

Operations Services Branch. The needs of families of CIDA trainees will also be studied.

4. TO DEVELOP SPECIFIC TRAINING PROGRAMS TO SUPPORT AGENCY STAFF IN MEETING THE AGENCY GOAL.

The first item of priority is the provision of basic training on the methodology of WID analysis to all CIDA officers. Personnel and Administration Branch has developed an in-house capability to deliver, in both French and English, a 2 1/2 day course, modelled on the case study method pioneered by Harvard University. During 1985/86 all CIDA headquarters officers will participate in this basic introduction to WID. Subsequently, case studies of projects implemented by CIDA will be developed and the course increasingly adapted to the CIDA environment. Officers returning from overseas assignment will progressively participate in the basic training. Plans will also be formulated to provide WID training to Post personnel. The program for briefing cooperants going overseas will include a module on women in development.

Specialized WID training - specific to various sectors, countries or issues - will be pursued through periodic seminars arranged by the appropriate responsibility centre. Eventually, all CIDA training courses will be reviewed and modified as required to ensure they are supportive of the WID policy. Attention will be given to the development of new audio-visual material and to ensuring its circulation between headquarters and posts.

More work is planned to give greater precision to identifying training requirements within the context of Personnel and Administration Branch's WID Plan of Action.

5. 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.

The activities identified under this objective fall within two main categories of WID information. The first category covers development information and resources required at the country and project level for planning, and the other covers corporate management information, particularly gender disaggregated data on CIDA programs and projects in order to identify and to eliminate any unintentional discrimination.

Under the first category, country/sector information bases will be developed by the Bilateral Area Branches or Professional Services Branch, depending on their nature. WID information about and from the NGO sector will be contributed by Special Programs Branch to country information bases. Information will be sought from research agencies and organizations and from other donors, including international agencies. Special efforts will be made to assure the collection and compilation of better data on women in country and sector studies, project baseline and feasibility studies, etc. Policy Branch will develop guidelines for conducting WID-sensitive baseline studies.