

**Regional Program to Strengthen Technical and Vocational
Training for Low-Income Women**

(TC-94-03-50-2-RG)

EXECUTIVE SUMMARY

REQUESTING COUNTRIES: Argentina, Bolivia, Costa Rica, and Ecuador

EXECUTING AGENCY: CINTERFOR, the Inter-American Center for Vocational Training Research and Documentation, a specialized institution responsible for technical support at regional level. Headquarters: Uruguay.

NATIONAL COEXECUTING AGENCIES: Argentina: the National Institute for Technological Education (INET) in coordination with the Ministry of Labor and Social Security's Division of Vocational Training.
Bolivia: The Labor Education and Training Institute (INFOCAL);
Costa Rica: The National Training Institute (INA);
Ecuador: The Ecuadorean Vocational Training Service (SECAP).

BENEFICIARIES: The program's principal beneficiaries are low-income women, through technical improvement of the vocational training activities offered to women and increased receptiveness of the training system to the particular needs of low-income women. Other beneficiaries are the public and private vocational training institutions [*instituciones de formación profesional*] (IFPs); the private business sector and the men and women participating in the activities developed under the program and in the activities which may follow its dissemination.

FINANCING:

TOTAL:	US\$7,669,000
IDB/MIF <u>1</u> /:	US\$4,700,000 (nonreimbursable)
LOCAL:	US\$2,969,000

DURATION: Period of execution: 36 months

1/ This amount is broken down as follows:
 US\$.75 million for the regional executing unit
 US\$3.805 million for the four countries involved in the program
 US\$.134 million for contingencies

MIF FACILITY: Human Resources Facility (Facility II): US\$4,700,000

OBJECTIVES: This is a pilot program whose general objective is to increase productivity and employment opportunities to support women's contribution to development and advance the process of poverty reduction in the region. The specific objectives are to: (i) generate conditions that promote equal participation of women in technical/ vocational training and increase the technical level and range of training options offered to women; (ii) adjust the training offered to labor market demand; and (iii) disseminate the models and methodologies developed throughout the Latin American region.

DESCRIPTION: The program comprises: (i) Subprogram 1: Development and testing of a new methodology in four Latin American countries through pilot technical and vocational training programs. It includes the following activities: design, review and updating of curricula and teaching materials and teacher-training methods; performance of market studies; development of liaison activities with the private sector; training of trainers and instructors in applying the methods designed by the program; review of job counseling activities; structuring of modules on personal development, self-esteem, development of vocational goals; teaching of courses to test the methodologies in each participating country. A subsidy is included for women with children under five years of age. (ii) Subprogram 2: Promotion, regional dissemination and evaluation of the program. Its activities include: designing a multimedia awareness campaign on the economic opportunities available to women; holding national and regional workshops to disseminate the models and methods developed, aimed at other public- and private-sector, national and regional training institutions; and publishing materials produced and experiences gathered under the program.

Liaison activities with the private sector will be developed by creating an advisory committee with representatives of private-sector training institutions, nongovernmental organizations (NGOs), and the private business sector, with the following objectives: (i) coordinating collaboration of the private business sector with the program; (ii) helping to obtain on-the-job training and practical instruction in companies; and (iii) ensuring that private sector demand is taken into account in course selection and curriculum design.

BENEFITS:

The international experience acquired through the activities carried out within the program's framework will serve as input to: (i) develop a technical and vocational training model which promotes conditions of equal opportunity for women in work training for skilled employment; (ii) provide training for women and men which responds to private sector production requirements; (iii) increase women's participation in the supply of training courses; (iv) increase the human capital and productivity of low-income women and consequently contribute, in particular, to reducing poverty and the proportion of women amongst the poor; and finally, (v) encourage joint promotion and training activities with the private sector and the exchange of regional experience to make it possible to disseminate the program's methodology both at the national and regional level.

RISKS:

There is concern about the countries' interagency capacity to develop the program effectively. The creation of an advisory committee in each country with the participation of representatives of business associations, private sector training institutes, NGOs, the IFP national coordinator liaising with the business sector, is therefore being contemplated, and will ensure fulfillment of the commitments agreed under the program.

**PROCUREMENT OF
GOODS AND
SERVICES:**

A. Services. The regional executing unit (UER) and the national executing unit (UEN) will hire 428 consultant months on long-term contracts, and 212 consultant months on short-term contracts, and will be responsible for writing and negotiating contracts with them with prior Bank approval. The project will also require the services of 24 person/months of CINTERFOR specialized personnel, financed by that institution. The IFPs will also contribute the services of professionals on long- and short-term contracts during the three years of the program's life.

B. Equipment. The program requires a total of six computers for the UENs and the UER, some office materials for each UEN and the UER, and materials for preparing seminars and the creation and coordination of the advisory committees. Acquisitions will be made in accordance with Bank procedures.

**CONDITIONS
PRECEDENT TO
THE FIRST
DISBURSEMENT:**

Before proceeding to make disbursements, CINTERFOR must submit evidence of fulfillment of the following conditions: (i) that the IFPs have expressed agreement with the objectives, components and management proposed in this program and have signed a letter of

agreement with CINTERFOR; a clause in the agreement between CINTERFOR and the IFPs shall require that a UEN is created in each of the IFPs participating in the program, and directed by a national coordinator; and (ii) that the contract with the Regional Coordinator of the UER has been signed.

TOTAL INPUT:

Person/weeks used in preparation and
required for administration

DESCRIPTION	NOW		FUTURE	
PERSONNEL	IDB	MIF	IDB	MIF
Project Team Leader	8		6	
Attorney	1		2	
RTC Official	8		8	
MIF Coordinator		3		5
Consultants	17		2	
Country Offices			20	
TOTAL	34	3	38	5

**ENVIRONMENTAL
CLASSIFICATION:**

The Environment Committee, at its meeting of August 23, 1994, classified this as a Category II operation.

MODALITY:

Nonreimbursable.

I. COUNTRY ELIGIBILITY

- 1.1 The countries included in the program (Argentina, Bolivia, Costa Rica, and Ecuador) have been approved as eligible by the Donors Committee for all forms of financing from the Multilateral Investment Fund. On the basis of the country eligibility memorandum prepared by the Bank, Bolivia was declared eligible on October 6, 1993, Argentina on November 30, 1993, Costa Rica on December 3, 1993, and Ecuador on September 12, 1994.

II. REGIONAL ELIGIBILITY

- 2.1 Regional eligibility was requested for this specific program, bearing in mind that the regional experience will serve to develop a technical and vocational training model which will facilitate greater access to opportunities for, and increased productivity of, the women in this area and that regional exchanges of experience will afford broader dissemination of the program's methods both nationally and regionally. The selection of the four countries involved in the program took account of the fact that all are in the process of modernizing their technical and vocational training programs and that they demonstrate similar characteristics and needs for the development of methodologies and strategies to cope efficiently with technical and vocational training programs for women.

III. BACKGROUND

- 3.1 Now in the 1990s most Latin American countries have overcome the adjustment stage that followed the external debt crisis of the 1980s and are now in the process of intensive restructuring of their economies. These processes have profound repercussions on the operation of their labor markets and their requirements for qualified human resources.
- 3.2 One of the most important characteristics of the labor market in the last 30 years has been the massive presence of women in the work force. Women currently constitute 30% of the economically active population in the region (Argentina, 30%; Bolivia, 39.3%; Costa Rica, 29.9%; and Ecuador 39.3%). A lower fertility rate, higher rates of urbanization, and higher levels of education have contributed to women's increased economic participation. At the same time, women's expanded economic responsibility as a result of the drop in real income during the 1980s and a rise in the number of women heads of household in the region has intensified this participation and left women in jobs with lower productivity and income.

- 3.3 The income inequality between men and women, occupational segregation, and gender discrimination continue to be important characteristics of women's participation in the labor market. The fact that there is almost parity between young men and women in the formal education system has not narrowed the income gap between them. Other social and economic factors are at the source of this difference. Cultural biases about "women's occupations" continue to affect recruiting and promotion practices in businesses and protectionist labor legislation. Women themselves are responsible through self-selection by concentrating on a limited number of occupations and economic sectors. Underemployment and unemployment rates are much higher among women, and there is also a large presence of women in the informal sector of the economy (30 to 60% of the active population in this sector).
- 3.4 Given the large-scale presence of women in the labor market and their growing economic responsibility, there is an urgent need to expand economic opportunities for low-income and young women and to adapt their levels and areas of qualification to actual market demand. Technical and job training programs play a significant role in adjusting labor supply to demand. For these programs to be successful, the difficulties inherent in the current programs need to be tackled and the quality of the programs needs to be improved, while incorporating specific activities to overcome the existing difficulties so that women may participate more efficiently and effectively.
- 3.5 International experience in training and education programs over the last few years provides important lessons. It is essential to strengthen the quality of training women receive in traditionally female occupations to raise their productivity and make the training pertinent to the needs of the market in areas such as textiles, tourism, office work, and health care. At the same time, new training courses and methods are needed to respond to new sectors of the market such as telecommunications, computer repair, telephone installations, etc. Finally, the curricula of predominantly masculine activities (such as plumbing, soldering, electric installations, and carpentry) need to be reviewed and remedial courses designed that will facilitate women's access to these jobs.
- 3.6 In order to produce conditions of equality for the participation of women in training and employment opportunities, an array of additional activities will have to be undertaken comprehensively. These include promotion activities designed to encourage women to sign up for the programs; schedules, duration of courses, and convenient locations; bathrooms and dressing rooms for women; child-care services; follow-up services and personal development, including self-esteem and development of vocational goals; training in gender sensitivity for administrative and teaching staff in training centers; and solid private-sector participation.

- 3.7 Vocational training policy and supply of such training for women have, however, in many cases reproduced the educational models that trained them in the traditional occupations without taking into consideration their potential and the new employment opportunities in the labor market. Neither have these policies, in general, taken account of the specific limitations which women face in selecting their vocational goal. Consequently, women continue to enter traditional female occupations. Female enrollment in regional public-sector IFPs is about 38% on average.
- 3.8 In the four countries involved in the program, the technical and vocational training systems are in the process of modernizing their administration in order to provide a more efficient response to the requirements of the labor market. While the private sector participates in the supply of technical and vocational training, the vocational training institutions (IFPs) still provide broad coverage and are recognized as policy-setting bodies in the area of technical and vocational training in their respective countries. Development of their policy-setting and technical capability will enable these IFPs to offer appropriate services of higher quality to the private sector, which will have a demonstration effect on the supply of technical and vocational training as a whole.
- 3.9 The best across-the-board regional experiences regarding the participation of women in vocational training dates from 1975, the year in which Project 102 of the Inter-American Center for Vocational Training Research and Documentation (CINTERFOR) was launched, under which appraisals of the employment and vocational training of women in nine Latin American countries were made. In the wake of that project, another entitled "Promotion of Women's Participation in Technical and Vocational Training in Latin America" was developed, and consisted of updating the appraisals in each of the countries, and training representatives of the participating IFPs in the technical and vocational training of women. Almost all the institutions represented in this project prepared national action plans, with specific characteristics, which are now under way. This demonstrates the IFPs' interest in conducting programs on this subject and their capacity to do so. This is also evident in the fact that in most of the countries involved in the program there are women's promotion units responsible for planning technical and vocational training programs for women.

IV. OBJECTIVES

- 4.1 This is a pilot program whose general objective is to increase productivity and employment opportunities for low-income women to support women's contribution to development and advance the process of poverty reduction in the region.

- 4.2 The specific objectives are to: (i) generate conditions that promote equal participation of women in technical/vocational training and increase the technical level and range of training options offered to women; (ii) adjust the training offered to labor market demand; and (iii) disseminate the models and methodologies developed throughout the Latin American region.

V. PROJECT DESCRIPTION

A. Target population and beneficiaries

- 5.1 This program's target population is women of working age, preferentially underemployed, unemployed, freelance, temporary or inactive workers with low family incomes, heads of families with few vocational qualifications. The program has a comprehensive approach where by it seeks to develop activities with male and female participants; the program will therefore include a proportion of male participants. The target population focus will vary in each country according to its socioeconomic characteristics and the occupational profiles sought by the productive sector. The program relies on self-selection mechanisms. Because the program is based on provision of courses for semi-skilled work requiring at the most an incomplete secondary education, it is estimated that the population attracted by the program will be from low-income socioeconomic strata.
- 5.2 The main beneficiaries of the program are low-income women and it operates through technical improvement of the vocational training activities offered to women and the training system's responsiveness to the special needs of low-income women; other beneficiaries are the public and private vocational training institutions (IFPs); the private business sector and the men and women participating in the activities developed under the program and in any others that may follow their dissemination.

B. Activities

- 5.3 The program comprises: (i) Subprogram 1: Development and testing of a new methodology in four countries through pilot technical and vocational training programs; and (ii) Subprogram 2: Promotion, regional dissemination and evaluation of the program.
- 5.4 Subprogram 1: Development and testing of a new methodology and execution of pilot technical and vocational training programs
- a. Design, review and updating of curricula and teaching materials and methods for approximately 45 specialties, approximately as follows: (i) 25%, updating curricula to raise the technical

level of traditionally female areas of specialization (for example, hotel and tourism work, administration of microenterprises, textile design, nursing auxiliaries, and office assistants); (ii) 50%, review of curricula to adapt them to labor market requirements and design of remedial courses to facilitate women's participation in traditionally male areas of specialization (for example, household electrical installations, leather and shoemaking, graphic arts, plastic molding, plastering and basic carpentry); and (iii) 25%, design of curricula for new specialties in great demand in the labor market (for example, installation of telephone exchanges, electronic soldering, computerized control of warehouses and inventory, computer repair, and data processing). Concepts of environmental protection, industrial safety and occupational health will be included in the instructional modules, where relevant. (For greater detail see Annex 4: National Projects).

- b. Preparation of labor market studies for some activities, particularly new specialties and those less usual among by women, with the aim of directing curriculum review towards the demand for technical and vocational training. At least 10 studies per country will be considered. These market studies and particularities of the productive structures of the countries participating in the program will be taken into account in the selection of specialties.
- c. Development of liaison activities with the private sector. A full-time consultant in each country will be responsible for: (i) coordinating collaboration with the private business sector; (ii) facilitating on-the-job training and practical instruction in companies; (iii) ensuring that private sector demand is taken into account in course selection and curriculum design; and (iv) creating an advisory committee with representatives of the private business sector, private sector training institutions, NGOs and the program, responsible for supervising fulfillment of the action plans agreed under the program.
- d. Training of trainers and/or instructors in applying the methods designed for the program. This includes designing and conducting training courses averaging 30 hours for instructors who teach the above-mentioned specialties. It includes techniques for environmental management that encourages women's participation and awareness of women's specific needs. These activities will include about 1,300 teachers from the IFPs and 200 teachers from the public and private sector.
- e. Restructuring of the area of employment and vocational guidance in the IFPs and training of employment and vocational guidance counselors, who will accompany the women from the beginning of their training activities to their involvement in practical instruction and in the job-seeking process. Courses relating

to vocational guidance techniques and job-hunting, information on the labor market will be prepared. The methods of selecting IFP students will be modified and personnel (about 90 people) will be trained in the activities of monitoring, placement and follow-up.

- f. Development of awareness-raising activities, including activities to assist and monitor the women participating in the courses. Twenty instructional modules will be organized on personal development, self-esteem, career planning, equal-opportunity policies and programs, the situation of women in the labor market (approximately 15,400 women and men will benefit from the instruction modules and the dissemination of materials).

Awareness workshops will be developed with the business sector and will include the modules mentioned, as well as the exchange of experience on the various types of center business links in the technical and vocational training processes.

- g. Holding of approximately 200 three-to-six-month technical and vocational training courses in each country, using the new methods and materials produced in the context of this program. The courses will include a reading phase and a practical instruction phase. These will be carried out basically in the last two years of the program, since the first year will concentrate on the curriculum review and awareness-raising for the IFPs, system users and, preferably, the private productive sector. Approximately 4,000 women will be trained in the specialties selected.
- h. Activities in support of technical and vocational training. For purposes of encouraging women to gain access to, and remain in these courses, an allowance for approximately 2,400 participating women with children under five years of age will be established. Talks will also be given on ways to organize family and work responsibilities more successfully for the men and women participating in the program courses.

5.5 Subprogram 2: Promotion, regional dissemination and evaluation of the program

- a. Design, structuring and implementation of a multimedia campaign on equal opportunities for women in technical and vocational training aimed at various users: women, IFPs, workers, and especially the private business sector. A series of messages on radio and television (12 mini television spots) will be designed to demolish stereotypes of the occupational options

open to men and women, and newspaper and magazine space to sensitize the business sector; 9,000 brochures, 18,000 flyers and 5,000 posters will be prepared and distributed.

- b. Holding regional and national workshops for the exchange of information and experience obtained in the development of the program. A regional workshop will be held during each year of the program's life with the participation of IFP officials and representatives of other public and private vocational training institutions in the region. The last regional workshop will present the results established under the program, with special emphasis on the replication potential of the experience developed.

A national workshop will also be held in each country once a year in which IFP officials, business associations, beneficiaries and NGOs will participate. At the time of the workshop, the Regional Coordinator of the program, the respective National Coordinators and the highest authorities of the IFPs will review the program's execution, approve the budgets and annual work plans and take cognizance of the semiannual monitoring reports.

- c. Publication of the results and documentation produced by the program. A simple instructional publication will be written for purposes of disseminating the methods, materials and experiences developed in the context of the program.
- d. Monitoring and evaluation of program activities: (i) a monitoring report will be prepared every six months that each National Executing Unit (UEN) will send to the Regional Executing Unit (UER), for purposes of rectifying, expanding on, and emphasizing specific approaches; (ii) an interim evaluation of the program will be carried out one and a half years into its execution for purposes of strengthening its activities; and (iii) an ex post evaluation will be carried out one and a half years after the end of the program (see Annex VI for the program evaluation matrix).

C. Required goods and services

1. Personnel

- 5.6 The project requires the services of 428 person/months of long-term contracts and 212 person/months of short-term contracts. Among these are included the services of a regional coordinator, a national coordinator, and someone to liaise with the private sector in each country, experts in labor market research, specialists in gender-based curricula, specialists in guidance and promotion, experts in awareness campaigns, experts in training trainers and evaluators, and specialists in training in management of micro-enterprises. The project also requires the services of

24 person/months of specialized CINTERFOR personnel, financed by that institution. The IFPs will also provide the services of long- and short-term contractors during the three years of the program's life. In respect of support services, the program requires the services of 324 person/months for each of the four UENs and the UER, and 48 person/months of CINTERFOR support personnel contracted by that institution.

- 5.7 Annex 5 describes the terms of reference of the long- and short-term consultants. Annex 4 describes the specific consulting services required in each country.

2. Equipment and supplies

- 5.8 In terms of equipment, the program requires a total of six computers for the UENs and the UER, some office supplies for each UEN and the UER, and material for the preparation of seminars and the creation and coordination of the advisory committees.

D. Project administration and organization

- 5.9 CINTERFOR, an internationally-recognized specialized institution, will be responsible for program execution and technical support at the regional level. The selection of CINTERFOR was based on its character as a central institution in the vocational training institution network in the Latin American region. The institutions responsible for program execution at the national level will be the IFPs of the respective countries: (Argentina: National Institute for Technological Education (INET); the Ministry of Labor and Social Security's Vocational Training Division; Bolivia: the National Labor Education and Training Institute (INFOCAL); Costa Rica: the National Training Institute (INA); and Ecuador: the Ecuadorean Vocational Training Service (SECAP).
- 5.10 CINTERFOR will receive the IDB/MIF resources and will disburse the funds corresponding to the IFPs, in accordance with the schedule of activities included in the plan (see schedule in Annex 2) and according to the technical-cooperation agreement to be signed between IDB/MIF and CINTERFOR in accordance with Bank policies and procedures. In addition, CINTERFOR will sign letters of agreement with the IFPs of the countries included in the program.
- 5.11 Effective program administration, organization and coordination requires the creation of the UER headed by a regional coordinator, headquartered in CINTERFOR. The UER, with CINTERFOR's technical assistance, will support the preparation of each country's work plans and will coordinate the development of the countries' activities.
- 5.12 CINTERFOR will advise and cooperate with the regional coordinator in: (i) structuring the UER and supporting its operation; (ii) structuring the UEN and the start-up of its operations; (iii) the activities'

technical and methodological approach; (iv) obtaining the technical inputs in a timely fashion; and (v) training national personnel responsible for the program to ensure its continuity and replication both nationally and internationally.

- 5.13 The UEN will be created in each of the IFPs participating in the program, directed by a national coordinator appointed by agreement between the national IFP, the regional coordinator/CINTERFOR and IDB/MIF, who will be responsible for the administration and execution of the national projects.
- 5.14 The national coordinators must submit the annual work plans with their respective budgets to the regional coordinator. The national coordinators will submit administrative-financial and technical reports to the regional coordinator twice a year, the first being six months after approval of the annual work plans.
- 5.15 The IFPs will be responsible for applying the new methods and performing the gender-specific technical and vocational training activities, according to the annual work plan designed in each UEN. They must also enter into specific agreements and arrangements with other institutions concerned with the development of the program.
- 5.16 The advisory committee and the private sector in each country, made up of representatives of business associations, private-sector training institutions, NGOs, the IFPs, the national coordinator, and the program's consultant for liaison with the private sector will provide advice and supervise fulfillment of the action plans agreed under the program.
- 5.17 The national coordinator will hire the national consultants in coordination with the regional coordinator and the Bank. The international consultants will be hired by the regional coordinator in consultation with CINTERFOR, with prior Bank approval.

E. Monitoring, reports and follow-up

- 5.18 The program's national coordinators and each international expert must submit a provisional work plan to the regional coordinator, headquartered at CINTERFOR, on commencement of his duties, and a final report of what was achieved on their conclusion. This documentation will be sent to IDB/MIF. The national coordinators will prepare annual work plans with their respective budgets, which they must send to the regional coordinator, who will in turn prepare a consolidated plan and budget of the four participating IFPs, to be submitted and approved by IDB/MIF.
- 5.19 During program execution, the UENs will submit semiannual monitoring reports on the progress of the activities and a statement of expenditures and budgetary projections to the IDB/MIF, CINTERFOR, and their respective IFPs. These reports will act as progress reports. The information to be collected for preparing

them will be broken down by sex. The main variables to be taken into account will be: number of applicants; number of people enrolled; number of participants successfully completing the course; areas of training (broken down by traditionally female areas, traditionally male areas, and new areas); education and prior qualifications of participants; types of internships in businesses; job market placement; cost of training per student. Qualitative variables will also be included through opinion and attitude surveys and group discussions, in order to evaluate the program's capacity to change expectations, motivate the participants, and improve their self-esteem. The main indicators for monitoring the program appear in a table in Annex 6.

- 5.20 The program will be reviewed once a year by a planning and evaluation committee with the participation of the respective IFPs, IDB/MIF and CINTERFOR, meeting, whenever possible, at the planned annual regional seminars. This committee will study the annual plans of each UEN and the semiannual monitoring reports. In addition, the program's general approach, the financial, personnel, material and equipment requirements, the technical aspects of the cooperation and the results obtained will be monitored, as well as any possible changes which might become necessary as the program progresses.

F. Contributions

- 5.21 Bank contributions will be used to cover the following expenses: (a) salaries, travel and per diems, relocation of the regional coordinator, and the salaries, travel and per diem of the national coordinators of the program's four countries and the support personnel's salaries; (b) the international and national consultants' salaries, travel and per diem; (c) general supplies for program administration and a computer for the UERs and each UEN; (d) instructional materials for the course participants and for the IFPs; (e) allowances for women with children under five years of age; (f) organization and documentation of the regional seminars; (g) CINTERFOR administrative expenses and the cost of an external program audit; (h) publications; (i) interim and ex post program evaluations; and (j) contingencies.
- 5.22 The countries' IFPs will cover the following expenses: (a) teachers' salaries; (b) equipment and infrastructure for the UENs and performance of the technical and vocational training activities; (c) specialized personnel for carrying out the program's methodological activities; (d) an additional contribution in two countries for the subsidies; (e) instructional materials for the course participants and for the IFPs.
- 5.23 CINTERFOR will provide resources for the following expenses: (a) the salaries of their technical and administrative support personnel and; (b) the physical and logistical infrastructure for the UER's operation and for office materials.

G. Project cost and financing

- 5.24 The program's total cost is US\$7.67 million, of which US\$4.7 million are nonreimbursable IDB/MIF contributions as shown in the annexed budget. The national counterparts (IFPs) and CINTERFOR will contribute the equivalent of US\$2.97 million (table below).

REGIONAL PROGRAM TO STRENGTHEN TECHNICAL AND VOCATIONAL
TRAINING FOR LOW-INCOME WOMEN
BUDGET SUMMARY OF ACTIVITIES
(in US\$000s)

BUDGET LINE ITEM	IDB	COUNTRIES/ CINTERFOR CONTRIBUTION	TOTAL
T O T A L	<u>4,700.0</u>	<u>2,969.0</u>	<u>7,669.0</u>
1. Services of professional firms	720.3	1,497.6	2,131.6
2. Individual consultants	1,977.2	75.6	2,052.8
3. Scholarships, students and participants	917.1	1,038.4	1,955.5
5. Other personnel	103.3	18.0	121.3
6. Support services	718.2	195.9	914.1
7. Publications	95.0	2.1	97.1
8. Ex post project evaluation consultants	35.0		35.0
98. Contingencies	133.8	141.4	361.6

- 5.25 The countries as a whole will contribute the equivalent of 39% of the resources required for the program. It should be noted that this cost does not involve additional expenditure, so that with their current infrastructure and resources the countries will for the most part be able to provide the support that the program requires. The IFPs' institutional capacity to continue the activities when the national project is completed has been given a positive evaluation. For their part, IDB/MIF will contribute the equivalent of 61% of program resources. A detailed description of the budget is provided in Annex 3.
- 5.26 The UER requires a US\$750,000 contribution from IDB/MIF for its operation. This amount and the CINTERFOR contribution (US\$140,000) will cover the program's technical and administrative costs, which total US\$890,000. These costs include the regional coordinator's relocation expenses and salary for the equivalent of 36 months, the expenses of the regional coordinator, visits by CINTERFOR specialists to each of the national projects, the annual regional evaluation seminars, CINTERFOR administrative expenses, and

external audit costs. It also includes the cost of the program's interim and ex post evaluations.

- 5.27 The UER will administer the nonreimbursable IDB/MIF contribution resources. A 10% revolving fund will be established for this purpose.
- 5.28 Program duration has been estimated at 36 consecutive months. It must be borne in mind that the technical and vocational training activities cannot begin before the last quarter of the first year of execution since the market studies, curriculum review for the specialties and the design of their respective instructional materials and training methods must be carried out first. Arrangements for the program and its delivery to the respective IFPs will be made during the last year in order to ensure its continuation (see schedule in Annex 2).

H. Disbursements

- 5.29 Before making the disbursements, CINTERFOR must submit evidence that it has fulfilled the following conditions: (i) that the IFPs have expressed agreement with the objectives, components and management proposed in this program and have signed a letter of agreement with CINTERFOR; a clause of the agreement between CINTERFOR and the IFPs will require that a UEN be created in each of the participating IFPs, directed by a national coordinator, and (ii) that the UER's contract with the regional coordinator has been signed.
- 5.30 The disbursement period will be 45 months from the date of the agreement.

VI. BENEFITS AND RISKS

A. Benefits

- 6.1 The international experience acquired through the activities carried out under the program will serve as input for: (i) developing a technical and vocational training model that affords conditions of equal opportunity for women in work training and employment; (ii) developing training for women and men that meets private sector production requirements; (iii) increasing the participation of women teachers in training courses on offer; (iv) increase human capital and the productivity of low-income women and, consequently, helping alleviate poverty and, particularly, the proportion of women among the poor; and finally, (v) joint promotion and training activities with the private sector and the exchange of experience at the regional level will allow the

program's methodology to be more widely disseminated both nationally and regionally.

- 6.2 This program will complement other efforts by the Bank to support women's contribution to the labor market, such as the efforts to increase enrollment, reduce dropout rates, and strengthen the quality of primary and secondary education; microenterprise credit programs that emphasize facilitating women's access to credit; programs of support to women workers through the provision of comprehensive child-care services; and efforts to increase the supply of job training services for low-income young people, such as Chile Joven and Proyecto Joven of Argentina.

B. Risks

- 6.3 There is concern about the capacity of interagency coordination in each country to develop program activities effectively. The creation of an advisory committee is therefore being considered, with the participation of representatives of business associations, the IFPs' national coordinator, and the consultant liaising with the business sector, who will supervise fulfillment of the commitments agreed under the program.

VII. FULFILLMENT OF PROJECT ELIGIBILITY CRITERIA

- 7.1 The proposed regional program is consistent with the MIF's general objectives approved in the Agreement Establishing the MIF, particularly those contained in Article I (b), of an expanding private sector to increase employment opportunities, alleviate poverty, and strengthen the role of women in development. This program's benefits go beyond education and training of the participants in the courses developed within its framework. The promotion and dissemination component of the program will ensure that the curricula and instructional materials and methods developed are made known to public and private IFPs throughout the region. Another program objective is to test mechanisms aimed at promoting effective participation of women in training activities, which may be incorporated into the Bank's technical and vocational training programs.
- 7.2 The program corresponds to the Human Resources Facility criteria set out in Article III of the MIF Agreement. At the same time as the IFPs are strengthened, program activities will provide elements for the Human Resources Facility, producing training models, curricula and materials that promote greater participation of women in training and skills improvement programs (Section 3 (a) and (b)). The program will endeavor to direct training activities towards private sector requirements and their needs for qualified labor. A consultant to liaise with the private sector will establish the communication required with the private company in order

to supplement institutional training with training inside the company.

VIII. COMPATIBILITY WITH THE BANK'S PROGRAM FOR THE REGION

- 8.1 The program is compatible with Bank strategy in the region. It has been reviewed and approved by the IDB regional team.

IX. AVAILABILITY OF MIF RESOURCES

- 9.1 Form of financing. It is anticipated that the program will be financed through a nonreimbursable fund on the basis of the following criteria: (i) the four participating countries (Argentina, Bolivia, Costa Rica, and Ecuador) were declared eligible by the Donors Committee for all types of MIF financing; (ii) the four countries' agreement with the eligibility requirements for obtaining local nonreimbursable resources (Article 3, section (5) (b) of the MIF Agreement) is set out in each Country Eligibility Memorandum; (iii) the proposed project will have an important catalytic effect in channelling investment funds as required in Article 3, section (5) (a) of the MIF Agreement, since its objective is to create conditions for investment for an expanding private sector. The validity of these criteria was confirmed at the March 30, 1994, meeting of the Donors Committee (MIF/GN-23).

X. EVALUATION

- 10.1 An interim evaluation will be carried out by independent experts after 50% of the resources provided by the Bank have been committed, and an ex post evaluation will be carried out one and a half years after project completion. In both cases, variables indicated in the agreed monitoring reports will be used together with a control group (population similar in age, gender, socioeconomic level, education, and geographical location).
- 10.2 The development of the technical and vocational methodological model based on equality of opportunity will be monitored during the interim evaluation and the positive effects of executing the model in the countries, and any obstacles thereto, will be ascertained so as to redirect and adjust the activities required for the program's smooth execution.
- 10.3 Fulfillment of the program objectives and the observed impact of the application of all assessed included in the program will be measured in the ex post evaluation.

PROPOSED RESOLUTION

REGIONAL. NONREIMBURSABLE TECHNICAL COOPERATION FOR A
REGIONAL PROGRAM TO STRENGTHEN THE TECHNICAL AND PROFESSIONAL
TRAINING OF LOW INCOME WOMEN

The Donors Committee of the Multilateral Investment Fund

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 Multilateral Investment Fund, to enter into such agreements as may be necessary and to take such additional measures as may be pertinent for the execution of the plan of operations referred to in Document MIF/AT-_____ with respect to a nonreimbursable technical cooperation with the Centro Interamericano de Investigación y Documentación sobre Formación Profesional, for the execution of a Regional Program to Strengthen the Technical and Professional Training of Low Income Women.

2. That up to the amount of US\$4,700,000 is authorized for the purposes of this resolution, chargeable to the resources of the Human Resources Facility of the Multilateral Investment Fund.

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