

ECONOMIC REINTEGRATION
WOMEN FOCUSED
FAMILY SURVIVAL STRATEGIES

TRAINING MATERIALS DEVELOPMENT

PROPOSAL

Prepared by : DEVELOPMENT WORKSHOP - ANGOLA

Luanda - January 1997

Project Name : **ECONOMIC REINTEGRATION
WOMEN FOCUSED FAMILY SURVIVAL STRATEGIES**
Training Materials Development

Location : Luanda, Angola

Organization : DEVELOPMENT WORKSHOP

Project Number : ANG-391

Funding Requested : USD 60,132

Time Unit: 12 month

Start Date: January 1997

Completion Date: December 1997

Managers: Henda Ducados Pinto de Andrade
Walter Luis Viegas

1.0 Introduction

1.1 Origin of Project

The United Nations in December 1996 estimates that Angola has "over 1 million internally displaced persons (IDPs), concentrated mainly in urban or peri-urban areas will continue to rely on humanitarian assistance" (Security Council 02-12-96). The largest concentration of IDPs in Angola is in the peri-urban "Musseques" of Luanda.

Following the outbreak of renewed civil war in 1992 the flux of hundreds of thousands of war displaced into Luanda and the subsequent economic collapse, many women entered the informal market sector as a strategy to sustain their families. DW decided that it was necessary to begin working with women in the informal economic sector because this could, in the longer term, identify strategies for job creation, income generation and support to family survival, while understanding the informal sector and how people manage to survive. Women in the informal sector have become a major part of the economy and the survival of the majority of families living in peri-urban zones of Luanda depends on them. With the mass demobilization of UNITA and Government troops in the next months and the return of tens of thousands of troops to their families a further major stress will be put on individual household economies. The role of women in economically sustaining families will be crucial during this transitional phase while demobilized family members, while seeking employment, will be an added drain on already weak household structures.

Development Workshop has been working in Luanda since 1981, and has been involved in urban upgrading with community organisations and local authorities since 1987. Noting the rapid expansion of the informal economy, in 1990, Development Workshop did a base-line survey of micro-industries in Sambizanga municipality to explore possible initiatives that could be developed in this sector (Development Workshop, 1991). One of the results of this survey was the concerns of women working in the informal markets and the low returns that they were getting from their activities were raised by the community development workers (mostly women) and other residents that the project worked with. Development Workshop began a programme called the Luanda Urban Woman's Enterprise Development Project in 1993. The programme has received support to date from Swedish SIDA, British ODA, One World Action and the French Cooperation. The present project aims to develop and test in practice training materials which draw on lessons growing out of the programme to date.

2.0 PROGRAMME BACKGROUND

2.1 Implementing Agency

The implementing agency will be Development Workshop, which has a staff of over 100, including 10 professionals and has worked in Angola over 15 years. Development Workshop's programmes target beneficiaries, mainly war displaced populations, living in the informal sector settlement areas in peri-urban areas. The main activities have been environmental sanitation, community water supply, and training of community workers in community health education. In addition, Development Workshop provides technical assistance to other development agencies and local government.

DW has a long experience of working in the difficult conditions of Luanda, and has run several training courses for people with basic levels of education (in such subjects as

appropriate technologies and public health). There is a training centre and a documentation centre, which is the only one of its kind in Luanda and serves the Angolan community with information on a range of technical and development issues. DW has its own workshop to maintain its vehicles, and administrative back-up for port clearance, procurement and financial accounts, which allow it to continue to function in difficult circumstances. DW runs an electronic node, and has good contacts, trust and credibility with local NGOs which are emerging and with some government departments.

2.2 Sector of Intervention

The present project proposal is situated within the context of DW's Luanda Women's Enterprise Development Programme which is a micro-enterprise pilot programme using a participatory subsector approach within the informal sector of the Luanda. The programme focuses on peri-urban communities where the majority of the internally displaced live.

2.3.1 Context

Angola is one of Africa's most rapidly urbanizing nations largely owing to the large influxes of rural displaced peoples. These internal refugees have fled to the peri-urban areas of Luanda to escape from the war being fought in the rural areas. Luanda has a current population estimate of 3 million (DW 1996;2). This large population density is one of contributing factors that account for limited job opportunities for both skilled and unskilled labour. Individuals have responded to the economic crisis, and their need to earn a living by whatever means possible, by entering into the informal sector; the formal economy representing a relatively minor source of employment and wealth creation. The informal economy is an essential component of individuals strategies. All families have great difficulties in surviving, and all households seem to have at least one member in the informal economy, without which many families would not survive (DW, 1996;3).

Women are an important part of the informal economy and in family survival strategies. But women face many difficulties in the informal economy: low incomes, few skills, little knowledge of their rights, no support from authorities and a feeling of isolation.

2.3.2 The Participatory Subsector Approach

The sub-sector focus was selected in hope that the two key improvements would occur within micro-entrepreneurs' survival strategies:

- a) Increase returns to labour;
- and
- b) Empowerment through information sharing, organizing and/or training

3.0 PROBLEM FRAMEWORK

3.1 Programme Goals:

The programme's goals were to:

- (a) improve the survival strategies of women small-entrepreneurs participants in the fisheries informal sector in peri-urban Luanda ;and,
- (b) to contribute to local & national programmes and community activities which provide opportunities to women to strengthen their family's economic capacities.

3.2 Overall Objectives:

These issues were addressed in the programme through the following objectives:

- a) Provide a training programme which will improve women's problem solving skills and resource management in order to effectively function within the informal sector;
- b) Assist women in organizing and networking for the purpose of information exchange;and advocacy and,
- c) Contribute to the understanding of the informal fisheries market which is one of the most important employers of internally displaced women in the peri-urban areas.

3.3 Specific Project Objectives:

- a) To prepare a set of training materials which can be used within training actions and form the basis of ongoing project interventions.
- b) To test the training materials in practice and evaluate their effectiveness in projects of other partner organizations.
- c) To set up a monitoring programme to measure key indicators related to women entrepreneurs in the informal sector. To establish a data base to collect information on women's socio-economical profile and family survival strategies.
- d) To provide access to informal micro-credit to women micro-entrepreneurs in form of small loans.

4.0 PROGRAMME DESCRIPTION

4.1 Programme Inputs

	INPUT	DESCRIPTION	WHO PROVIDES?	WHEN NEEDED?
1	PERSONNEL	Programme Coordinator	DW	Jan-Dec 97

		Social Mobilizers (2) full- time	DW	Jan-Dec 97
		Trainers	NGOs & GOs	Mar 97
		Consultants	contracted	Jan-Apr 97
2	EQUIPMENT	Training Audio-Visual	project procure	Mar.97
		Communications (walkie talkies)	DW	ongoing
		Computer (data processing)	DW	ongoing
3	MATERIALS	Consumables	project procure	as required
		Stationary	project procure	Jan 97
4	SERVICES	Graphics Design	contracted	Apr 97
		Data Processing	contracted	quarterly
		Equipment Repairs/Maintenance	contracted	as required
5	TRAINING	Publications	project procure	Jan-Mar 97
		Reproduction Manuals, copies	DW	May-Jun 97
		Courses & Seminars	DW	Jun 97
6	TRAVEL & COMMUNICAT'N	Travel in Service	DW	Jan-Dec 97
		Communications	DW	Jan-Dec 97
7	TRANSPORT	Vehicle	DW	Jan-Dec 97
		Insurance	DW	Jan 97
8	PROGRAMME SUPPORT	Logistics	DW	Jan-Dec 97
		Training Facilities	DW	Jan-Dec
9	MONITORING	Reporting	DW	quarterly

4.2 Participatory Sub-Sector Strategy:

The programme has piloted a participatory sub-sector approach in order to improve the economic opportunities for poor women. Thus the initial stages of the programme are composed of three key components:

- a) The research component which has collected information needed for the sub-sector analysis and were the basis for the development of specific interventions;
- b) The training component that focused on creating an environment in which the women themselves learn to identify the causes of the problems they confront in their entrepreneurial endeavour. Training is focused on assisting women to develop skills in problem solving and resource management to improve their family's situation; and,
- c) The organising/networking component facilitated and strengthened the organisation of the target group and helped raise gender and entrepreneurial concerns in government and non-governments organisations.

Through the implementation of the three interrelated components, the achieved planned outputs were as follows;

- i) Test the participatory sub-sector approach for the possible improvement of women's micro-enterprise. This allowed identification of subsector functions, participants and channels noting gender differences.
- ii) Record detailed knowledge of the fisheries sub-sector, with knowledge of possible intervention points; A preliminary map of the subsector was prepared along with a descriptive overview of the subsector, its operations, linkages and technologies. A report on the subsector of fish retailing was produced in April 1996.
- iii) Implementation of feasible interventions; Interventions were identified during the focus group discussions and implemented based on women's priorities. Series of information campaign were held on human rights and civic rights.
- iv) Training to improve women's problem solving and resource management; Training materials were develop to provide the target group with tools to improve their skills in investigation, analysis and planing
- v) Organization of mutual support groups of women; and facilitate target group' initiatives for group action contact through networking and sensibilisation were made to link target group to services, resources that can help to improve their enterprises.
- vi) Promote awareness by GOs and NGOs and donors of women's role in the informal sector. GO and NGOs were targeted for networking and advocacy efforts

5.0 OUTPUTS:

5.1 Justification of Planned Outputs

a) There are no suitable training material available in Portuguese or adapted for the Angolan context. The project has tested a number of techniques new to the Angolan economic environment and develop skills in participatory subsector approach, participatory development techniques, and informal credit. Specific training materials in small-enterprise development such as basic business, management and problem-solving skills were also developed for suiting an illiterate audience.

The tested training materials during the project could be used by others NGOs to provide them with tools and mechanisms aiming at improving their skills in investigation, analysis, planning and small enterprise development within the Angolan context.

b) Individuals have responded to the economic crisis, and their need to earn a living by whatever means possible, by entering the informal economy. The majority of economic transactions are conducted in the informal economy. However, there is a dearth of information on the informal sector, in general; The informal economy gets little assistance, either from aid organisations or from government.

Continuing researching and passing information on the socio-economical profile to key government people could be used to formulate policies that reduce constraints and improve opportunities for women in the informal sector as well as maintaining a data base on women's socio-economical profile in the informal sector.

In attempting to continue raising conscious on women's role in the informal sector in using the project results and lessons learnt, the subsequent activities could be done with low level support as follow-up project outputs for the WED's second phase.

5.2 Planned Outputs

- a) Set of training materials.
- b) Data base on women in the informal economy.
- c) Network to promote awareness within GOs, NGOs and donors of the role of women in the informal economy for advocacy purposes.
- d) Provide access to micro-credit to women micro-entrepreneurs

6.0 ACTIVITY

a) Output: Compilation of project activities into a manual guide

The activities and tasks will:

- assemble training materials
- choose appropriate methodology
- design training manual
- launching and presentation of manual guide(NGOs and Gos)
- test training materials with others NGOs

b) Output: Collection of on-going information on women's socio-economical profile

The activities and tasks will:

- design survey
- conduct survey
- set-up data base
- analyse information
- pass on information to GOs and NGOs

c) Output: Awareness by Gos and NGOs and donors of target group's role in the in formal sector.

The activities and tasks will:

- identify individuals in key positions and GOs and donors that have an impact(existing or potential) on policies and regulations affecting women in the informal sector
- document policy impact on women's socio-economical status

d) Output: Provide microcredit to selected women microentreprenerus working in the informal sector.

The activities will:

- identify women microentrepreneurs from the surveys and focus group discussion
- train women selected on basic accounting and resource management
- monitor and supervise the microcredit provided
- analyse the socio-economical impact of themicrocredit provided on the lives of the women

7.0 Monitoring:

The project mobilisers will collect qualitative and quantitative data to analyze survival strategies as well as the impact of the first phase project activities such as the credit and in particular socio-economical information about attitudes and behaviours of women working in the informal sector, under the close supervision of the project coordinator.

The data collection period will be broken down into three stages:

The first stage will consist of the design of the qualitative survey by the project

coordinator.

The second stage will consist of implementing the survey on the field by the project mobilisers under the close supervision of the project coordinator.

The third stage will consist of the analysis of the information collected by the project coordinator.

Ongoing monitoring will allow the project team to set up data base to provide baseline socio-economical information about attitudes and behaviours of women working in the informal sector

8.0 PROGRAMME PLAN:

Activity	1	2	3	4	5	6	7	8	9	10	11	12
1. assemble training materials 2. choose appropriate methodology 3. design training manual 4. launching and presentation of manual guide(NGOs and Gos) 5. test training materials with others NGOs 6. identify individuals in key positions and GOs and donors that have an impact(existing or potential) on policies and regulations affecting women in the informal sector 7. design women's socio-economical profile survey 8. conduct survey 9. analyses information 10. set-up data base 11. identify and select women microentrepreneurs and train on basic accounting and resource management 12. monitor and supervise the microcredit provided 13. pass on information to Gos and NGOs on the impact of the microcredit provided 14. document policy impact on women's socio-economical status 15. ongoing monitoring												

9.0 BUDGET

No: CATEGORY	ITEM	CODE	US DOLLARS	SUM
1.0 Personnel	Technical Assistance	546	28,400.00	18,000.00
	Local Staff (2 x 12 mo.)	544	7,200.00	6,000.00
	Consultants/Perdiems (1 mo.)	545	4,500.00	2,500.00
	SUB TOTAL:		40,100.00	26,500.00
2.0 Equipment	Technical	185		
	Tools	184		
	Office	186		
	Communications	190		
	Computer & Software	191/2		
	Training & Audio/Vis	187	500.00	
	SUB TOTAL		500.00	0.00
3.0 Materials	Consumables	519	500.00	500.00
	Construction	554		
	Stationary	520	500.00	250.00
	SUB TOTAL:		1,000.00	750.00
4.0 Services	Contracted Services (design)	550	2,500.00	
	Repairs & Maintenance	523		
	SUB TOTAL:		2,500.00	0.00
5.0 Training	Publications	521	500.00	
	Reproduction/Printing	510	4,500.00	1,500.00
	Courses/Seminars/Exchanges	551	3,500.00	2,000.00
	Grants/Loans	557	5,000.00	
	SUB TOTAL:		13,500.00	3,500.00
6.0 Travel & Communications	Travel in Service	530	5,000.00	3,000.00
	Home Leave	531		
	Communications	500	500.00	500.00
	SUB TOTAL:		5,500.00	3,500.00
7.0 Transport	Vehicle Procurement	183		
	Parts/Servicing/Running	533		
	Insurance	534	2,500.00	2,500.00
	SUB TOTAL:		2,500.00	2,500.00
8.0 Procurement, Logistics & Sectr.		572	6,560.00	3,675.00
9.0 Monitoring	Program Development	586		
	Reporting/Evaluation	576	500.00	500.00
	Missions/Conferences	577		
	SUB TOTAL:		500.00	500.00
10.0 Contingency	percentage>		0.00	0.00
11.0 NGO Admin	Overhead	570	7,266.00	4,075.00
PLANNED BUDGET:			79,926.00	45,000.00
CONTRIBUTIONS:	Spanish/UCAH Mechanism			45,000.00
	Swedish Embassy			6,000.00
	FUNDING: from others sources			28,926.00

Budget Notes:

1.0 Personnel - Technical Assistance

Relating to the Programme Coordinator position (see Job Description) Project Assistant.
Local consultant will be remunerated per fixed consultancy along the project activities over

the 12 month period of the project.

- 5.0 Training - Loans
Rotating micro credit funds of USD 5000 are already available to be used by the project on a reimbursable basis.
- 6.0 Travel in Service
Corresponds to the part-time use of a 4x4 vehicle and driver over the 12 month period of the project to support the field team.
- 8.0 Procurement, Logistics and Secretarial
Covers the shared costs of support staff, secretaries, financial manager, auditor and logistics staff.
- 10.0 NGO Overhead
Represents fixed costs including share of office rent, use DW training & classroom facilities and office, computer and communication equipment.
- 11.0 Swedish SIDA Contribution:
This is an annual contribution that SIDA/ASDI makes to our ongoing women's programme. This will be the third consecutive year that DW has received this small grant. Other sources of fundings will be raised along the project with internal and external donors.

JOB DESCRIPTIONS

POSITION: Project Coordinator

TASK:

Responsible on a day to day basis for the design, implementation and public relation of the project, responsible for training

Reports to:

The project management committee of the executing agency.
The management committee will ensure articulation between the project and other D.W. programmes and work of other agencies.

POSITION: Project Assistant

TASK:

Assist project coordinator and take particular responsibility for supervising mobilisers and analysis of data-base.

Reports to:

Project Coordinator

POSITION: Mobilisers (2)

TASK:

Assist the project coordinator in:
-reinforcing and continuing contacts made with project beneficiaries and community.
-assist in research