14.3	3.4	
EUROPE	1	3 081	13	555 553	9	266 509	23	825 144	180	37 019 915	12.8	2.2	
TOTAL	49	12 337 349	273	31 463 378	227	11 973 164	549	55 773 892	3 483	1 647 705 825	15.8	3.4	

a/ 100 per cent of UNDP contribution assumed to go to activities involving women.

b/ 20 per cent of UNDP contribution assumed to go to activities involving women.

c/ 7.5 per cent of UNDP contribution assumed to go to activities involving women.

d/ This item refers to allocations for a number of regional projects, which for administrative reasons were not distributed to the newly formed Regional Bureau for Arab States and the European programme.

Table 3. Estimate of women's participation in project activities by degree of involvement within sector for projects approved 1972-1974 and 1981-1983

Industrial sector (ACC classific.)	Degree of involvement									Total UNDP programme		Projects involving women as % of total programme		
	Major a/		Significant b/		Minor c/		Total		No. of proj.	UNDP contribution (\$US)	% of proj.	% of UNDP contrib.		
	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)						
A. 1972 - 1974														
POLITICAL AFFAIRS	0	0	0	0	0	0	0	0	-	6	257 672	0	-	-
GENERAL DEVELOPMENT ISSUES, POLICY AND PLANNING	1	118 945	1	15 174	0	0	2	134,119	1.1	674	100 850 081	7.6	0.3	0.1
NATURAL RESOURCES	0	0	2	818 603	2	64 431	4	883 034	7.2	421	165 603 274	12.4	1.0	0.5
AGRICULTURE FORESTRY AND FISHERIES	3	174 620	11	1 232 331	11	656 749	25	2 063 700	16.8	934	366 128 080	27.4	2.7	0.6
INDUSTRY	3	401 546	2	26 002	6	346 683	11	774 232	6.3	1 036	163 936 697	12.3	1.1	0.5
TRANSPORT AND COMMUNICATIONS	0	0	0	0	0	0	0	0	-	553	158 288 403	11.9	-	-
INTERNATIONAL TRADE AND DEVELOPMENT FINANCE	0	0	0	0	0	0	0	0	-	130	23 968 714	1.8	-	-
POPULATION	0	0	0	0	0	0	0	0	-	9	271 859	0	-	-
HUMAN SETTLEMENTS	0	0	0	0	1	13 410	1	13 410	0.1	84	12 827 549	1.0	1.2	0.1
HEALTH	4	278 322	18	2 031 761	5	109 454	27	2 419 537	19.7	258	60 890 951	4.6	10.5	4.0
EDUCATION	4	613 687	17	4 140 608	13	384 694	34	5 138 989	41.8	369	129 500 193	9.7	9.2	4.0
EMPLOYMENT	0	0	3	147 851	10	442 409	13	590 260	4.8	310	85 221 612	6.4	4.2	0.7
HUMANITARIAN AID AND RELIEF	0	0	1	75 251	0	0	1	75 251	0.6	21	4 875 748	0.4	4.8	1.5
SOCIAL CONDITIONS AND EQUITY	1	70 366	3	100 414	0	0	4	170 780	1.4	83	4 961 740	0.4	4.8	3.4
CULTURE	0	0	1	19 953	1	2 017	2	21 970	0.2	53	8 099 687	0.6	3.8	0.3
SCIENCE AND TECHNOLOGY	0	0	0	0	0	0	0	0	-	203	49 981 582	3.7	-	-
TOTAL	16	1 657 486	59	8 607 952	49	2 019 849	124	12 285 288	100	5 144	1 335 663 842	100	2.4	0.9

Table 3 (continued):

Industrial sector (ACC classif.)	Degree of Involvement										Total UNDP programme		Projects involving women as % of total programme		
	Major ^{a/}		Significant ^{b/}		Minor ^{c/}		Total		No. of proj.	UNDP contribution (\$US)	% distribution	No. of proj.	UNDP contribution (\$US)	% of proj.	% of UNDP contrib.
	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)	No. of proj.	UNDP contribution (\$US)							
B. 1981 - 1983															
POLITICAL AFFAIRS	0	0	0	0	0	0	0	0	-	5	493 897	0	-	-	
GENERAL DEVELOPMENT ISSUES POLICY AND PLANNING	1	65 375	16	2 524 969	35	1 773 811	52	4 364 155	7.8	482	196 499 830	11.9	10.8	2.2	
NATURAL RESOURCES	2	20 653	10	1 118 917	18	1 101 908	30	2 241 479	4.0	358	269 572 079	16.4	8.4	0.8	
AGRICULTURE FORESTRY AND FISHERIES	5	1 174 433	53	7 951 305	62	4 193 708	120	13 319 447	23.9	594	380 855 805	23.1	20.2	3.5	
INDUSTRY	1	62 930	15	1 268 322	14	669 615	30	2 000 868	3.6	666	181 011 441	11.0	4.5	1.1	
TRANSPORT AND COMMUNICATIONS	0	0	2	411 141	6	337 211	8	748 353	1.4	346	216 457 240	13.1	2.3	0.4	
INTERNATIONAL TRADE AND DEVELOPMENT FINANCE	0	0	0	0	0	0	0	0	-	123	33 182 565	2.0	-	-	
POPULATION	1	40 342	0	0	1	15 952	2	56 294	0.1	7	3 789 790	0.2	28.6	1.5	
HUMAN SETTLEMENTS	0	0	10	984 692	12	504 706	22	1 489 398	2.7	67	31 571 915	1.9	32.8	4.7	
HEALTH	5	1 876 061	65	8 101 930	13	305 118	83	10 283 109	18.4	158	64 083 706	3.9	52.5	16.1	
EDUCATION	1	162 400	48	4 893 253	17	1 305 028	66	6 360 682	11.4	171	76 667 369	4.7	38.6	8.3	
EMPLOYMENT	5	802 594	26	2 782 540	24	1 201 663	55	4 786 797	8.6	162	69 872 104	4.2	34.0	6.9	
HUMANITARIAN AID AND RELIEF	0	0	4	115 954	4	68 948	8	184 902	0.3	53	6 702 474	0.4	15.1	2.8	
SOCIAL CONDITIONS AND EQUITY	27	8 053 333	20	907 688	16	379 709	63	9 340 730	16.8	100	22 307 442	1.4	63.0	41.9	
CULTURE	1	79 228	4	402 663	3	39 288	8	521 180	0.9	37	14 874 579	0.9	21.6	3.5	
SCIENCE AND TECHNOLOGY	0	0	0	0	2	76 491	2	76 491	0.1	154	79 763 589	4.9	1.3	0.1	
TOTAL	49	12 337 349	273	31 463 378	227	11 973 164	549	55 773 892	100	3 483	1 647 705 825	100	15.8	3.4	

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^{b/} 20 per cent of UNDP contribution assumed to go to activities involving women.

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relatively insignificant. The latter applied, for example, to the social conditions and equity sector, where the rate of women's participation, at 3.4 per cent, compared with education and health but where the total allocation was very modest. For the period 1981-1983, women's participation increased in most sectors and significantly so in such key sectors as development planning, agriculture, health, employment, and social conditions and equity.

12. The changes are even more striking if the distribution between sectors is considered. While education accounted for by far the largest share, 41.8 per cent, of the estimated financial measure of women's participation in 1972-1974, agriculture occupied the first place, 23.9 per cent of the total, in 1981-1983; education fell back to 11.4 per cent of the total. Health, on the other hand, remained approximately the same, 19.7 compared with 18.4 per cent. Important increases also occurred in development planning, the social conditions and equity sector and, to a lesser extent, in employment.

13. From these estimates of women's participation in UNDP-supported technical co-operation, it may be concluded that women's participation in development is, indeed, increasing. The changes indicated in the sectoral distribution of women's involvement are no less interesting but, unfortunately, do not permit firm conclusions since they are affected by the great differences in the sectoral composition of country programmes. Moreover, even within such large and important sectors as agriculture and industry, the distribution of projects between sub-sectors may have quite different implications for women. Agro-industries are, for example, likely to be of special interest to women while paper and pulp or petro-chemical industries may have less to offer. These relationships, however, cannot be analysed on the basis of data available through PIM. Manual calculations would be too costly in terms of the benefits to be derived.

II. SPECIAL PROGRAMMING ASSISTANCE TO INTEGRATE WOMEN IN PROJECT ACTIVITIES OF SPECIAL INTEREST TO THEM

14. To implement paragraph 2 of Governing Council decision 82/12, the regional bureaux and the Unit for Europe, in consultation with the Bureau for Programme Policy and Evaluation, wrote to the resident representatives offering special assistance to programme women's participation in project activities. Resident representatives were asked to identify operational projects that were of interest to women but did not substantially involve them and to suggest at what stage special programming assistance might be considered. In case consultant services were desired, attention was drawn to the possibility of funding by the Voluntary Fund for the United Nations Decade for Women (VFDW). On the basis of replies to these questions, the most suitable form of special programming assistance would be considered.

15. Resident representatives were also encouraged to meet government representatives to advise them that additional programming assistance was available on request and to assist in assessing the needs to strengthen current projects by means of greater involvement of women.

16. The replies received and the action taken are summarized by region.

Africa

17. Initially the Regional Bureau for Africa received 28 replies to the circular letter. Four of these requested special programming assistance which was provided through VFDW. Subsequently, four additional requests for programming assistance have been received and are currently under review. The four missions (to Cape Verde, the Central African Republic, Guinea-Bissau and Sierra Leone) each reported a need for priority to be given to strengthening the technical roles for women in current programmes and made specific recommendations regarding the greater involvement of women in ongoing projects. They also recommended the strengthening of national machineries, such as women's bureaux and specialist departments in relevant ministries, to ensure the continued inclusion of women in development planning. In Guinea-Bissau, the recommendations of the mission have led to requests to VFDW and UNFPA for assistance to the women's organization in that country.

18. The Bureau ascribes the relatively low number of requests for special programming assistance to a number of factors: several Governments felt that women already were participating fully in development; similar assistance was provided by other agencies and by the programmes mentioned above; and some Governments did not express interest in or lacked understanding of the issues involved.

19. In Africa, some additional activities with a direct or indirect bearing on the provision of special programming assistance also deserve attention. The Eastern and Southern Africa Management Institute, which receives support from UNDP, has a "Women in development" programme as part of its Project Planning and Management Division. A course is given which is intended to increase recognition of the need to include a concern for women in the planning process. The importance of reaching the relevant officials cannot be over-emphasized. Ninety-eight officials (planners, economists and development officers from various governmental and non-governmental bodies) from 14 countries have participated in 5 development planning courses. Twenty-five per cent of the students were men. The proportion of men has increased markedly in recent programmes.

20. Another initiative in the region is UNDP's support for the women's programme in the Multinational Programming and Operational Centres (MULPOCs) in Cameroon, the Niger, Rwanda and Zambia. The MULPOC programmes have included training and research activities designed to strengthen women's national machineries and the assessment of women's needs as part of project and programme design and development.

21. Third, a junior professional officer has been assigned to assist in the programming for women's participation in UNDP-supported projects in four southern African countries, Malawi, Mozambique, Zambia and Zimbabwe. She has

helped to pinpoint more precisely what is needed to improve the participation of women in certain projects, and has made recommendations for appropriate action.

Arab States

22. The Regional Bureau for Arab States received 14 replies from resident representatives but no request for special programming assistance. In view of the social and cultural sensitivity of these development issues, field offices felt that fielding special missions might either be premature or disrupt other ongoing programming activities. It was also noted that in the light of resource constraints, some Governments might tend to give less attention to the difficult and sensitive issue of women's active participation in development. Nevertheless, a dialogue between the Bureau and selected field offices regarding the possibility of fielding programming missions continues in the context of preparations for the fourth programming cycle.

23. Since 1983, the Bureau has been supporting a special adviser on women in development, stationed at Tangier within the subregional MULPOC that covers African Arab States.

24. So far few Governments have looked into the possibilities for overcoming the poverty of rural or urban households through the promotion of income-generating activities by women. A regional project for the North African countries and the Sudan to assist Governments in setting up such programmes for rural women is presently being prepared. The Bureau will, during the discussions on fourth-cycle programmes, encourage the allocation of funds for projects which will promote the integration of women in the socio-economic development process of their countries.

Asia and the Pacific

25. At the regional level, the Asia and Pacific Development Centre has as one of its four objectives the promotion of women in development. UNDP supports this centre and its activities related to women. The Centre gives special attention to the need for national development plans to focus on women. The Centre is also preparing a programme for training women in development planning within the South Pacific region.

26. The same communication was sent to the resident representatives in Asia and the Pacific offering special assistance to programme women's participation in project activities. None of the resident representatives felt they needed such assistance to complement the capacity of their own staff and in many cases, as appropriate, special attention is given to women's participation in the context of project appraisals, tripartite reviews and the preparation of country programmes.

Latin America and the Caribbean

27. Replies to the circular letter in the Latin American and Caribbean region indicated that there is growing and genuine interest among Governments in promoting women's participation in development, but that special programming assistance was not needed. The reasons for this included: an existing availability of country-level programming capabilities; regional services (of the International Labour Organisation (ILO) and the Economic Commission for Latin America and the Caribbean (ECLAC), for example) could complement national resources where necessary; Governments preferred to use their own resources for women's programmes; women were already integrated in UNDP-supported projects.

Europe

28. No request for special programming assistance was received by the Unit for Europe. The main reason for this was that most countries in the region have already been successful in mobilizing both sexes for development. Women are often prominent in the implementation of UNDP programmes, whether as project managers, leaders of professional groups or members of project teams.

Conclusion

29. It can be concluded that, with the possible exception of the African region, assistance of this type is not in high demand. The reasons for the lack of demand vary a great deal between regions and countries. For the majority of countries, it seems clear that programming assistance would be beneficial but it should be provided as an integral part of the continued institutionalization of a standing concern for women's participation in all aspects of technical co-operation. In addition, further staff training is needed. These and other related matters are included in the recommendations for action contained in "Inter-organizational assessment of women's participation in development: summary report" (DP/1985/10), which is also being presented to the thirty-second session of the Governing Council.