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UNITED NATIONS FUND FOR POPULATION ACTIVITIES

PROPOSED PROJECTS AND PROGRAMMES

Recommendation by the Executive Director

Assistance to the Government of the Syrian Arab Republic

Support of a comprehensive population programme

Proposed UNFPA assistance:

\$4,000,000, of which \$3,200,000 is to be committed by UNFPA and the remainder by UNFPA or from multi-bilateral resources

Estimated value of the Government's contribution:

To be determined

Duration:

Four years

Estimated starting date:

January 1986, subject to Governing Council approval

Executing agencies:

Government of the Syrian Arab Republic
United Nations
International Labour Organisation (ILO)
United Nations Educational, Scientific and Cultural Organization (UNESCO)
World Health Organization (WHO)
United Nations Fund for Population Activities (UNFPA)

Government co-ordinating agency:

State Planning Commission

SYRIAN ARAB REPUBLIC

Demographic Facts

Population by sex		Population density (/sq. km.)	57
Total (in 1000)	10,581	Average annual change	
Male (in 1000)	5,378	Population increase (in 1000)	356
Female (in 1000)	5,202	Births (in 1000)	450
Sex ratio (/ 100 females)	103.4	Deaths (in 1000)	70
Population in year 2000 (in 1000)	18,102	Net migration (in 1000)	-23
Population by age group		Rate of annual change	
Age 0-14 (in 1000)	5,090	Population change total (%)	3.69
Age 15-64 (in 1000)	5,185	Urban (%)	4.5
Age 65+ (in 1000)	305	Rural (%)	2.9
Age 0-14 (percentage)	48.1	Crude birth rate (/ 1000)	46.5
Age 15-64 (percentage)	49.0	Crude death rate (/ 1000)	7.2
Age 65+ (percentage)	2.9	Natural increase (/ 1000)	39.2
Age indicators		Net migration (/ 1000)	-2.5
Median age	15.9	Fertility and mortality	
Dependency: age 0-14	98.2	Total fertility rate	7.17
Dependency: age 65+	5.9	Completed family size	N/A
Dependency: total	104.1	Gross reproduction rate	3.50
Youth: 15-24 (in 1000)	2,110	Net reproduction rate	3.14
Women: 15-49 (in 1000)	2,214	General fertility rate (/ 1000)	222
Urban-rural population		Child-woman ratio	922
Urban population (in 1000)	5,232	Infant mortality rate (/ 1000)	57
Rural population (in 1000)	5,349	Life expectancy: male	65.6
Per cent urban (%)	49.45	Life expectancy: female	68.5
Per cent rural (%)	50.55	Life expectancy: total	67.0
Agricultural population density		GNP per capita	
(/hectare of arable land)	0.77	(U.S. dollars, 1983)	1,760

Sources: Area and population density on arable land: derived from Food and Agriculture Organization, FAO Production Yearbook 1980; Gross national product per capita: World Bank, World Development Report 1985; Completed family size: Noreen Goldman and John Hobcraft, "Birth Histories", in Comparative Studies, No.17 (International Statistical Institute: Voorburg), 1982; all other data: Population Division, United Nations Department of International Economic and Social Affairs, World Population Prospects, Estimates and Projections as Assessed in 1982 (United Nations publication, Sales No. E.83.XIII.5) - "population by sex" through "population density (/sq.km.)" as of 1985, and "average annual change" through "life expectancy: total" as of 1980-1985.

I. SUMMARY

1. On the basis of the findings and recommendations of the mission that visited the Syrian Arab Republic in March 1985 to update the needs assessment for population assistance, UNFPA proposes to continue assistance to the Government of the Syrian Arab Republic in the amount of \$4 million over the four-year period 1986-1989 to further strengthen specific aspects of national programmes and services related to population variables and to increase the country's self-reliance in these areas. Should resources not become available to UNFPA for the funding of the entire programme, UNFPA proposes to support the proposed programme in the amount of \$3,200,000 and to seek multi-bilateral support for the additional \$800,000 required for the programme.
2. The mission placed emphasis on the need for continued external assistance to consolidate the population-related achievements realized in the field of maternal and child health (MCH) in recent years, to advance further the quality and comprehensiveness of MCH/family planning (FP) services, to intensify population education throughout the country and to expand demographic research and analysis related to socio-economic planning and the involvement of women in development activities and increase their participation in the labour force.
3. The proposed 1986-1989 programme, which would be the third country programme to be supported by UNFPA, would concentrate UNFPA assistance in the areas of strengthening MCH/FP services, population education and communication, support to training and research aimed at the further integration of population factors into the planning and implementation of socio-economic development, data collection and analysis and the integration of women into population and development planning.
4. All projects under the proposed programme, as in all UNFPA-assisted programmes, will be undertaken in accordance with the principles and objectives of the World Population Plan of Action, that is, population policies should be consistent with internationally and nationally recognized human rights of individual freedom, justice and the survival of national, regional and minority groups (para. 14 (d)), respect for human life is basic to all human societies (para. 14 (e)), and all couples and individuals have the basic right to decide freely and responsibly the numbers and spacing of their children and to have the information, education and means to do so (para. 14 (f)).

II. BACKGROUND

Demographic and social indicators

5. With a population which, according to the United Nations, was projected to reach 10.6 million in 1985, the Government gives considerable attention to the human aspects of social and economic development. It places special emphasis on the development of social infrastructure and the provision of education, adult literacy training and health and community and social services. The Syrian Arab Republic's development objective is to achieve economic growth accompanied by full

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employment and equitable income distribution. Demographic and other data are provided on page 2 of this document.

6. The high growth rate of population in the Syrian Arab Republic is attributed to the young age structure, the high level of fertility and the rapid decline in mortality. The Government recognizes the problem posed by the high population growth rate and is taking steps to integrate demographic facts into its social and economic development planning. The Government's five-year plan, which started in January 1981, has taken into account the implication of population growth, particularly in the labour force and sectoral strategies.

Government policies and plans

7. In a statement outlining the views of the Syrian Arab Republic on the subject of population for the benefit of those attending the International Conference on Population, held in August 1984 at Mexico City, President Hafez Al-Assad stated: "The Government of the Syrian Arab Republic has tried to solve the population problem through the integration of demographic variables into socio-economic development, and dealing with population as an integral part of development planning on both the general and the specific levels. High population growth rates and internal migration, especially from rural to urban areas, stimulated proper socio-economic improvements within the development framework, which aimed at meeting the needs of increased population, improving the level of income and providing equal distribution and a variety of income sources... Efforts are aimed also at better health, educational, cultural and housing conditions in general and improvement of rural areas, less concentration of investment in big cities and better balance of resources channelled into different sectors of the economy. Socio-economic policy is expected to lead to several changes in demographic indicators in the near future. It will correct spatial distribution and eliminate unequal distribution of population among the agricultural and other economic and social fields. On the other hand, the great improvement expected in education, especially for females, will affect fertility rates and will result in the decline of the annual population growth rate."

8. According to the United Nations Population Division, the Government recognizes that the relatively high rate of population growth may have a negative impact on the socio-economic objectives; at this time, no explicit policy has been adopted. Couples are free to choose the number of children they want. The general consensus among officials is that the population question should be dealt with by means of more vigorous socio-economic development. To improve the health situation further, MCH centres and the provision of general health services are being expanded, with particular attention to narrowing the gap between urban and rural populations. There are programmes of comprehensive agricultural modernization, decentralization of industry, as well as for the establishment of urban organizational plans which will facilitate the development of small urban centres with the objective of reducing migration to metropolitan areas. The level of immigration is not significant and is satisfactory. The levels and trends of emigration are viewed as unsatisfactory: they are too high; the policy is to discourage emigration and to prevent migration of skilled persons and government employees.

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III. REVIEW OF UNFPA AND OTHER ASSISTANCE TO DATE

UNFPA assistance

9. The first UNFPA programme of assistance to the Syrian Arab Republic, in the amount of \$3 million for a four-year period beginning in June 1976, was approved by the Governing Council at its twenty-second session in June 1976. UNFPA assistance included support for (a) the population research programme at the Central Bureau of Statistics; (b) demographic data studies and analysis by the Directorate of Population and Manpower Planning, State Planning Commission; (c) demographic teaching and research programme at the University of Aleppo; (d) expansion and upgrading of basic health services, including MCH/FP through the development of a national MCH/FP demonstration and training centre in Damascus, extension of MCH/FP services to other urban areas and to various rural areas; (e) population activities of the Women's Union; and (f) a study of the civil registration system. Executing agencies for these projects were the United Nations, the World Health Organization (WHO), the United Nations Children's Fund (UNICEF) and the United Nations Development Programme (UNDP).

10. On the basis of the findings and recommendations of the needs assessment mission that visited the Syrian Arab Republic in December 1979-January 1980, a second UNFPA-assisted programme was approved by the Governing Council in June 1981 for the five-year period 1981-1985 in the amount of \$9 million; subject to the review and reassessment of the whole UNFPA programme for the years 1982-1985 as requested by the Governing Council in decision 81/7 I, paragraph 2. Expenditures in 1981 amounted to \$0.6 million. Owing to UNFPA's financial constraints at the time, the review and reassessment of the UNFPA programme for the period 1982-1985 (document DP/1982/28), submitted to and approved by the Council in decision 82/20 I, paragraph 2 at its twenty-ninth session, foresaw a reduction of the balance of \$8.4 million to \$4.6 million. UNFPA, with the concurrence of the Government, made the necessary reductions in the various project budgets. Expenditures for the period 1982-1984 and allocations for 1985 eventually totalled \$3 million, leaving a balance of \$1.6 million which is subsumed under the new programme.

11. The second programme of UNFPA assistance, to which the Government contributed the equivalent of \$11 million, was a continuation of the first programme cycle. Activities undertaken are outlined below.

12. Maternal and child health and family planning. The project provided MCH/FP services; domiciliary midwifery services; services for diagnosis and treatment of infertility; health education for rural and urban populations; in-service training for doctors, nurses, midwives and all other categories of health-care personnel in aspects of MCH/FP and health education; and organized information and communication promotional activities at the national and provincial levels. During the period, more than 249 maternal and child health centres were equipped and staffed. A total of 700 traditional birth attendants and 277 medical personnel were trained. The success of the project is reflected by the increasing commitments of the Government to the national MCH programme, its recognition and acceptance of child-spacing as part of this programme and its support to the training of traditional birth

attendants (TBAs) despite their still illegal status; the leadership and dedication of the National Project Director; the adequate staffing of the increasing number of service delivery points; the training of health personnel in MCH/FP; and the growing number of dedicated nurse/midwives who are willing to travel and live in rural areas to train and supervise the TBAs. However, there are factors which may have hindered a more balanced development of MCH/FP service demands and availability such as the lack of solid baseline data on the knowledge and attitudes of the population which would have provided a basis for designing a better health education component, the inclusion of more appropriate indicators in the reporting system to render this already active component a better management and evaluation tool, supervision at all levels and inadequate utilization of planned inputs in both expertise and training abroad. Total UNFPA assistance amounted to \$1,264,048. The project was executed by WHO.

13. Housing and population census. The population census, which took place in September 1981, was conducted in three phases: (a) a preparatory phase, (b) the enumeration phase and (c) the data processing phase. The project input included assistance in the amount of \$1 million for enumerators, an international expert on systems analysis, administrative support, training, data processing equipment, including a computer terminal and computer upgrading and typewriters. Four national training seminars were held: (a) a national population seminar, the objective of which was to initiate scientific contact among researchers, planners, professionals and experts dealing in population-related matters; (b) a training workshop in population and development, attended by statistical staff in the province of Homs; (c) a seminar on the 1981 population and housing census, organized to discuss the Syrian experience in census taking and to benefit from it; and (d) a workshop on systems analysis, which secured training for the staff of the Central Bureau of Statistics on computer and other data processing equipment. Some problems were encountered during the implementation of the project: the delays in data processing, delivery of computer equipment and editing of census data to which the Government did not give priority. The systems analysis manager was delayed because of a delay in installation of the upgraded computer equipment. His presence to process data was essential since such expertise is lacking in the Syrian Arab Republic. More training in this field is still required. Total UNFPA assistance was in the amount of \$1,798,646. The project was executed by the United Nations.

14. Civil registration, phase II. The only activity under this project was the provision of a consultant in civil registration to review and advise on the extension of the civil registration project. UNFPA assistance was in the amount of \$10,820. The project was executed by the United Nations.

15. Population and human resources development and planning. This project was initiated to strengthen the Directorate of Manpower Planning in the State Planning Commission by building up the professional capability of national personnel and institutionalizing a programme of activities including integration of demographic variables into development planning. The project succeeded in establishing a focal point for co-ordinating all human resources related activities in the country in order to assess future manpower requirements. The project enabled a more

sophisticated demographic input into the country's six-year development plan 1981-1986. Furthermore, it succeeded in imparting the required technical capabilities to the national staff and helped in strengthening the Directorate of Manpower Planning in the State Planning Commission through enhancing the professional capability of counterpart national personnel and institutionalizing a programme of activities which included, besides human resource development and planning, the integration of demographic variables into the overall development planning process. The main problem which affected the implementation of the project was the delay in finalizing the 1981 census results, which was a prerequisite for undertaking the substantive work of the project. UNFPA assistance was in the amount of \$282,214. The project was executed by ILO.

16. Assistance for project planning and management for population-related activities. This project, initiated in 1980, served to strengthen the management of UNFPA-supported projects by producing (a) detailed management work plans for each project to facilitate implementation, monitoring and co-ordination; (b) a monitoring system for each project; (c) a bilingual manual on project implementation and monitoring; and (d) short-term training for staff of the State Planning Commission and the concerned ministries in project implementation and monitoring and in the use of the manual. UNFPA assistance was in the amount of \$73,000. This project was implemented through a sub-contract to Arthur D. Little, a management consultant firm based in Boston, Massachusetts.

17. Total UNFPA assistance to the Syrian Arab Republic was \$3,428,728.

Assistance from other donors

18. The Association for Voluntary Surgical Contraception (AVSC) also provided assistance to the Syrian Fertility Control Society to aid the Society's information and education programme in promoting voluntary surgical contraception in the medical community and the general public.

19. The International Planned Parenthood Federation (IPPF) has provided assistance to its affiliate, the Syrian Family Planning Association, the work of which is identified as being complementary to that of the Ministry of Health in the field of family planning and family health and emphasizes clinical service delivery and information and educational activities as well as medical and paramedical training in family planning.

IV. FINDINGS OF NEEDS ASSESSMENT MISSION

20. The needs assessment mission that visited the Syrian Arab Republic in March 1985 recommended that assistance be provided in various population categories, including the following:

(a) Because MCH represents a problem area within the Syrian health care system, the mission recommended further strengthening of maternal and child health care at the central, provincial and peripheral levels in management training of medical and paramedical personnel as well as in the provision of MCH services;

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(b) The mission recommended that, to influence the fertility behaviour of future generations, assistance should be provided to the Ministry of Education in an effort to incorporate population education subjects into the school curricula;

(c) The mission recommended that the adult literacy programme of the Ministry of Culture be utilized as a medium to introduce population education;

(d) The mission agreed that the official policy on population is very essential to planning and implementing population information, education and communication (IEC) programmes effectively. Therefore, the mission recommended that parliamentarians, in particular, should be motivated and educated in population and population related issues;

(e) The mission also recommended that, since the preparation, elaboration and evaluation of the socio-economic development plan should be based upon a solid system of statistical data collection in the economic, social and demographic field, an analysis of the 1980 census data was needed as well as preparations for the 1990 census;

(f) Although UNFPA has already provided assistance to build up a demographic training unit at the University of Aleppo, the mission has recommended building up another such unit at the University of Damascus;

(g) Because improvement in the quality of manpower and labour productivity has been the central effort in the human resource development programme, the mission recommended that, during the five-year plan, studies should be carried out to enhance the understanding of population factors such as fertility, mortality, urbanization, migration, and women in the labour force and their interrelationships with development planning.

V. PROPOSED THIRD COUNTRY PROGRAMME 1986-1989

21. The current development strategy of the Syrian Arab Republic has taken into account the implications of population growth, particularly regarding the labour force. Although the Syrian Arab Republic has long experience in the collection of statistical data, the Government sees a need for more data to be generated for purposes of social and economic development planning.

22. The Government continues to give high priority to the promotion of health services with the aim of providing reasonable health standards for all citizens by the year 2000. The Ministry of Health proposes expansion and strengthening of primary health care, including services for mothers and infants. A comprehensive IEC campaign and accurate statistics are needed for this endeavour. Government policies indicate recognition of the importance of integrating women into the development process. Educational campaigns and the collection of statistics on women's training are steps towards achieving this goal. Based on the above, a population programme addressing the goals and strategies of the Government is proposed in order to (a) strengthen the system of collecting, processing, analysing and disseminating population data; (b) strengthen and improve the integrated MCH/FP

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programme, especially in rural areas, and reduce maternal morbidity and mortality; (c) promote population and family life education and strengthen population information and communication services; (d) promote the status of women and their integration into the mainstream of development efforts. The overall goal of UNFPA assistance to the Syrian Arab Republic would be to aid the Government in strengthening the country's technical and managerial self-reliance in the identification and implementation of national population policies and programmes.

23. Taking into consideration the recommendations of the needs assessment update mission which visited the country in March 1985, the following projects have been formulated and are proposed for UNFPA support for the period 1986-1989:

Maternal and child health and family planning

24. Under MCH/FP, it is recommended that UNFPA support two projects totaling \$2,149,100.

25. Strengthening and expansion of family health services. Under this project, health care services would be delivered through a system of urban and rural health centres, in which MCH services with integrated family planning services would be the major component. A regular health education programme for mothers and all others attending health centres would also be an important element of MCH/FP services, which will, in turn, form an integral part of the overall programme for community-based primary health-care services. It is intended to develop and equip 80 MCH/FP centres and 12 hospital maternity services. The infrastructure of the MCH/FP services system, at headquarters and at provincial level (both urban and rural areas), would be further developed for effective management, supervision and logistic services for MCH/FP activities and primary health care. Doctors, medical students, paramedics and all other categories of health service personnel would be trained in various aspects of MCH/FP and health education. At present, untrained traditional birth attendants are performing 88 per cent of the deliveries taking place in rural homes, resulting in hazards to both mothers and newborns. Efforts would continue to train traditional birth attendants and to identify risk cases for referral to health centres or hospitals, to provide antenatal care, health services to the mother during her childbirth at home, postnatal care and advice on infant care. UNFPA proposes to provide \$536,360 for personnel costs, \$330,545 for training of national experts, etc., \$756,195 for the purchase of equipment which would include vehicles, audio-visual equipment, medical equipment and contraceptives and \$26,000 for miscellaneous expenses, for a total project cost over four years of \$1,649,100. WHO would be the executing agency.

26. Support to the maternity hospital of the Faculty of Medicine of Damascus University. To introduce a postpartum and maternity-centred family planning programme, steps would be taken to improve the quality of obstetrics, gynaecology, and infant care in the provincial hospitals. Under this project, basic and specialized medical and laboratory equipment would be provided and specialists in charge of post-graduate medical students trained in modern standards of care would be posted. Refresher training would be organized by the Obstetrics and Gynaecology Department of the Medical Faculties in Damascus, Aleppo and Lattakia Universities.

A second project, training of personnel, would include support to the various training activities: training of traditional birth attendants, assistant public health nurse training, in-service training for nurses and medical doctors and post-graduate training at the university. The project would include the strengthening of perinatal care, post-graduate teaching and development of the research capacity at the university maternity centre at Damascus. It would also include specialized fellowships needed for training in monitoring techniques, and infertility management including hormonal assay procedures. This project would require technical guidance from WHO for the choice of consultants, implementation of fellowships and procurement of sophisticated equipment. However, the in-service training, or any other training organized by the MCH/FP Division of the Ministry of Health, should be handled locally by the MCH/FP Division. The obstetrics/gynaecology and neonatal services of the university hospitals at Damascus, Aleppo and Lattakia would progressively be equipped to provide high standards of care for mothers and infants. UNFPA proposes to provide \$500,000 over three years to cover equipment, training, and a short-term consultant on MCH/FP. WHO would be the executing agency.

Population information, education and communication

27. In the area of population IEC, it is recommended that UNFPA support three projects totaling \$313,300.

28. In-school population education. This project aims to introduce and strengthen population education in the school system. Through this programme, the Ministry of Education would endeavour to develop an awareness among educators and the younger generation of the relationship between the high population growth rate and social and economic development. During the lifetime of this project, activities would be aimed towards the elaboration of a national concept of population education, the development of relevant curricula contents and production of reference and training materials. Emphasis would be placed on strengthening the capabilities of the project staff to enable it to achieve self-reliance in planning and implementing the population education programme and on the training of a sufficient number of trainers, principals and supervisors to facilitate the institutionalization of population education in the educational system. This project will be implemented within the Ministry of Education by a project director and a management team, assisted by a technical team and supported by international experts. UNFPA assistance would support project personnel in the amount of \$69,240, sub-contracts totalling \$52,800, training in the amount of \$45,650, equipment in the amount of \$18,100, and miscellaneous allocations of \$2,510, for a project total of \$188,300. UNESCO would be the executing agency.

29. Establishment of a population documentation centre in the legislative body (Majles Al-Shaab). This project will assist the Government in the establishment of a viable documentation centre at the parliament of the Syrian Arab Republic. Activities would include training of personnel and continuing supervision of the Centre's activities during a period of six months to ascertain the Centre's normal functioning as required. The principal activities of the Centre would be concentrated on the population and development issues (collection,

reservations, and use of documentation). UNFPA assistance would support administrative support personnel in the amount of \$7,000, a national expert (part-time) in the amount of \$7,000 and equipment in the amount of \$11,000, for a project total of \$25,000. This would be a UNFPA-executed project.

30. Incorporation of population and family planning education into adult literacy programmes. The adult literacy programmes of the Ministry of Culture provide an excellent medium for the dissemination of population and family planning information. Materials would be developed to be incorporated into functional literacy curricula, on such topics as the role of women, family welfare, nutrition, family planning and hygiene. UNFPA assistance would total \$100,000 for a consultant for the development of materials and training courses for teachers. UNESCO would be the executing agency.

Population data collection and analysis

31. Preparatory activities for the 1990 population census. Population censuses are the major source in the country for data on population size, distribution and structure. The most recent census, originally planned for 1980, was taken in 1981. According to the Syrian Census Law, the next census is due in 1990. The main objectives of this project would be to carry out preparations for the 1990 census and to make all necessary provisions for its implementation. These objectives would be met through the services of qualified national staff, United Nations technical consultancy missions, a secretary/typist, three fellowships, two vehicles, office and cartographic equipment and other administrative and financial provisions. The Government requests technical assistance from UNFPA to upgrade the capabilities of the Central Bureau of Statistics, in which the responsibility for the census has been vested. UNFPA would provide \$67,700 for personnel, \$9,000 for training, \$69,000 for equipment and miscellaneous support in the amount of \$4,300, for a total project cost over the years 1988-1989 of \$150,000. The United Nations would be the executing agency.

Population policy and dynamics

32. Under population policy and dynamics, it is recommended that UNFPA support two projects totaling \$686,450.

33. Establishment of a demographic research and study centre at the University of Damascus. The primary objective of this project would be to increase the national capability in conducting demographic research and related studies and to strengthen the capacity of the University of Damascus to conduct demographic and population training at the graduate level in the Department of Statistics of the Faculty of Economics and Commerce. To achieve these broad objectives, UNFPA assistance is requested to provide (a) short-term consultants in specialized areas of demography and population research to evaluate the demographic training and research programmes of the University, to make recommendations for improvement and to assist in training of national counterpart personnel; (b) training for the faculty staff and teaching staff of the colleges served by the project to update their knowledge in this field; (c) data processing and office equipment; and

(d) textbooks, periodicals, references and other publications to build up a library for demographic research and training. UNFPA proposes to contribute \$106,100 for project personnel, training, equipment and sundry over the initial two-year period. The Government is expected to finance project activities in the amount of approximately \$260,000. The United Nations would be the executing agency.

34. Expansion of demographic studies, research and training programmes at the Centre for Population Studies and Research. The basic aim of this project is to increase the national capacity in demographic analysis, analyse the 1981 census data and conduct urgently needed demographic studies. UNFPA funding would support the services of one international expert, studies, and training programmes. The project would include several studies related to fertility, mortality, migration, housing conditions and population projections. It would also include the provision of demographic training through one fellowship, training for two persons, and four local training courses, involving staff of the Central Bureau of Statistics and other government departments and ministries. Two seminars have been included in the project to disseminate information on research findings to relevant offices and to provide for discussion of their implications for national policies and programmes. These would include studies on population and education needs, population and housing requirements and population projections. UNFPA assistance would comprise \$329,450 for personnel, \$41,000 for training, \$35,000 for equipment, and \$21,000 for miscellaneous, for a total of \$426,450. The United Nations would be the executing agency.

Population policy formulation

35. Population policies and development planning. Improvement in the quality of manpower and labour productivity has been the centre of efforts in the human resource development programme. Currently, several research studies are being carried out to enhance the understanding of problems in this area, particularly the implications of rapid population growth. It is recommended that during the next five-year plan, 1987-1991, such research studies need to be continued, incorporating such factors as high fertility, declining mortality, urbanization, rural employment, migration, women in the labour force, etc. and their interrelationships with the development strategy in various sectors. The capability of the State Planning Commission needs to be upgraded by providing fellowships abroad and through strengthening the Planning Institute. UNFPA support is in the amount of \$200,000 over two years would cover consultant training and administrative support. ILO would be the executing agency.

Special programmes

36. Integration of women into development. The objective of the project would be to develop educational and training programmes for women in order to create and strengthen a cadre of female social workers and specialists at different levels. The creation of such trained female cadres is fundamental to the integration of women into activities and services of the existing rural development centres, and local units and branches of the Syrian Women's General Union. Such a programme would be particularly helpful in increasing the awareness of rural women and

spreading population and family planning education to rural communities. The project would be undertaken by the Ministry of Social Affairs and Labour, particularly its Rural Development Department, the Ministry of Higher Education and the Ministry of Culture and executed through the utilization of facilities, curricula and faculty/staff of the recently established Institute of Social Work. UNFPA input would be as follows:

(a) An expert/consultant on the integration of women in development with particular expertise in development of educational and training programmes. The emphasis would be on social services, population and family planning education, and methods to promote female participation. The expert/consultant would plan and conduct seminars for the staff of the Women's General Union and government officials, concerned ministries (Health, Social Affairs, Culture, Family Planning Association) and would act as a co-ordinator with respective agencies to have women in leadership positions participate and teach in the training seminars at the local level in their respective areas of expertise, in which they would also serve as a role model;

(b) UNFPA would assist in the development of educational and training materials, in providing audio-visual aids and films on similar activities in other developing nations;

(c) UNFPA assistance would encourage female social workers to become involved in rural development services.

37. Government policies confirm recognition of the importance of integrating women into the development process. Women are increasingly assuming decision-making leadership positions. There is a need to assess women-related activities in the area of social services. The establishment of an Intermediate Institute of Social Work in 1980 is a positive step towards creating properly trained manpower for social work. Co-operative programmes are recommended in which the institute would assist the centres in having their students do field work in the centres to provide services and to assist in training local female community leaders. UNFPA assistance would total \$400,000 for three years. UNFPA would be the executing agency.

Evaluation and monitoring

38. The programme will be monitored at the field level by the UNFPA national programme officer under the supervision of the UNFPA Representative in the Syrian Arab Republic. The national programme officer will be responsible for such matters as co-ordinating, monitoring, rephrasing and revision of project budgets, and assessing the overall progress of UNFPA activities in the country, with respect to both agency-executed and government-executed components, intervening when difficulties arise and reporting these to UNFPA headquarters; assisting, where appropriate, the executing agencies and the Government with their reporting responsibilities connected with the programme; and preparing a semi-annual report containing a general review of population activities in the country and a status report on the UNFPA-funded programme. UNFPA staff will also assist in scheduling

tripartite project reviews and annual country reviews, particularly aimed at identifying problems and difficulties in order to ensure the implementation, efficiency and effectiveness of UNFPA-funded programmes and projects and to provide feedback information which may be necessary for adjustments in work plans and budgets as well as information on future programme and project needs.

39. The programme will be subject to monitoring and evaluation in accordance with the revised UNFPA guidelines for monitoring and evaluation, which will be issued in mid-1986. These guidelines emphasize the need for progress reports, internal evaluation reports, tripartite reviews, occasional independent evaluations and a final report for the individual projects of the programme. The programme as such will be monitored through annual country reviews and may also be the subject of an independent programme evaluation.

VI. FINANCIAL SUMMARY

40. As indicated in paragraph 1, should resources not become available to UNFPA for the funding of the entire programme, UNFPA funding in the amount of \$3,200,000 would cover the following projects: establishment of a demographic research and study centre at the University of Damascus; expansion of demographic studies, research and training programmes, Centre for Population Studies and Research; preparatory activities for the 1990 population census; population policies and development planning; strengthening and expanding of family health services; in-school population education; establishment of a population documentation centre in the legislative body (Majles Al-Shaab); and integration of women into development. UNFPA would seek multi-bilateral funding in the amount of \$800,000 to support the remaining projects included in the programme, i.e., support to the maternity hospital of the Faculty of Medicine of Damascus Hospital; establishment of an IEC unit for MCH/FP at the Ministry of Health; and incorporation of population and family planning education packages into adult literacy programmes.

	<u>\$4 million level</u>	<u>\$3.2 million level</u>
	\$	\$
Maternal/child health and family planning	2 149 100	1 449 100
Information, education and communication	313 300	213 300
Basic data collection and analysis	150 000	150 000
Population dynamics	686 450	686 450
Population policy formulation	200 000	200 000
Special programmes	400 000	400 000
Reserve	<u>101 150</u>	<u>101 150</u>
TOTAL	<u>4 000 000</u>	<u>3 200 000</u>

VII. RECOMMENDATION

41. The Executive Director recommends that the Governing Council:

(a) Approve the programme for the Syrian Arab Republic in the amount of \$4,000,000 for four years;

(b) Authorize the Executive Director, should resources not become available to UNFPA for funding the entire programme, to seek multi-bilateral resources to fund the remaining projects under the proposed programme;

(c) Further authorize the Executive Director to allocate the funds and make appropriate arrangements with the Government of the Syrian Arab Republic and with the executing agencies.

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