

**PREPARATORY PHASE OF REGIONAL WOMEN'S LEADERSHIP AND REPRESENTATION
PROGRAM**

(TC-96-04-19-2-RG)

EXECUTIVE SUMMARY

REQUESTER: Bank Initiative

EXECUTING AGENCY: The Bank, through SDS/WID

BENEFICIARIES: Governments and NGOs of the borrowing member countries

FINANCING:

IDB:	US\$ 20,000 (FSO)
Norwegian Trust Fund:	US\$208,000
Total:	US\$228,000

TERMS:

Execution period:	Nine months
Disbursement period:	Twelve months

ENVIRONMENTAL CLASSIFICATION: The Environmental Management Committee, at its meeting of June 11, classified this as a Category II operation.

OBJECTIVES: The objective of this Technical Cooperation is to establish the Women's Leadership and Representation Program, defining its mandate and its objectives, its institutional structure, its activities, and its scope of actions.

DESCRIPTION: The preparatory phase of the Women's Leadership and Representation Program will extend over a nine-month period and will include the following activities: (a) the development of a diagnostic of the current situation of women's participation in politics and in decision-making levels in other aspects of civic and public life; (b) an inventory of private, community and public organizations and institutions working on the issue of women and leadership in Latin America as well as an inventory of existing programs and projects in this area; (c) the organization of a consultation meeting that will gather experts in the design and management of funds and/or grantmaking programs and representatives of the multilateral institutions that are partners in this endeavor. This consultation will seek to assess priority issues that are to be addressed in the design of the program, and to explore venues for this inter-agency collaboration at different stages of the process; (d) the organization of a workshop with a group of regional

and international experts and donors in order to discuss the preliminary proposal for the Program; (e) an assessment of the operation of selected funds or grantmaking programs to facilitate the design process and to help with the development of eligibility criteria for the selection of beneficiary organizations; (f) development of a fund-raising strategy for implementation by the executing entity and to help guarantee sustained funding for the program in the future; and (g) design of an information campaign that will aim at promoting awareness of the Program in the different countries of the region and in the donors community.

BENEFITS:

Through this Technical Cooperation the IDB will take a significant step towards the establishment of a program that will address an issue which has received only minor attention from donors so far.

This Technical Cooperation will allow for a carefully planned and a well concerted action between the different multilateral and bilateral agencies that will be involved with the IDB as partners in the promotion of such an innovative and challenging agenda.

Another major benefit of this preparatory phase would be the participation of the various stakeholders concerned with the Women's Leadership and Representation Program in key aspects of the design process, through several venues such as the two consultation meetings that are planned.

RISKS:

The other multilateral and bilateral agencies involved as partners in the establishment of the Program might not commit themselves as much as necessary to the preparatory process. Effective leadership of the process by IDB will help reduce this risk.

The other partners might not be able to bring significant resources to the Program. Effective definition of the terms of the partnership in the program as well as increased interest in the Program in the borrowing countries will help pressure the other agencies and consequently, mitigate this risk.

**THE BANK'S
STRATEGY:**

The Bank's strategy, as called for in the Eighth Replenishment, emphasizes the importance of women's equal participation with men in all areas of development. In keeping with the priorities of the Eight Replenishment, the Agenda for Action that resulted from the 1994 Regional Forum on Women in the

Americas recommended that: "Bank programs should help strengthen women's participation in public decision-making".

RESPONSIBILITY: Regional Technical Cooperation Division (INT/RTC) will assume basic responsibility and SDS/WID technical responsibility for this Technical Cooperation.

SHORT PROCEDURE: Pursuant to Part III, Section 2(j)(ii) of the Regulations of the Board of Executive Directors, this operation meets the conditions for consideration by the short procedure.

I. BACKGROUND

- 1.1 Recent democratic trends in Latin America and the Caribbean have made it increasingly possible for women to play a more prominent social role at various levels and with varying degrees of social and political impact. The rise of autonomous women's groups and the creation of women's sections within traditional groups (such as trade unions, political parties, professional associations, etc.), reflect the growing influence of women as political actors. Yet, despite these inroads, women have been less able to increase their participation in policy making bodies at the national level.
- 1.2 The participation of Latin American and Caribbean women in politics is a phenomenon that began in the 1970's. Government and nongovernment entities started to explicitly incorporate women into their plans and projects with the Declaration of the Decade of Women (1975-1985). However, women's effective participation in power structures in Latin American and Caribbean countries has not significantly changed up to now.
- 1.3 The establishment of the Women's Leadership and Representation Program is envisioned as a means to promote female participation in decision-making in all aspects of public and civic life. By strengthening women's leadership and participation in the public decision-making process, both in government and civil society, the Leadership Program will contribute to ensuring good governance, effective use of resources, and an equitable distribution of the benefits of development.
- 1.4 The Bank's Operating Policy on Women in Development recognizes that development is a process that must fully involve both men and women. The Policy emphasizes the importance for Bank projects to identify key areas and means to increase women's active participation and to foster their greater access to benefits. There is a need to establish mechanisms that increase female participation in the political process in the region, and through this participation, improve the living conditions of both men and women.
- 1.5 The Eighth Replenishment also recognizes that women have a vital contribution to make to the economic and social development of the region and to the reduction of poverty. The Forum on Women in the Americas organized by the Bank in Guadalajara, in April 1994, represented a fundamental step towards the setting of priorities and devising concrete measures to strengthen the participation of women in IDB's programs. This effort is a step beyond the pilot project on Women in Political Leadership Roles undertaken by SDS/WID with financing from the Swedish Trust Fund, in 1994.
- 1.6 The creation of this Leadership and Representation Program was strongly endorsed by the IDB's Vice President in her remarks at the Plenary Session of the Fourth World Conference in Beijing. Consultations between IDB, UNIFEM, UNICEF, and OAS as potential

partners in this initiative, have been ongoing since last year.

II. OBJECTIVE

- 2.1 The objective of this Technical Cooperation is to establish the Women's Leadership and Representation Program, defining its mandate and its objectives, its institutional structure, and its scope of actions.

III. DESCRIPTION OF THE PROJECT

A. Activities

- 3.1 This Technical Cooperation will extend over a nine-month period and will include the following activities:
- a. Diagnostic of the current situation. A diagnostic of the current status of women's participation in politics and in decision-making at the highest levels of civic and public life in Latin America and the Caribbean will be conducted during this phase. This diagnostic will rely mainly on a review of existing documentation on this topic. It will also allow to identify main roadblocks and opportunities that hinder or facilitate women's access to power in the Latinamerican and Caribbean Region. A regional expert will be contracted for a short time to carry out this work.
 - b. Inventory of organizations working on this issue. A diagnostic and an assessment of public, private and community organizations, institutions and agencies, with ongoing initiatives of this nature in the different countries of the region. An inventory of existing programs and projects aimed at promoting women's political leadership in the LAC region will be simultaneously conducted. This effort should allow for the identification of potential beneficiaries of the Program's action.
 - c. Organization of a consultation meeting. A meeting will be organized that will gather a selected number of experts in the design and management of funds and/or grantmaking programs. Representatives of the multilateral and regional institutions that are partners in this endeavor will also be invited. The purpose of this consultation will be to assess priority issues that are to be addressed during the design stage of the program, and to explore venues and concrete elements for this inter-agency collaboration at different stages of the process. This meeting will be convened in Washington.
 - d. Organization of an international workshop. A two-day workshop with a core group of regional and international experts will be organized as part of the project preparation. The meeting will allow to discuss and to collect feedbacks on the preliminary

proposal and on the activities to be supported by the Program. It will also gather key donor agencies that are partners in the Program. This workshop will take place in a Latin American country, midway through the process.

- e. Design of the Grantmaking Program. The project team will seek to identify one or more executing agency/agencies to carry out the Program. The partner agencies will help in this effort. The team will also assess the operation of a selected number of funds or grantmaking programs to facilitate the design process. This effort will be particularly helpful for the development of eligibility criteria for the selection of participating NGOs, the identification of a preliminary "menu" of projects to be financed by the program, and the definition of basic rules and regulations that will govern the grantmaking initiative.
- f. Development of a fund-raising strategy. Other sources of financing will be identified throughout the preparatory phase and a fund-raising strategy will be designed for implementation by the executing entity and the other parties involved in the establishment of the program. This fund-raising effort will help guarantee sustained funding for the program in the future. This effort will mainly target private foundations and corporations, as well as bilateral donors.
- g. Design of an information campaign. This effort will aim at promoting awareness of the Program in the different countries of the region and also in the donors community.

B. Project Execution

- 3.2 The activities to be developed under this Technical Cooperation will mainly be carried out by individual consultants under the coordination of SDS/WID. This preparatory phase constitutes an essential step towards the establishment of the Women's Leadership Program.
- 3.3 The Program will finance projects and programs from government, private and community organizations and groups that seek to promote women's direct involvement in public decision-making. It would also support programs and projects that seek to improve the effectiveness of women's organizations as agents of political change. The types of projects that the Leadership Program will support will be defined during the preparatory phase.
- 3.4 The activities foreseen throughout the design process will be fundamentally participatory. They will seek to involve key organizations and individuals with special interest in the existence of such a Program. They will also encourage the active participation of individuals with expertise in areas relevant to the issue of women's leadership, as well as experts in the management and the operation of similar endeavors.

C. Follow-up and Reports

- 3.5 The Women in Development Program Unit (SDS/WID) will be doing the follow-up of this Technical Cooperation including the approval of the consultants' Final Reports.

D. Financing

- 3.6 The estimated cost of this Project is US\$228,000. US\$20,000 will be funded by IDB from the net income of the Fund for Special Operations, and US\$208,000 will be funded by the Norwegian Fund for Women in Development.

ESTIMATED BUDGET
(in US\$)

CATEGORY	IDB	NORWEGIAN	TOTAL
2. Individual Consultants	19,900	100,925	120,825
2.1 Honoraria	17,000	68,500	85,500
2.5 Travel on Official Business	2,900	32,425	35,325
3. Scholarship Students and Participants (Workshops)		63,980	63,980
3.3 Travel on Official Business		59,500	59,500
3.4 Insurance		480	480
3.5 Teaching Material		4,000	4,000
6. General Support		18,000	18,000
6.1 Premises (Rental)		6,200	6,200
6.3 Equipment		3,000	3,000
6.4 Supplies		4,000	4,000
6.6.2 Interpreters		4,800	4,800
7. Publications		9,000	9,000
7.1.1 Typing and Composition		500	500
7.1.2 Reproduction		1,500	1,500
7.1.3 Editing		4,000	4,000
7.2 Translations		3,000	3,000
7.3 Printing		2,000	2,000
7.4 Distribution		1,000	1,000
98. Contingencies	100	13,095	13,195
TOTAL	20,000	208,000	228,000

IV. BENEFITS AND RISKS

A. Benefits

- 4.1 Through this Technical Cooperation the IDB will take a significant step towards the establishment of a program that will focus specifically on the promotion of the innovative issue of women's leadership in the Latin American and Caribbean region. This program will address an issue which has received only minor attention from donors so far.
- 4.2 An additional benefit of this Technical Cooperation will be to allow for a carefully planned and a well concerted action between the different multilateral and bilateral agencies that will be involved as partners in the promotion of such an innovative and challenging agenda.
- 4.3 Finally, a major benefit of this preparatory phase would be the participation of the various stakeholders concerned with the Women's Leadership and Representation Program in key aspects of the design process, through several venues such as the two consultation meetings that are planned.

B. Risks

- 4.4 The following risks have been identified:
 - a. The other multilateral and bilateral agencies involved as partners in the establishment of the Program might not commit themselves as much as necessary to the preparatory process. Effective leadership of the process by IDB will help reduce this risk.
 - b. Finally, the other partners might not be able to bring significant resources to the Program. Effective definition of the terms of the partnership in the program as well as increased interest in the Program in the borrowing countries will help pressure the other agencies and consequently, mitigate this risk.

V. EVALUATION

- 5.1 Given the nature of this Technical Cooperation a formal evaluation is not expected to take place. The two consultation meetings foreseen during the process will indirectly allow for a monitoring of the activities to be implemented towards the objective set forth. The reports of the three main consultants involved in the process as well as the Program will represent enough evidence of the validity and the worthiness of the effort.

DETAILED BUDGET

CATEGORY		IDB	NORWEGIAN	TOTAL
2. Individual Consultants		19,900	100,925	120,825
2.1.1	Honoraria	17,000	68,500	85,500
	Fund Raising Consultant (50 days x \$400)		20,000	20,000
	Diagnostic Consultant (50 days x \$340)	17,000		17,000
	Program Design Consultants (60 days x \$350)		21,000	21,000
	Events Coordinator (40 days x \$500)		20,000	20,000
	Facilitators/Rapporteur (15 days x \$500)		7,500	7,500
2.5	Travel on Official Business	2,900	32,425	35,325
2.5.1.1	Tickets	2,000	17,000	19,000
	Fund Raising Consultant (1 R.T. Europe) (1 R.T. LAC/USA)		3,000 2,000	3,000 2,000
	Diagnostic Consultant (1 R.T. USA/LAC x US\$2,000)	2,000		2,000
	Program Design Consultants (4 R.T. USA x US\$ 500) (2 R.T. USA/LAC x US\$2,000)		2,000 4,000	2,000 4,000
	Events Coordinator (2 R.T. USA/LAC x US\$2,000)		4,000	4,000
	Facilitators (1 R.T. USA/LAC)		2,000	2,000
2.5.1.2	Per Diem	900	15,425	16,325
	Fund Raising Consultant (10 days Europe x US\$300) (12 days LAC x US\$225)		3,000 2,700	3,000 2,700
	Diagnostic Consultant (4 days LAC x US\$225)	900		900
	Program Design Consultant (16 days USA x US\$200) (15 days LAC x US\$225)		3,200 3,375	3,200 3,375
	Events Coordinator (10 days LAC x US\$225)		2,250	2,250
	Facilitators (4 days LAC x US\$225)		900	900
3. Scholarship Students and Participants (Workshops)			63,980	63,980
3.3	Travel on Official Business		59,500	59,500
3.3.1.1	Tickets		39,400	39,400
	A. Workshop in D.C.			
	From USA 1 x US\$ 500		500	500
	From LAC 2 x US\$1,200		2,400	2,400
	B. International Workshop in LAC Country			
	From USA 4 x US\$2,000		8,000	8,000
	From LAC 15 x US\$1,500		22,500	22,500
	From Europe 2 x US\$3,000		6,000	6,000

CATEGORY	IDB	NORWEGIAN	TOTAL
3.3.1.2 Per Diem		20,100	20,100
A. Workshop in D.C. 3 participants x 2 days x US\$200/day		1,200	1,200
B. Workshop in LAC 21 participants x 4 days x US\$225/day		18,900	18,900
3.4 Insurance		480	480
A. Workshop in D.C. 3 LAC participants x US\$20		60	60
B. Workshop in LAC 21 LAC participants x US\$20		420	420
3.5 Teaching Material		4,000	4,000
6. General Support		18,000	18,000
6.1 Premises (Rental)		6,200	6,200
6.3 Equipment		3,000	3,000
6.4 Supplies		4,000	4,000
6.6.2 Interpreters (3 days LAC Workshop x 4 x US\$400)		4,800	4,800
7. Publications		9,000	9,000
7.1.1 Typing and Composition		500	500
7.1.2 Reproduction		1,500	1,500
7.1.3 Editing		4,000	4,000
7.2 Translations		3,000	3,000
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LOGICAL FRAMEWORK

TABLE OF INDICATORS	
OBJECTIVES	INDICATORS
Purpose: To establish the Women's Leadership and Representation Program, defining its mandate, objectives, institutional structure and scope of work.	<ul style="list-style-type: none"> ▸ Design of Women's Leadership and Representation Program is completed and program is approved by IDB's Board
OUTPUTS	INDICATORS
a. Diagnostic of the current status of women's participation in politics and in decision-making at the highest levels.	<ul style="list-style-type: none"> ▸ Paper completed and published
b. Inventory of public and private organizations with programs and activities on the issue of women's leadership.	<ul style="list-style-type: none"> ▸ Representative list of institutions and programs from the 26 member countries in the Region complete
c. Organization of a consultation meeting with a selected number of experts in the design and management of funds and with representatives of other multilateral agencies involved in the program with the IDB.	<ul style="list-style-type: none"> ▸ Meeting completed ▸ Proceedings completed and circulated ▸ Agreements for collaboration between partner agencies achieved
d. Organization of an international meeting with experts on the leadership issue as well as representatives of donor agencies interested in this initiative.	<ul style="list-style-type: none"> ▸ Meeting completed ▸ Proceedings completed and circulated ▸ Proposal for program discussed and amended by meeting participants
e. Design of a grantmaking program and definition of eligibility criteria for the selection of participating organizations.	<ul style="list-style-type: none"> ▸ Description and function of grantmaking program outlined ▸ Eligibility criteria for grantees defined
f. Development of a fundraising strategy that will allow for identification and involvement of other sources of financing into the program.	<ul style="list-style-type: none"> ▸ Possible additional sources of funding identified ▸ Additional monies secured for the program
g. Design of an information campaign to promote awareness of the program in the different countries of the region as well as in the donor community.	<ul style="list-style-type: none"> ▸ Information campaign outlined ▸ Promotional materials designed and disseminated

PROPOSED RESOLUTION

REGIONAL. NONREIMBURSABLE TECHNICAL COOPERATION FOR THE
PREPARATORY PHASE OF REGIONAL WOMEN'S LEADERSHIP
AND REPRESENTATION PROGRAM

The Board of Executive Directors

RESOLVES:

1. That the President of the Inter-American Development Bank, or such representative as he shall designate, is authorized, in the name and on behalf of the Bank, and as trustee of the Norwegian Fund for Women in Development, to take such additional measures as may be pertinent for the execution of the plan of operations referred to in Document AT- with respect to a nonreimbursable technical cooperation for the execution of the Preparatory Phase of Regional Women's Leadership and Representation Program.

2. That up to the sum of US\$208,000, is authorized for the purpose of this resolution, chargeable to the resources of the Norwegian Fund for Women in Development.

3. That the above-mentioned sum is to be provided on a nonreimbursable basis.

PROPOSED RESOLUTION

REGIONAL. NONREIMBURSABLE TECHNICAL COOPERATION FOR THE
PREPARATORY PHASE OF REGIONAL WOMEN'S LEADERSHIP
AND REPRESENTATION PROGRAM

The Board of Executive Directors

RESOLVES:

1. That the President of the Inter-American Development Bank, or such representative as he shall designate, is authorized, in the name and on behalf of the Bank, to take such additional measures as may be pertinent for the execution of the plan of operations referred to in Document AT- with respect to a nonreimbursable technical cooperation for the execution of the Preparatory Phase of Regional Women's Leadership and Representation Program.
2. That up to the sum of US\$20,000, is authorized for the purpose of this resolution, chargeable to the net income of the Fund for Special Operations.
3. That the above-mentioned sum is to be provided on a nonreimbursable basis.