

CIDA WID PLAN OF ACTION
1986/87 TO 1990/91

INTRODUCTION

In November 1984, President's Committee approved the Policy Framework and Implementation Strategy for Women in Development (WID). The Policy Framework sets out the overall goal and seven specific policy objectives which are intended to guide the Agency's efforts to ensure that Third World women are included as both agents and beneficiaries of the development process. These policy objectives provide the content of the WID Strategy.

The Implementation Strategy approved by President's Committee at that time was broadly defined in terms of nine operational objectives, designed to ensure that the full range of the Agency's programs and activities would contribute to the achievement of the WID Policy goal and objectives. An Agency-wide Plan of Action has since been developed in accordance with the framework provided by the operational objectives. This Plan of Action describes the process of implementing the WID Strategy throughout CIDA over the next five years.

The Plan of Action defines WID in operational terms in a way which is measurable, reviewable and assigns responsibility for the achievement of results. Confidence in the WID Strategy is high, for the prescribed operational measures are based on a roll-up of individual Branch Plans of Action developed in early 1985 by the line staff and management of the Agency's major program and support units. Not only does this represent a considerable achievement, but the planning phase itself has already stimulated much commitment and activity related to women in development.

It has been possible to take this step forward due to the cooperation, hard work and creativity of well over a hundred Agency staff, who have contributed their time and ideas to the Plan of Action. No less important has been the full support of CIDA's management, who assigned this task the priority it required. Also noteworthy is the professionalism of the many, mostly young women consultants who have been involved in the undertaking, as they have helped CIDA to break new ground. Never before has any government department systematically analysed all its policy and program activities with respect to the integration of women.

The following describes in general terms the principal operational measures which CIDA plans to undertake to achieve the goal of involving Third World women fully in the development process. Five issues have been identified with cross-Agency implications which will require further policy development and planning. These are use of the staff performance appraisal for WID accountability, WID information requirements, scholarship and training policies, the WID analytical framework and the provision of WID expertise.