

alleviate women's time and energy constraints stemming from work demands in the household, and food production.

- . To support special women's programs linked to overall development where special efforts are required to reach women because of cultural conditions or where separate programs are deemed necessary.

WID Operational Objectives

WID operational objectives provide direction for the development of appropriate organizational structures to support the attainment of the WID goal and policy objectives:

- . To develop mechanisms to integrate WID into corporate planning and management systems, and to operationalize WID policy in a manner that is measurable and reviewable, and that includes both accountability systems and support mechanisms.
- . To develop explicit plans to include and to benefit LDC women and girls in operational plans (GSOs, PPCRs, etc), Country Program Reviews, program and project design, and in sectoral policies and guidelines.
- . To develop specific strategies for increasing the representation of women in training and scholarship programs.
- . To develop specific training programs to support Agency staff in meeting the Agency goal.
- . To develop methods to collect sex-disaggregated data in order to identify and to eliminate unintentional discrimination in development programs and projects, and to develop a data base to plan country programs and projects.
- . To develop WID requirements for CIDA consultants, to be included in the proposal calls and terms of reference of contractors where appropriate.
- . To promote and support an integrated and operational approach to WID by multilateral organizations.
- . To develop plans and mechanisms, in cooperation with partner organizations, to ensure that women in developing countries participate in and benefit from programs implemented by the non-governmental sector.
- . To develop communications strategies to inform the Canadian public of CIDA WID Strategies, and for use by programming units to inform main beneficiaries.