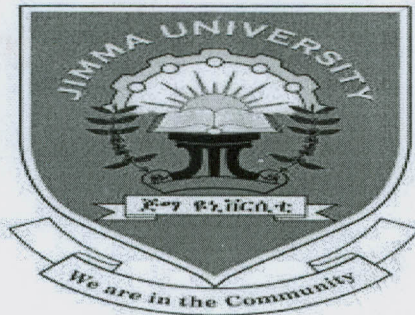


**GENDER MAINSTREAMING AS A TOOL TOWARDS ACHIEVING  
WOMEN'S WELFARE IN KAFFA ZONE,  
SOUTH WEST, ETHIOPIA.**



**A THESIS SUBMITTED AS A PARTIAL FULFILMENT OF THE  
REQUIREMENTS OF MASTERS OF PUBLIC MANAGEMENT (MPM) DEGREE.**

**BY:**

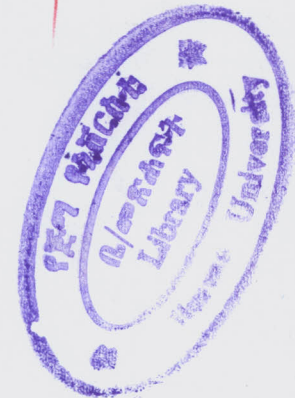
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COLLEGE OF BUSINESS AND ECONOMICS  
MPM PROGRAM**

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**JUNE, 2014**

**JIMMA, ETHIOPIA**

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**DECLARATION**

First, I declare that this Thesis is my work and that all sources of materials used for this thesis have been fully acknowledged. This thesis has been submitted in partial fulfillment of the requirement for the Degree of Master of Arts in Public Management (MPM).

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Place: Jimma University

Date of Submission: June 4/2014

This master thesis, has been submitted for examination with my approval as thesis advisor

Name 1/ Main adviser ProfessorK KKaushik  
Signature \_\_\_\_\_

Date \_\_\_\_\_

2/ Co –adviserMr.EmnetNegash(BA, MA)

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**JIMMA UNIVERSITY**  
**COLLEGE OF BUSINESS AND ECONOMICS**  
**DEPARTMENT OF MANAGEMENT**

**THESIS APPROVAL SHEET**

The Thesis entitled, "GENDER MAINSTREAMING AS A TOOL TOWARDS ACHIEVING WOMEN'S WELFARE IN KAFFA ZONE WOMEN CHILDREN AND YOUTH AFFAIR, SOUTH WEST, ETHIOPIA."

was carried out by Aberash Argaw Ambo under the supervision of Professor K K Kaushik and Mr. Emnet Negash and that title has been approved by the concerned bodies of Jimma university for the partial fulfillment of the requirements for the degree of Masters of arts in Public management (MPM).

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18/10/2020

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## ACRONYMS

ADBAfrican Development Bank

BPR Business Processing and Reengineering

BOFED Bureau of Finance and Economic Development

CEDAWConvention on the Elimination of Discrimination against Women

CSA Central Statistical Agency

ECOSOC United Nations Economic and Social Council

FDRE Federal Democratic Republic of Ethiopia

FGD Focus Group Discussion

ILO International Labor Organization

IMF International Monetary Fund

MDG Millennium Development Goals

MOWRMinster of Water Resource

NGO Non Governmental Organization

REWA Revolutionary Ethiopian Women's Association

TGE Transitional Government of Ethiopia

WAO Women's Affairs Office

## ABSTRACT

The main objective of this research was to assess in what extent gender mainstreaming of women children and youth affair gender mainstreaming can work for the welfare of the women. In order to meet these objectives, both primary and secondary data have been collected through the aid of instruments of: questionnaire, interview, checklist and document analyses. And the study employs Purposive sampling with the sample size of fifty. The data collected has been analyzed using Statistical Package for Social Science version 16 for windows has been used for data entry and Simple descriptive statistics (frequency and percentage analysis and others) has been used to analyze the data. The findings of the study showed that the study department can't have sectoral plan and didn't properly use institutional machinery. The study also showed that due to lack of technical capacity horizontal and vertical linkages is weak at formal level in Women's Affairs Office. In addition to this there is policy challenge or they didn't believe the importance of gender mainstreaming in some department. In the study sector lack of commitment on the part of decision-making bodies. With regard to challenges, they complain that lack of political leadership support and lack of gender awareness and sensitivity takes the highest rank. The mere presence of policy and strategic documents only do not make sense as far as the issues of gender mainstreaming are concerned. Thus, in order to reach good result on welfare issue of women and to minimize gender gap in general, the need to implement gender mainstreaming practice, rules and strategy is essential with no choice. Therefore, to get those rules and regulation on the ground it is advisable to establish gender mainstreaming committee at cabinet level for the sake of influencing gender issue in general and women issue in particular and preparing sectoral plan can decrease the problem. For paramount follow, training of political leader and planning expert long and short term training to build their knowledge.



## CHAPTER ONE

### 1. Background of the Study.

The idea of mainstreaming gender in public policy making emerged first in the international development dialogue at the Third World Conference on Women in Nairobi (1985). Since then the idea was further developed e.g. within the UN community and in the Northern European countries (Netherlands, Sweden, Norway, Finland).

In the Beijing Platform of Action (1995) the commitment to mainstreaming the gender perspective was then adopted by the international community as the key strategy to promote gender equality. Currently, mainstreaming is considered to be the main strategy towards gender equality by many countries and intergovernmental bodies including the European Union, the UN and its regional bodies such as the ESCWA.

United Nations Economic and Social Council (ECOSOC) in 1997 noted that Mainstreaming includes gender-specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position. Gender-specific interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts. These are necessary temporary measures designed to combat the direct and indirect consequences of past discrimination. And also with the same source explain "Mainstreaming a gender perspective as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.

What we can conclude from the above definition and concept in general, it is strategy to bring a gender perspective to all aspects of an institution's policy and activities, through building gender capacity to combat past discrimination through affirmative action when it is needed and reflecting accountability to bring development, Therefore gender mainstreaming ensures development programs and policies are people centered and sustain the effects of development.

International Labour Organization. 2002. <http://www.ilo.org/public/english/bureau/gender/newsite2002>



In addition to this, Dixon & Anker (1988) cited by Biresaw(2007), argued that the principle of integrating men and women equally in the development process both as participants in planning, policy making and as beneficiaries has now become widely accepted by governments throughout the world. As stated in Amharic version of gender mainstreaming guide line of Southern Nation Nationalities and People of Regional Women Affair (SNNPRWA, 2000) explained that gender inequality is one of the features of Ethiopian society. As a result, there is unequal power and economic relation between women and men. In almost all spheres of life, women are more disadvantaged than men. To address gender mainstreaming in development plans or programs, therefore, not only about equity but also about social justice.

An official document released from the Ministry of Women's Affairs Office (2006) further stated that countries will not be able to combat poverty and HIV/AIDS pandemic, and ensure sustainable development without a deliberate attempt to overcome gender inequality. From the foregoing arguments, it is possible to understand that gender mainstreaming is the core strategy to eliminate gender inequalities and which in turn helps to ensure sustainable development in a given country. In other words, equal rights; opportunities and responsibilities for women and men are practical pre-conditions for sustainable development. Currently, there is a rich and extensive documentation and literature that deal with gender issues. There is no doubt that gender is on the national agenda. But to what extent gender issues for example, combating previously disadvantaged and discriminated group especially women and working for the welfare of women in development plans are practical on the ground mainly in government organizations are important questions that need further investigation through research. Thus, the aim of this study is to assess and examine the existing gender mainstreaming practice on women's welfare and explore the challenges that may affect gender mainstreaming activities in five poverty reduction departments namely Agriculture and Rural development, Health, Education, Water and Energy, Road and Transport and Women's Affairs department located in Bonga town in Kaffa zone.



## **1.2. Statement of the Problem**

As gender is a development issue, focus has been given at regional and international level. For this reasons, different organizations both Governmental and non-governmental have incorporated gender issues in policies, strategies and plans and have undertaken various interventions. Therefore, to enable women fully participate in the socio-economic and political area and benefit no doubt, the existence of policies is a prime concern once the presence of policy, rules and regulation without changing to practical one doesn't get full meaning. In this regard, in view of the existing policy framework in the country, one can argue that there is a favorable policy environment to empower women in all aspects of life but to what extent gender activities, policy, rules and regulations are implemented. This issue being the case to my knowledge to dig out in what extent gender mainstreaming work for women welfare on five poverty reduction areas, no research attempt is made in the area of gender mainstreaming practice in government department on women welfare in Kaffa zone.

It was attempted to answer the following basic research question about gender mainstreaming practice in government department on women's welfare of in Kaffa zone.

1. How did gender mainstreaming can perform its activity?
2. What welfare activity of the zone looks like?
3. What were the changes that happen on the issue of gender as result of existence of gender mainstreaming?
4. In what way women affair of the zone and gender mainstreaming of different sector can deal and run their responsibility?

## **1.3. Objective of the Study**

### **1.3.1. General Objective**

- The overall objective of the study was to assess and examine in what extent gender mainstreaming can work for the welfare of the women on five poverty reduction area.

### **1.3.2. Specific Objectives**

- To know welfare provided to the women by women affair of the zone on Five poverty reduction areas, namely Agriculture and Rural development, Health, Education, Water and Energy, Road and Transport.
- To assess the current gender mainstreaming practices on five poverty reduction departments namely, Agriculture and rural development, Health, Education, Water and Energy, Road and Transport.



- To examine the existing opportunities and challenges to mainstream gender issue.
- To recommend based on the finding of the study.

#### **1.4. Significance of the Study**

There is very little research work on gender issue especially on women. This research will make a significant contribution in understanding gender mainstreaming and what women welfare looks like in Kaffa zone on five poverty reduction area. The research is also hopeful that the work will have new findings that could be an input for the researcher who intended to study the area.

Moreover, the study will be used as an input by decision makers, either at national or regional level.

#### **1.5. Scope of the Study**

This thesis attempts to study the importance of gender main streaming toward achieving women welfare in Kaffa zone Bonga town women children and youth affair of the zone and gender mainstreaming of Five poverty reduction sector of the zone namely Women Affair, , Road and Transport, due to the fact that the government policy know a day focus on Agriculture and Rural development, Health, Education, Water and Energy poverty reduction issue, So to dig out the reality and then support government development policy by providing solution based on the finding in general.

Then, the study focuses on the above-mentioned government bureaus for the following reasons:

One of the duties and responsibilities of the Department of Women s Affairs Office is to provide continuous education through various mechanisms on gender and equal rights of women. The Office has also the mandate to follow-up whether or not the rights of women are respected in the implementation of policies and laws in the zone. Hence, based on these reasons the Office seems crucial to be included in the study so as to assess the major challenges that hinder gender and gender related activities.

As far as Education Department is concerned, two of the MDGs are related to education, namely Goal two achieving universal primary education and Goal three promoting gender equality and empower women as it concerns the elimination of gender disparity in primary and secondary education at all levels. In view of this, education bureau is significantly important to look into gender mainstreaming practice in the above-mentioned sector.

As far as health Department is concerned, three of the MDGs are related to health, namely Goal four to reduce child mortality rates ,Goal five to improve maternal health and Goal six

to combat HIV/AIDS, malaria, and other diseases so looking of woman issue in relation to this where important.

As far as Agriculture Department is concerned their is different project and programs that support agricultural activity by the government as well as NGO, fore example different projects such as training of rural women, distribution of extension packages, and introduction of labor-saving technologies such as improved stoves, there fore to know what is the influence of gender mainstreaming in this concern is essential to deal it.

As far as water Department is concerned there is different projects that work on this sector so gender issues are addressed in all water development plans, programmes and projects, and that women participate in sustainable development just like men. It encourages and pushes all departments to address gender issues as part of their activities, and formulates projects that reduce the time women spend on fetching water. There fore it is also important to include in our discussion in relation to woman welfare and gender mainstreaming perspective.

As far as Road and Transport Department is concerned, there is many activity can be performed for benefiting women in the way that giving priority for road construction by considering different condition for example health issue, economic issue.

### **1.6. Ethical Considerations**

In the first place, the thesis advisor and the Graduate School of Management primarily approved the thesis proposal after that the researcher by taking ethical letter from the department i can start the process of data collection. Accordingly, the subjects of the study and the respondents were introduced about the purpose of the study then informed consent from the respondents and responsible officials of the organizations covered by the study was obtained to discuss with and interview them about the subject under discussion. Therefore, on the basis of these ethical principles, efforts were made to get the verbal consent of the respondents and confidentiality would be assured and kept through out the process of this research work.

### **1.7. Organization of the Study**

The study report is organized in five chapters

The first chapter is an introductory discussion that incorporates background, statement of the problem, objectives of the study, significance of the study, study setting, scope of the study and rationale for selecting Department and definition of key terms.

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The second chapter gives a brief overview of literature related to the subject under discussion. Some of these include concepts of welfare, millennium development goal and women welfare, concepts of gender mainstreaming, goal and objectives of gender mainstreaming, challenges for mainstreaming gender mainstreaming practice, practice of gender mainstreaming in national context .study population.

Chapter three deals with methods and materials, which begins with sources of data, sampling, methods of data collection, process of data collection, data analysis and ethical considerations and limitations of the study

Chapter four is about analysis and findings of the study. In this part, women welfare activity and the existing truth about women welfare, understanding of gender and gender mainstreaming, institutional mechanisms for gender mainstreaming practice, gender mainstreaming practice in welfare plans, current Opportunities for gender mainstreaming practice and major challenges for gender mainstreaming practice are singled out and discussed briefly using pertinent qualitative data.

chapter five deals with conclusion and recommendations of the study.

#### **1.8. Limitations of the Study**

The researcher supposes that, in one way or the other, this thesis work reflect some limitations. Among these, lack of comprehensive data in the study sectors and the scarcity of relevant sources related to gender mainstreaming and welfare like sectored planne including five year strategic planner and in some department gender focal person was not as such experienced to elaborate about the issue and in other department un availability of gender focal person (un recruited) briefly researcher faced these limitations

#### **1.9. Definition of Important Terms**

In this study, Most of the definitions of terms are adapted from related literature and some of the definitions are modified to outfit the study.

*Challenges:* These are obstacles or impediments that hinder effective gender mainstreaming practice in selected department.

*Gender equality:* Refers to an equal sharing of power between men and women, equal access to social and economic services, administrative and managerial positions, equal pay for work of equal value and equal seats in parliament (MOWR, 2005).

*Gender mainstreaming:* Is the process of assessing the implications for women and men of any planned action, including legislations, policies or programs, in all areas at all levels. For the sake of this study, it refers to the integration of the needs and concerns of women and

men in the design, resource allocation, execution and evaluation of development plans or program

*Gender*: Refers to the socially constructed roles and responsibilities assigned to men and women in a given culture or location. Gender identity is learned and changes over time. Therefore, differs from one place to another and not to women or men but the relationship between them (MOWR, 2005).

*Opportunities*: Political stability, decentralization, expansion of Information Communication Technology and the presence of good governance can be considered as opportunities or favorable conditions so as to bring accelerated and sustainable development in a particular country. Opportunities in this context refer to the existing national policies, legal instruments and gender sensitive development plans that might facilitate or create conducive environment for gender mainstreaming practice.

*Sex*: Identifies biological difference between men and women. In other words, sex is the basis or the different reproductive roles between men and women.

*Welfare*: means set of institutional arrangements designed to minimize the social risks to which everyone is exposed: disability, unemployment Sickness and invalidity, early death solitary survivorship.



## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1. Concepts of Welfare**

Welfare is a term whose meaning varies with context but, based on the notion of well-being of individuals and groups whose levels of vulnerability may differ.

In a broader sense welfare refers to a set of institutional arrangements designed to minimize the social risks to which everyone is exposed: disability, unemployment, Sickness and invalidity, early death solitary survivorship. In a narrow sense welfare where explained as a set of specialized programs and services designed to meet the income security, social service, and related needs of persons who are unable to provide for their own basic social and material needs: the poor and others children and old people disabled persons and others.(J.Estes,2004)

Welfare is the provision of a minimal level of well-being and social support for all citizens, sometimes referred to as public aid. In most developed countries welfare is largely provided by the government, and to a lesser extent, charities, informal social groups, religious groups, and inter-governmental organizations.

(TheFreeEncyclopedia<http://www.en.wikipedia.org/wiki/Welfare>(lastmodifiedon 26 dec.2013 at10:25).

#### **2.2. Millennium Development Goals and Women Welfare**

Millennium Development Goals (MDGs) The eight goals, adopted by the international community in 2000, set targets for 2015 on eradicating poverty, achieving universal primary education, promoting gender equality and empowering women, reducing child mortality, improving maternal health, combating HIV and AIDS and other diseases, ensuring environmental sustainability, and providing financing for development. Then all the eight MDGs touch essential aspects of women's well-being in the way that as follow,

##### **2.2.1. Women, Poverty and Economy**

Women bear a disproportionate burden of the world's poverty. Statistics indicate that women are more likely than men to be poor and at risk of hunger because of the systematic discrimination they face in education, health care, employment and control of assets. Poverty implications are widespread for women, leaving many without even basic rights such as access to clean drinking water, sanitation, medical care and decent employment .Being poor can also mean they have little protection from violence and have no role in decision making.

According to some estimates, women represent 70 percent of the world's poor. Women have a higher unemployment rate than men and 4 out of every 10 women are unemployed. For African women the unemployment figure is 50% and for young African women it is a shocking 70%. Many of the women who are employed work in the most exploited categories of work - farm and domestic work. In the workplace, women with the same education as men earn about 80% of the wages men get. So if a man is paid R2000 for a job, a woman in the same job earns about R1600. <http://www.ilo.org/global/topics/economic-and-social-development/gender-and-development/lang--en/index.htm>

The current financial crisis is likely to affect women particularly severely. In many developing countries where women work in export-led factories, or in countries where migrant women workers are the backbone of service industries, women's jobs have taken the greatest hit. The International Labor Organization estimates that the economic downturn could lead to 22 million more unemployed women in 2009, jeopardizing the gains made in the last few decades in women's empowerment.

In many countries, however, the impact goes far beyond the loss of formal jobs, as the majority of women tend to work in the informal sector, for example as domestics in cities, and do not show up in official unemployment numbers. Economic policies and institutions still mostly fail to take gender disparities into account, from tax and budget systems to trade regimes. And with too few seats at the tables where economic decisions are made, women themselves have limited opportunity to influence policy. [http://www.unifem.org/gender/issues/millennium development goals](http://www.unifem.org/gender/issues/millennium%20development%20goals) UN Entity for Gender Equality & the empowerment of women

### **2.2.2. Violence against Women**

Within the household, women and girls can face discrimination in the sharing out of household resources including food, sometimes leading to higher malnutrition and mortality indicators for women. At its most extreme, gender discrimination can lead to son preference, expressed in sex selective abortion or female feticide. In the labor market, unequal pay, occupational exclusion or segregation into low skill and low paid work limit women's earnings in comparison to those of men of similar education levels. Women's lack of representation and voice in decision making bodies in the community and the state perpetuates discrimination, in terms of access to public services, such as schooling and health care or discriminatory laws.



The law is assumed to be gender-neutral when in fact it may perpetuate gender discrimination, being a product of a culture with oppressive gender ideologies. Even where constitutional or national legal provisions uphold gender equality principles, religious or other customary laws that privilege men may take precedence in practice. However, the law, when reformed with women's input, can be a potent tool for challenging discrimination, if combined with other strategies, including capacity-building to overcome barriers to claiming rights. (Reeves and Baden, February 2000)

### **2.2.3. Women, War and Peace**

War has always impacted men and women in different ways, but possibly never more so than in contemporary conflicts. While women remain a minority of combatants and perpetrators of war, they increasingly suffer the greatest harm.

In contemporary conflicts, as much as 90 percent of casualties are among civilians, most of whom are women and children. Women in war-torn societies can face specific and devastating forms of sexual violence, which are sometimes deployed systematically to achieve military or political objectives. Women are the first to be affected by infrastructure breakdown, as they struggle to keep families together and care for the wounded. And women may also be forced to turn to sexual exploitation in order to survive and support their families.

Even after conflict has ended, the impacts of sexual violence persist, including unwanted pregnancies, sexually transmitted infections and stigmatization. Widespread sexual violence itself may continue or even increase in the aftermath of conflict, as a consequence of insecurity and impunity. Coupled with discrimination and inequitable laws, sexual violence can prevent women from accessing education, becoming financially independent and from participating in governance and peace building.

Moreover, women continue to be poorly represented in formal peace processes, although they contribute in many informal ways to conflict resolution. In recent peace negotiations, for which such information is available, women have represented fewer than 8 percent of participants and fewer than 3 percent of signatories, and no woman has ever been appointed chief or lead mediator in UN-sponsored peace talks. Such exclusion invariably leads to a failure to adequately address women's concerns, such as sexual and gender-based violence, women's rights and post-conflict accountability.

[http://www.unifem.org/gender issues/millennium development goals](http://www.unifem.org/gender_issues/millennium_development_goals) UN Entity for Gender Equality & the empowerment of women

#### **2.2.4. Governance**

In political parties women are very badly represented among leadership and in provincial and national executives of all parties, men fill about 80% of the leadership positions. Political accountability to women begins with increasing the number of women in decision-making positions, but it cannot stop there. What are required are gender-sensitive governance reforms that will make all elected officials more effective at promoting gender equality in public policy and ensuring their implementation. There has been significant progress in recent years: more and more women are seeking to transform politics itself, and women's groups are focusing on efforts to increase women's representation on the ballot to reinvigorate political accountability. Today, there are more women in government than ever before. The proportion of women parliamentarians at the national level has increased by 8 percent in the decade from 1998 to 2008, to the current global average of 18.4 percent, compared to an increase of just 1 percent in the two decades after 1975.

<http://www.ilo.org/global/topics/economic-and-social-development/gender-and-development/lang--en/index.htm>

#### **2.2.5. Human Rights**

UN Women is committed to the advancement of women's human rights and places their realization at the centre of its work in all thematic areas.

Across the globe, women confront manifold violations of their human rights. When they cannot participate in the decisions that affect their lives or claim fair political representation, when they face discrimination in employment, when they are denied entitlement to land and property, or when they suffer violence within their own home. Other obstacles to rights arise when women and girls are prevented from going to school or attaining health care, or are subject to harmful traditional practices.

At the same time, governments around the world have undertaken legal human rights obligations to combat gender inequalities. The key international agreement on women's human rights is the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which is also described as the international bill of women's rights. Ratified by 185 UN Member States, CEDAW encompasses a global consensus on the changes that need to take place in order to realize women's human rights. This year marks the



30th anniversary of the Convention's adoption through the UN General Assembly in 1979. Under CEDAW, States are required to eliminate the many different forms of gender-based discrimination women confront, not only by making sure that there are no existing laws that directly discriminate women, but also by ensuring that all necessary arrangements are put in place that will allow women to actually experience equality in their lives. <http://www.unifem.org/gender> issues/millennium development goals UN Entity for Gender Equality & the empowerment of women

### **2.3. Basic Principles of Mainstreaming**

What is explained in ILO Responsibility for implementing the mainstreaming strategy is system-wide, and rests at the highest levels within agencies, according to Carolyn Hannan, Director of the UN Division for the Advancement of Women Other principals include:

Adequate accountability mechanisms for monitoring progress need to be established.

The initial identification of issues and problems across all area's of activity should be such that gender Differences and disparities can be diagnosed.

Assumptions that issues or problems are neutral from a gender-equality perspective should never be made.

Gender analysis should always be carried out.

Clear political will and allocation of adequate resources for mainstreaming, including Additional financial and human resources if necessary are important for translation of the concept into practice

Gender mainstreaming requires that efforts be made to broaden women's equitable

Participation at all Levels of decision-making

Mainstreaming does not replace the need for targeted, women-specific policies and Programmes, and Positive legislation; nor does it does away with the need for gender units or focal points.

InternationalLaborOrganization<http://www.ilo.org/public/english/bureau/gender/newsite2002>

### **2.4. Why Gender Mainstreaming**

Recognition of the need for a combined strategy to address women empowerment issues including selected focus of channeling assistance to women, as a target group, to a more mainstreaming approach of promoting gender equality as development goal during policy development, implementation ,Monitoring and Evaluation.

The need of collective process of articulating a shared vision sustainable human development and translating it into reality (through policy, programmes and budgets) hence the need for the effective participation of both women and men

It is a commitment to ensure concerns and experiences of both women and men are integral to the design, implementation, monitoring and evaluation of all legislation, policies and it concerns the staffing, procedures, programmes and culture of development organizations Programmes.

It advances women to reach their developmental potential since programs and policies will be analyzed from the perspectives of men and women Recognizes gender equality as critical to the achievement of other development goals including poverty reduction.

It minimizes negative impacts by ensuring that needs and concerns are addressed.

It ensures development programs and policies are people centered and sustain the effects of development (UNESCO's GMIF, 2005).

### **2.5. Practices of Gender Mainstreaming in the National Context**

When we can see the Practices of Gender Mainstreaming in the National Context there is a number of policy declarations have stressed the need for women to take part in different economic, social and other sectors in order to bring about the desired change. As a result, policies which incorporated gender issues and concerns were issued for their implementation for example Federal Democratic Republic of Ethiopian Constitution, the national policy on Ethiopian women, national population policy, health and Education polices and other sector polices and strategies.

For instance The National Policy on Ethiopian Women was adopted by the then-Women's Affairs Office (WAO) in 1993 with the objective of creating and facilitating conditions for equality between men and women then ends with equal participation of women with men and creating conditions to make rural women beneficiaries of social services like education and health; and eliminating stereotypes, and discriminatory perception and practices that constrain the equality of women (TGE), 1993).

With regard to this Biresaw argued that, The National Policy on Women adopted in 1993 aims at facilitating conditions to speeding up of equality between men and women so that women can participate in the political, social and economic matters of their country on equal terms with men; It also emphasizes ensuring their rights to own property as well as their other human rights are respected and that they are excluded from the enjoyment of the fruits of their labor or from Performing public functions and becoming decision makers. If we can see,



the FDRE constitution adopted in 1995 has properly dealt with the issue of gender equality, equity and human rights in several articles. The separate article (35) has been included with the view to address the specific needs and problems of women. Article 35(3) of the FDRE constitution cited in Ministry of Education's Gender Mainstreaming Guideline Document (2004, p.18) states as: in recognition of the history of inequality, and discrimination suffered by women in Ethiopia, women are entitled to remodel and affirmative measures. The purpose of such measures shall be to enable women compete and participate on the basis of equality with men in political, economic and social life, and to gain access to opportunities and in public and private institutions.

The Developmental Social Welfare Policy was formulated by the Ministry of Labor and Social Affairs in November 1996. The Policy aim to explain that war, famine and the economic crises of the past decades have harmed vulnerable groups, i.e., women, the elderly, children, youth and the disabled. It also explains that women are underrepresented in every sphere, including education, employment, politics and other key decision-making positions. The Policy also highlights the significance of gender mainstreaming in all programmes, projects and services (FDRE, 1996).

The Cultural Policy formulated in October 1997 indicates that cultural behaviors, practices and attitudes that support and promote stereotypes and prejudices against women would be slowly eliminated, and conditions would be created to promote gender equality. The content of the Policy clearly elaborates the unfavorable situation of women, and emphasizes the need for a change that ensures women's active participation in all cultural activities and guarantees them equal rights to various benefits, such as recognition and decision-making power in the various traditional celebrations and institutions, elimination of HTPs and promotion of cultural practices that promote women's welfare (FDRE, 1997).

In general in Ethiopia, the national machineries are represented by the MOWA at federal level, Bureau of Women's Affairs at regional level, Offices of Women's Affairs at zonal or Woreda level, and the Women's Affairs Departments (WADs) opened in the various ministries, agencies and commissions for the sake of fulfilling their right and keeping of their benefit in every aspects.

## **2.6. Gender Gaps in Different Socio-Economic Sectors**

Ethiopia is facing structural and persistent poverty that affects large proportion of population. It is widely acknowledged that although females and males share most of the burden of

poverty, the problem affects them differently because of their gender differentials (MOFED, 2004).

This situation is clearly reflected in a number of indicators that show the gaps between the benefits men and women get and the differential treatments extended to them. Gender gap in education prevails at all levels of systems. For instance, data from Ministry of Education (2004) cited in National action Plan for Women noted that the National Gross Enrollment Ratio (GER) for primary education was 88 percent for boys and 71.5 percent for girls with much wider gaps in the Regional States (NAP-GE, 2006). Furthermore, the gender inequality in education widens as one goes up higher in the educational ladder. According to statistical data from Ministry of Education cited in SIDA's study, in the academic year 2000, among the students who managed to enter colleges at diploma level, only 24.4 percent were women against 75.6 percent for men (SIDA, 2003).

The Health status of the Ethiopian population is very low due to several combined factors that reinforce each other. Health indicators in Ethiopia remain near the bottom of world rankings; with one of the highest maternal mortality ratios (MMR 870/ 100 000 (MOWA, 2005).

The health problem is more pronounced among females than males. As highlighted in Gender Budget Analysis Study conducted by MOFED (2004) due to biological and gender related issues, Ethiopian females face more accurate and health problems than males. A study titled "Well-Being and Poverty in Ethiopia" suggested that illness is both widespread and frequent in Ethiopia (World Bank, 2005). The results of this study also found that the average incidence of poor health varies regionally as well as between men and women.

African Gender and Development Index, Ethiopian Trial study (Emebet et al, 2004) also pointed out that poverty and cultural influences have significant impact on the health of the population in general and that of women in particular. This study further revealed that violence against girls and women, Female Genital mutilation (FGM), early marriage, abduction and rape, unfair distribution of labor that exposes girls and women to high energy expenditure and severe physical and psychological stress, and nutritional depletion as a result of unfair food distribution in the household and nutritional taboos and others all contribute a lot for the existence of gender gaps in the area of health sector.

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According to several studies, women are less represented than men in the formal sector. For instance, in 2002 among all government employees, women constituted only 32.1 percent, while men made up of 67.8 percent (Emebet, et al, 2004; MOWA, 2006). These sources further revealed that women concentrate in routine type and low paying jobs. The Gender Budget Analysis study also noted that women's income earning is estimated at less than 33 Percent compared to over 72 percent for men (MOFED, 2004).

On the other hand, women are more represented than men in the informal sector. According to the UN Millennium Development Goals Report of 2005 cited in women's situation study conducted by BOFED (2006), over 60 percent of people working in the family enterprises without pay are women in the world while men accounted only 39 percent. In Ethiopia, the reality does not seem different from the world. As to the informal sector in urban areas at national level, of the total 997 380 workforce engaged in this sector, 598 296 (60percent) were females and only 40 percent were males (CSA, 2004). The above explanation showed that the great disparity of representation is evident in the area of employment between men and women.

## **2.7. GENDER NEEDS**

Shared and prioritized needs identified by women that arise from their common experiences as a gender certain women's interests, of a political or practical nature, related to their experience as a gendered person. Such prioritized concerns have been translated into the concept of gender needs (Moser, 1989).

This identifies the way in which women's gender interests, defined by women themselves, can be satisfied in the planning process. Although needs and interests are conceptually different (Molyneux1998), in practice, they are closely related in the planning process. Needs, as well as interests, result from a political process of contestation and interpretation and thus should not be externally defined or seen as fixed. Practical Gender Needs (PGNs) according to Moser (1989) are the immediate needs identified by women to assist their survival in their socially accepted roles, within existing power structures. Policies to meet PGNs tend to focus on ensuring that women and their families have adequate living conditions, such as health care and food provision, access to safe water and sanitation, but also seek to ensure access to income-earning opportunities. PGNs do not directly challenge gender inequalities, even though these needs may be a direct result of women's subordinate position in society. Strategic gender needs (SGNs), are those needs identified by women that require strategies for challenging male dominance and privilege. These needs may relate to

inequalities in the gender division of labor, in ownership and control of resources, in participation in decision-making, or to experiences of domestic and other sexual violence. These needs are often seen as feminist in nature as they seek to change women's status and position in society in relation to men. As such, they are more likely to be resisted than PGNs. (Reeves and Baden. 2000.)

### **2.8. Challenges for Mainstreaming Gender in Policy Formulation/Programs**

Limited adoption of gender mainstreaming approach from the beginning of policy processes i.e. from situation/problem analysis, prioritization/policy choices, implementation, monitoring and evaluation and impact tracking

Limited and uncoordinated institutional mechanism for gender mainstreaming at national/Scrotal levels

Information and knowledge gaps: Lack of Gender Disaggregated data in most of the Government sectors and Departments such as Health and Education. lack of technical levels Unsustainable institutional gender capacity including conceptual clarity on gender backstopping to support on gender mainstreaming efforts at various mainstreaming (skills, systems, tools, accountability) for effective implementation and monitoring .Difficulty in developing tangible gender indicators because most of the gender indicators are qualitative.(Ghazaleh, 2007)

## **CHAPTER THREE**

### **METHOD AND MATERIALS**

#### **3.1. Study Area**

Kaffa zone is one of the 14 zones of Southern Nation Nationality and people of regional state (SNNPRS) which has a total area of 10602.7 square kilometers and it lies at an altitude ranging from 500 to 3500 meters above sea level. The total population of the zone is 858600 (2007) with a population density of 90 persons per Kilometer Square. As regards the agro-climatic condition, out of the total area that the zone has, Dega shares 11.64%, Woyena Dega 59.45%, and Kolla shares 28.91%. The mean annual temperature of the zone ranges from 10.1 to 27.5°C and the mean annual rainfall of the zone ranges from 1001 to 2200 mm. Of the total area of land, that the zone has, 23.1 percent is cultivated, 31.54 percent is forestland, 6.03% grazing land, 24.9% cultivable land and the remaining balance is uncultivable land. The agro-ecological condition of Kaffa zone is very suitable for the growing of coffee, tea, spices and other crops.

Bonga is the administrative center of the zone situated at a distance of 449 Km. south west of Addis Ababa. Topographically it lies at an altitude of 1650 meters above sea level and has a Woyena Dega type of climate. Its average annual rainfall is 1750 millimeters. The town has all infrastructure facilities vital for the implementation and operation of industrial activities.

#### **3.2. Sources of Data**

This study used both primary and secondary sources of data.

**3.2.1. Primary Sources:** The primary source of data has been collected by interviewing Department Heads, Deputy Department Heads and Team Leaders those currently working on the issue of women more closely. As part of primary sources, focus group discussions were also conducted with senior experts and planners by taking into account their gender, educational background and other variables.

**3.2.2. Secondary Sources:** To supplement the primary data, secondary sources of information were collected through extensive review of published and unpublished documents. Apart from this, gender mainstreaming guidelines, gender training manuals, workshop proceedings of selected organizations that are working on gender issues were consulted. Other key documents such as national policies, development strategic plan and internet source and meeting agenda of zonal council was used to the study.



### **3.3. Study Design**

The design is organizational based cross-sectional study employing both quantitative and qualitative methods

### **3.4. Populations**

#### **3.4.1. Target Population**

Target population of the study has been workers of selected Department namely Women Children and Youth Affairs Department, Road and Transport Department, Agriculture and Rural Development Department, Health Department, Education Department and Water and Energy Department.

#### **3.4.2. Study Population**

Study population constitute the workers of Kaffa Zone Women Affairs Department and gender mainstreaming focal person, Department Heads and Deputy Department Head of five poverty reduction sectors including gender mainstreaming focal person and planning expert namely, Education, Health, Agriculture and Rural Development, Water and Energy, Road and Transport Departments.

### **3.5. Sample Size Determination and Sampling Technique**

#### **3.5.1. Sample Size**

It is true that probability sampling may not be always required for all studies. Some research situations call for non-probability sampling techniques.

In this study, non-probability sampling was employed to select the informants of the study. In this regard, the informants were purposively selected on the basis of their knowledge and the work they perform on the issue of women what the researcher targeted. In other words, the researcher planned to select purposively based on the conviction that department heads, team leaders, planners, and gender experts working in their respective organizations were part of the sample because they are dealing with gender issue and women's issues in particular.

With the sample size of forty eight respondents were selected from different categories such as, Department Head and Deputy Department Heads on one hand, and planner's team leaders and gender experts on the other hand. Out of the total numbers of participants included in the study, 40 were interviewed and 8 were focus group discussion participants. More specifically, interviewed subjects included in the study were 10 department and deputy heads of poverty reduction departments, and five planning expert of selected sector and 26 expert of women



children and youth affair of the zone. The remaining subjects were those who participated in the focus group discussions held in the study sectors.

### **3.6. Sampling Procedure**

Respondents whose work experience is more than one year, those who directly working on women issue and influential person or Department Heads, Deputy Department Heads were purposively included in other words based on the conviction that department heads, team leaders, planners, and gender experts working in their respective organizations were in the sample and those whose work was less than one year and those not directly related with the issue of women were excluded in the sample.

### **3.7. Inclusion criteria**

Respondents whose work experience greater than one year, those who directly working on women issue and influential person or department heads, deputy department heads were purposively included in other word based on the conviction that department heads, team leaders, planners, and gender experts working in their respective organizations Had greater information and were included in the sample as they were dealing with gender equality and women empowerment issues, because of they are dealing with gender equality and women's empowerment issues.

### **3.8. Data Collection**

#### **3.8.1. Data Collection Tools**

In this study, four types of data collection instruments were developed and utilized to increase the span of information obtained from the respondents of the study. The methods of data collection tools include, structured questionnaire, semi-structured interviews; focus group discussion, checklists, and document analysis.

##### **3.8.1.1. Interviewer Administered Structured Questionnaire**

It was used for data collection among selected persons through inclusion criteria. The main themes of the questionnaire were demographic data; different concepts and issues related with women's welfare and gender mainstreaming, capacity building and training and issues related to gender focal person.

##### **3.8.1.2. Semi-structured Interview Guide**

These interviews were made with, Department Heads and team leaders covered in the study sectors by maintaining privacy and comfort level of the respondents. The total numbers of the interviewees were 40. The researcher has managed the overwhelming majority of individual

interviews. The interviewees are all diploma and first degree holders and can also express their views and opinions properly. As a result, the researcher did not use tape recorder during the time of interview session. The major contents included in these data collection instruments were views and opinions of department heads and team leaders on welfare and gender mainstreaming issue, opportunities and challenges for gender mainstreaming practices, requirements for effective gender mainstreaming practices, their conclusion about futures etc.

#### **3.8.1.3. Focus Group Discussion Guide**

The focus group discussions were another qualitative data collection method used in this study. This was undertaken in such a way that after having the necessary data from the respondents through interview, two separate FGDs were employed to triangulate the unclear ideas and information related to the subject under study. Some of the team leaders interviewed previously was invited to participate in the FGDs. This is because of the fact that the researcher strongly believes that invitation of the respondents from one category of interview technique to the other category (FGDs) would increase the span and reliability of the data collected for this study. The two FGDs were managed by the researcher and the note taking process was conducted by one HRM of the sector. There were a total of 8 discussants (5males and 3 females). Each focus group had 4 discussants. The FGD participants were those team leaders and planning expert of the study sector and gender mainstreaming focal person both junior and senior experts currently working in Five poverty reduction departments.

The major issues raised during the focus group discussions include knowledge and understanding of welfare and gender mainstreaming, how they can work with team of different departments on gender issue of specially on women's, the practices of gender mainstreaming in the study sectors, the current opportunities and challenges or constraints that might facilitate/hinder gender mainstreaming practices to run women issue in their respective sector etc.

#### **3.8.1.4. Document Review Checklist**

A checklist was also prepared to extract data from personnel records, performance reports and zonal council Meeting agenda so, (from this i can get qualitative data). In addition, key documents such as national policies and strategic plans were reviewed and incorporated to enrich the findings of the study.



### **3.8.2. Pre-testing**

The interviewer administered structured questionnaire was translated into Amharic language and was pre-tested before data collection in other area that of women league that exist in zonal administration department. which was similar to the study area. The logical sequence of the questionnaire and the appropriateness of questions, the wording and clarity of language were checked after pretest. And data collection tools were modified according to the pretest findings.

### **3.8.3. Data Collection Field Work**

Data was gathered by the researcher and one human resource management focal person to take the view and opinion of the focus group discounts.

### **3.8.4. Data Quality Control**

The collected questionnaires were reviewed and edited on daily basis; immediate feedback was given to the related problem.

### **3.9. Study Variables**

The study variables were gender mainstreaming, Training, Work experience, Political leadership support, Presence of gender focal person, and budget.

### **3.10. Data Management and Analysis**

All questionnaires were first checked for accuracy, cleaned manually, coded and then data were entered, edited and analyzed. The quantitative data was analyzed using statistical package Social Science (SPSS) software version 16 for windows. Simple descriptive statistics (frequency and percentage analysis) was used to analyze the data. Tables were used to present the findings.

The transcribed text from each informant was translated from Amharic to English. The data were transcribed and analyzed descriptively, in line with the evaluation dimensions. The texts were read repeatedly to identify major themes. Finally an overall interpretation was done, explaining how the various concepts are related one another.



**CHAPTER FOUR**  
**FINDINGS AND ANALYSIS OF THE STUDY**

This section deals with the analysis and presentation of data obtained from primary and secondary sources of information gathered by using different techniques employed in the process of data collection methods.

**4.1. Study Participants by Department.**

This study involved six departments in the study with 48 study participants of department head, deputy department head, team leader, gender mainstreaming experts and planners was included

Table-1: Study Participants by Department, Kaffa zone, 2014

Study Participants (n=48)		Total number	Sex		Number of female by %
Their department	Responsibility		M	F	
Women Children and Youth Affair	Department Head and Deputy Department Head	2	-	2	100
	Gander focal person	2	1	1	50
	Other expert	26	6	20	76.9
Health Department	Department and Deputy Department Head	2	2	-	0
	Gander focal person	1	1	-	0
	Planning expert	1	1	-	0
Water and Energy Department	Department Head and Deputy Department Head	2	2	-	0
	Gander focal person	1	1	-	0
	Planning expert	1	1	-	0
Agriculture and Rural Development Department	Department head and Deputy Department head	2	2	-	0
	Gander focal person	1	-	1	100
	Planning expert	1	1	-	0
Education Department	Department Head and Deputy Department Head	2	2	-	0
	Gander focal person	1	-	1	100
	Planning expert	1	1	-	0
Transport and Road Department	Department Head and Deputy Department Head	2	2	-	0
	Gander focal person	-	-	-	-
	Planning expert	1	1	-	0
	Total number of male and female respectively		2 3	2 5	52.1

Source: Survey 2014.

What we can sum up from the above table is that senior decision making positions in the study department are dominated by men except in the case of Women's Affairs Office. As indicated in the findings of the study, women are highly underrepresented in higher-level positions such as Department Heads, Deputy Department Heads and Team leaders. So these circumstances can directly affect the welfare provided. If women's were in the position of decision making, they directly influence what concerns them and they were assertive for each and every thing. Hence assigning women on decision making position through building of their capacity can increase their assertiveness and confidentiality.



## 4.2. Socio Demographic Characteristics

Table2: Socio Demographic Characteristics of Respondents (age, sex, marital status, educational status and occupation) of Kaffa zone Study Participants, 2014

Variables ( n=48)	Number of respondent	Number of respondent by %
<b>Age</b>		
14-23 years	1	2
24-33 years	31	64.5
34-43 years	11	22.9
44-53 years	4	8.3
54+	1	2
<b>Sex</b>		
Male	23	47.9
Female	25	52.1
<b>Marital status</b>		
Married	16	33.3
Single	26	54.2
Divorced	4	8.3
Widowed	2	4.2
<b>Educational status</b>		
Degree	31	
Diploma	15	44.6
Certificate	2	31..2 4.2
<b>Occupation</b>		
Government employee	48	100

Source: Survey 2014.

The mean age of the respondents was 32.21.years . The age of respondents ranged from 22 to 55 years and females constituted 25 (52.1%) of the total respondents.Majority of the respondents were single 26 (54.2%) followed by 16(33.3%) were married, Divorced 4(%8.3), Widowed 2(4.2%).When we see their educational status of the employee 31(64.6%) degree, diploma 15(31.2%), and certificate 2(%4.2).what we can conclude from the above figure is that,respondents age are on productive age group and supported by good educational status to perform given task keeping other thing constant for example with the presence of budget, working materials like different stationary, good governance etc.In short it is possible to bring change on gender mainstreaming subject and via this it is possible to work coordinately for the exposure of women.

#### 4.3. Knowledge of the Respondents about Gender Mainstreaming and Welfare

Table-3: Knowledge of Respondents about Gender Mainstreaming and Women Welfare, 2014

Variables (n=48)	Number of respondent	Number of respondent by %
What is gender main streaming?		
Yes perfectly they know	3	6.2
Yes moderately they know	29	60.4
No they have no idea	16	33.3
What is welfare?		
Yes perfectly they know		
Yes moderately theyknow	6	12.5
No they have no idea	25	52.1
	17	35.4
Why welfare plan is needed		
For compensating previously affected community	6	12.5
For helping minority	6	12.5
Bringing equality	23	47.9
Presence of minority and vulnerable group	13	27.1

Source: Survey 2014.

Majority of respondents 29 (60.4%) and 17(52.1%) replied that, they did know moderately, and 16(33.3%) 17(35.4%) have no or little idea 3(6.2%) and 6(12.5%) did know perfectly about definition of gender mainstreaming and women welfare respectively. Almost half of the respondents, 23 (47.9%) reported the need of welfare was for bringing equality among gender. About a quarter of respondents, 13 (27.1%) believed that welfare is needed due to presence of minority and vulnerable group. Yet, one eighth respondents, 6(12.5%) replied that for compositing previously affected community and with similar figure replied due to presence of minority and vulnerable. What we can draw from the above figure is that most of the respondent can't have clear idea about gender mainstreaming that can directly influence the welfare activity of the department to work coordinately, to run smoothly to the exposure of women and to lead women issue through networking in different governmental and nongovernmental departments. In short to run or lead activity in expected manner knowledge of the issue to be performed and guided comes first.



#### 4.4. Issue Related to Welfare Activity of the Department

Table-4: Knowledge of Respondents about Women Welfare, 2014.

Variables (n=48)	Number of respondent	Number of respondent by %
Comment on welfare activity of department		
Performed very well	-	-
Performed moderately	12	25
Not satisfactory	36	75
No welfare activity at all	-	-
Other	-	-
Does existing women welfare can address women problem		
Yes	-	-
Partially	48	100
No	-	-
Other	-	-
The reason not fully address the problem		
women Lack of proper applicability of rules and regulation	20	41.7
Lack of accountability	6	12.5
Lack of commitment on the issue	7	14.6
Lack of cooperate teamwork	15	31.2

**Source: Survey 2014.**

About the welfare activity of women 36(75%) of the respondent respond that welfare activity is not satisfactory and 12(25%) replied that they performed moderately, in relation to this 48(100) respond that this welfare activity can solve or address women problem partially. Majority of respondent 20 (41.7%) replied that lack of proper applicability of rules and

regulation ends with an attainment of their goals and objective. Once the rules and regulations are formulated they have their own aim and objective. So leading activities based on pre defined rules and regulation were all most all equally essential. With regard to working corporately, 15(31.2%) responded that Lack of cooperate team work led to unsuccessful accomplishment women welfare even if there is favorable conditions for women what they said. 7(14.6%) of the respondent replied that lack of commitment leads for non achievement and improper applicability of women welfare and gender mainstreaming issue. Commitment at the highest level would lead to the allocation of space and resources for mainstreaming gender in development plans and programs and work's by the use of maximum effort for women welfare. Finally, 6(12.5%) of the respondent reported that Lack of accountability affect women welfare because of the negligent for accomplishment or they are not questionable on their doings, due to the presence of unclear mandate.

#### 4.5. Issue Related with Gender Focal Person

Table 5: Issue Related with Gender Focal Person about Respondent's Response, 2014

Variables (n=48)	Number of respondent	Number of respondent by %
Ways of communication with other department		
Report	30	62.5
Meeting	5	10.4
Evaluation	3	6.25
Other	10	20.8
Kind of support women affair provide to other department gender focal person		
Training	4	8.3
Financial	-	-
Material	-	-
No support	44	91.7
Other		
Dose responsibility and duty of gender mainstreaming focal person clearly stated		
Yes		
No	14	29.2
Other <sup>1</sup>	34	70.8
Challenges of gender mainstreaming		
Lack of gender awareness and sensitivity	14	29.2
Lake of commitment	8	16.7
Lake of technical capacity	8	16.7
Political leadership influence	18	37.5
Other	-	-

Source: Survey 2014.



<sup>1</sup>Showes: Celebrating women's day (march8), Report and Meeting.

<sup>1</sup>Showes: no response

Gender focal persons should be able to play as a principal resource persons and reference points in a particular organization on the issue of gender especially on women keeping other input constant for example when we see the reaction of respondent about the way of communication, 30(62.5%) of the respondent replied that by report, 5(10.4%) by meeting, 3(6.25%) by evaluation and 10(20.8%) with no response. With regard to the kind of support given to other department gender mainstreaming focal person, 44(91.7%) responded that no support was given and the rest 4(8.3%) respond that the support was through training. About the responsibility and duty of gender mainstreaming focal person 34(70.8%) of the respondent replied there is not clearly listed and 14(29.2%) replied that it is clearly listed. we can infer from above facts, for successfully accomplishing of our task and activity only the presence of gender mainstreaming focal person is not enough unless each activity and tasks are clearly listed and supported with senior experts and discussing on different issue, to draw comments and suggestions and in general to draw lesson from past mistake and to come up with good outcome.

#### 4.6. Issue Related with Capacity Building and Training

Table6: Issue Related to Capacity Building and Training about Respondent's Response, 2014

Variables (n=48)	Number of respondent	Number of respondent by %
How you explain the training process of your department		
The right person is send to train	13	27.1
The right person is not send to train	30	62.5
Other <sup>1</sup>	5	10.4
Does your department carry out a kind of survey		
Yes	-	-
No	48	100

**Source: Survey 2014.**

Other<sup>1</sup>: Shows no response or be silent

Majority of the informant respond about the chance given to training, 30(62.5%) the right person is not send to training and 13(27.1%) replied the selection process was right and the rest 5(10%) respond silence or no response at all. With regard to the study taken or survey, all respond that no study at all with full voice of 48(100%), this is the reason behind forwarded from the respondentis that 36(75%) No idea and comment was give about the issue, 10(28.8%) No financial support was given and 2(4.2%) No attention was given to carry out study. What we can sum up from above figure, the respondent can believe the importance of training to fill skill gap and then they complain that even if there is different chance of training on different issue there is no transparency and fair distribution of the chance of training for concerned body, this hinder the activity what they can performed on the issue of women because of the presence of knowledge gap on women's issue.

#### 4.7. Availability of Inputs

**Table 7: Availability of Inputs, in Study Department 2014**

Inputs	Departments						Minimum requirement
	Womenaff air.	Agriculture	Health	Water.	Transport	Education.	
Gender Focal Person	2	1	1	1	0	1	Minimum of one per department.
Training	12	4	2	-	-	0	With minimum of four time per year
User Manuals for Running their Responsibility	present	Present	Present	-	-	present	It is better to be specific and clearly written according to aims and objective of organization.
Daily Activity Registration Books Maintained at Department	2	1	1	-	-	-	Two per year
Budget	Yes	yes <sup>1</sup>	yes <sup>1</sup>			yes <sup>1</sup>	It is better with issuing or permission authority
Report Format	Present	present	Present	-	-	present	It can be prepared according to their plan
Report Format	Present	present	Present	-	-	present	It can be prepared according to their plan

**Source: Survey 2014.**

<sup>1</sup> shows paper value only.



About planning issue, Starting/initial plan that was distributed from regional Women, Children and Youth affair to zonal Women, Children and Youth affair gender mainstreaming to be as an example is not sectoral plan that of including other department's gender mainstreaming issue since Women, Children and Youth affair of the zone was expected to incorporate the other department gender mainstreaming because of the fact that, Women, Children and Youth affair of the zone was main work processor for the rest and other department gender mainstreaming was used as wing for Women, Children and Youth affair of the zone but, for the department of agriculture and rural development and health, their planning was in an expected manner but on education they simply they can do only sex-disaggregated data only, no welfare plan at all. It was verified by review of documents that there were total of 5 gender main streaming focal person on the selected study department. The availability of manual and registration book for recording of daily activity, there is present on those departments who have gender focal person. About training, it was complained by gender mainstreaming focal person as it is stated that, there is different type of training on different zone and region but we are not the beneficiary because some political leader of the study department attain most of the train even if the training concerns our. In this I raise one question, that of, how you know the training concerns you? then they respond that "from region feedback was asked directly and in directly, from other area with similar department they share information about training concerns our and informally from the department" after Hearing their idea I Checked from some document and I got similar idea and I assure their idea from evaluation report of zonal council. Concerning budget, it was assigned on each budget code of gender mainstreaming focal person but what they complain that even if budget was assigned for Us, we have no power and mandate to use, the reality of assigning of budget in our code was for the sake of budget approval by defending Finance and economy department of the zone at the time of budget division.

#### 4.8. Issue Related With Comments to Improve Current Practice of Gender Mainstreaming on Welfare Plan.

Table-8: Comment of Respondents about to Improve Gender Mainstreaming and Women Welfare, 2014

Variables (n=48)	Number of respondent	Number of respondent by %
Comment to Improve Gender Mainstreaming and Women Welfare		
Doing SWOT analysis to improve our work.	14	29.2
Developing the habit of working with team.	7	14.6
Capacity building whenever it is needed.	17	35.4
Attaching value for all activity for best success	10	20.8

**Source: Survey 2014.**

With regard to the comment given from the respondent, 17(35.4%) of the informant recommended that, capacity building is needed to improve current practice of gender mainstreaming on welfare plan, on the other 14(29.2%) Gave their consent on doing SWOT analysis to improve their work, 10(20.8)was agreed on Attaching value for all activity for better success and 7(14.6%) was agreed on developing the habit of working with team. what I can understand from the intention and comment of the respondent is that specially for new comers or new employee who join the department, they advise to get training for the sake of the new employee to start the work immediately without wastage of time rather than looking as it is. In addition to this to make the employee questionable for their doing attaching value for each and every activity and for those who perform well and good rewarding and for those not perform or those who do not perform in expected manner taking corrective action based on rules and regulation, So this activity can facilitate the welfare issue of the women



For those who couldn't perform well setting criteria to correct them before the activity was done and reaching to agreement. But one thing what we can agree on is that before taking the above listed comment, it is advisable to do SWOT analysis to know the performance and drawing lesson to take action (i.e. to continue with good practice and to correct and draw lesson from past mistake) is more agreeable one on my statement.

#### **4.9. Welfare Provided to the Women on Five Poverty Reduction Sector**

This part of the paper presents a brief description of the importance of mainstreaming activity on women welfare, the existing truth that prevails in five poverty reduction sector, challenges and opportunity of gender mainstreaming in general and the problem that was seen in those department and the like issue was briefly presented.

##### **4.9.1. Gender Mainstreaming and Health**

By 2003-2005 E.C the zonal health department performance on women's welfare by the aide of gender mainstreaming on different health and health related programs. Based on this:- On family planning- Family planning performance has increased from the year 2003, 2004 and 2005 E.C (37%, 58% and 93%) respectively. On prenatal service or the use of health service before delivery has increased by the year 2003, 2004 and 2005 (61% 75% and 85%) respectively. Post natal service or health care service after delivery was increase by the year 2003, 2004 and 2005 E.C (11%, 13% and 53.2%) respectively. Prevention of HIV /AIDS from mother to child- In 2003 E.C from total number of 24262 pregnant women screened for HIV 6245 were HIV positive and from this 207 receive Anti-retroviral drug (prophylaxis). In 2004 E.C from total number of 14529 pregnant women screened for HIV, 49 were HIV positive and all this receive Anti-retroviral drug (prophylaxis). In 2005 E.C from total number of 15497 pregnant women screened for HIV 35 were HIV positive and all had receive Anti-retroviral drug (prophylaxis). On Fistula treatment- In 2003, 2004 and 2005 a total of 10, 13 and 15 cases were respectively identified from rural kebele through awareness creation and different intervention means and send to Metu-Karl-hospital for treatment and cured. Therefore, the figure shows that there are hidden fistula clients that need further awareness creation and education especially in rural area. In general in all area gender focal person can facilitate activity by intervene in 1 to 5 linkage that exist especially in rural area. In addition to this are the compilation of sex- disaggregated data in the document "Health and Health



Indicator”, including the identification of top ten diseases by sex and the accessibility of antiretroviral drugs by sex ;the training and employment of female health extension workers; the priority accorded to pregnant women and children in the provision of mosquito nets; addressing of gender and malaria issues; and the consideration of gender issues as one of the components of the yearly and mid-term reviews of the Health Sector Development Programme. Therefore, when we can see the pervious performance that means before 2003 E.C their planning as well as their performance report was not sex-aggregated rather on most issues generally aggregated.

#### **4.9.2. Department of Education**

Gender mainstreaming in the Women Affair in general theoretically aims to perform all the activities to undertake girls/women-focused activities to increase the enrolment of girls and theirs success. In collaboration with other partners, some of the activities such as, the school feeding programmes , financial support, and leadership and assertiveness training for girls, and awareness creation for community leaders and other stakeholders, running of different meeting programs to deal on women educational improvement issue. But, When we see existing truth about their educational enrollment of girls compared to boy it decrease in number when the level of education increase for example from one up to four total student 3451, girls account 1945(56.3%), from five up to eight total student 3179, girls account 1732(54.4%) and from nine up to twelve total student 2840 and girls account 1298(45.7%). With regard to fail or not pass to the next level it show higher figure compare to boy for example in 2005 from grade one up to four total student of 14628 girl account 7614(52.1%) not pass, from five up to eight 20773 of total student girls account 10729(%) and from nine up to twelve total of this 2840 girl account 1531(53.9%). About discontinuing of their education in 2005 E.c from one up to four 3997 girl account 2541(63.6%), from five up to eight 2931 of total girl accounts 2070(70.7%) and from nine up to twelve 469 girl accounts 122(26%). In 2005 E.c who takes grade eight leaving exam or ministry from total of 15201 taking exam women accounts 2171 and from total of passing exam 3208 women account 1083 and from total fail 8630 women account 4252. Grade ten leaving exam or matric from total of 5396 taking exam women accounts 2171(40.2%) and from total of passing exam 3208 women account 1083(34%) and from total fail 2188 women accounts 1088(49.7%). grade twelve leaving exam or national exam from total of 633 taking exam women accounts 273(43.1%) and from total of passing exam 398 women account 149 (37.43%) and from total fail 243 women account 124(51.02%). When we see their number with regard to employment

and level of education it shows a greater gap when compared to men for example, at diploma level from total of 5199 women's account 991(19%), at degree level from total of 1306 women's account 173(13.25%), at master's level from total of 20, women's account 4(20%), and at Doctorate level from total of 7 women's account 1(14%). Therefore what we can conclude from the figure is that in this department gender issue is not given consideration, and women are not fully advantaged from government policy and rules because they replied that no education chance can be given to participate.

#### **4.9.3. Department of Water and Energy.**

The WAD in the Water Resources has a vision that women play significant roles in the administration of water and development of water resources. It aims to ensure that gender issues are addressed in all water development plans, programmes and projects, and that women participate in sustainable development just like men. It encourages and pushes all departments to address gender issues as part of their activities, and formulates projects that reduce the time women spend on fetching water. Water Supply and Sanitation Department, to ensure that gender issues are addressed monitors the implementation of manuals and guidelines prepared for addressing gender issues (field manuals and the gender mainstreaming guideline) and other programmes providing comments and participating in various workshops. With regard to this, what we can view from the fact is that on their planning document on five year strategic as well as one year there is no gender disaggregated data, no welfare plan. In short with the presence of gender mainstreaming focal person no change can be seen on the attitude as well as practically on the ground.

#### **4.9.4. Department of Agriculture.**

The Women's Affairs gender mainstreaming as well as Agriculture department gender mainstreaming focal person theoretically can work on the issue of benefiting women on agricultural area cooperatively, like work on different projects such as making favorable condition for training of rural women, distribution of extension packages, and introduction of labor-saving technologies such as improved stoves. The Centre strongly believes that it is women and children who are the primary victims of low productivity caused by land degradation, draught and desertification. In addition to helping women save time spent on collecting firewood, it creates an opportunity for generating income to include gender issues in the extension of strategic plan; the integration of gender into the annual plan, the agricultural sector support Programme, livestock and Rural Capacity-Building (RCB), it assesses project proposals submitted by different departments from a gender perspective using the assessment guideline prepared. In general addressing gender issues in



various initiatives is part of the gender mainstreaming. In accordance with this the activity performed in agricultural department of gender focal person presented as follow;

- ✓ assuring strategic plan sex-disaggregated data on plan,
- ✓ securing ownership property right,

Table: 9 Data on Ownership or Possession of Property Right Secured.

No	Year	Benefited issue.	Sex		
			M	F	No of F by %
1	1997-2005	Ownership or Possession of Property Right	98794	13068	13.2

- ✓ Binge logistic for agricultural expert they provide training on different package like on animal husbandry, on Agricultural and etc.



Table: 10. Data on the Type of Training Provided to the Farmers.

No	year	Benefited issue.	Sex		
			M	F	T
1		Gaining of training			
1.1		On animal husbandry			
	2004		6339	213	3.3
	2005		23401	2050	8.8
1.2	2004	On animal package			
		- oxen	26074		
		- ship and goat	41999	-	
		- milk processing development	30443	-	
		- hen	2222	-	
		- bee/honey result	45122	-	
	2005	On animal package			
		- oxen	57209	5821	10.1
		- ship and goat	54342	5658	10.4
		- milk processing development	40657	6329	15.6
		- hen	8563	4308	50.3
		- bee/honey result	163152	-	-
		On skill development	14758	1408	16166
	2004				
	2005		35149	2212	37361
1.4		On other agricultural profession.			
	2004				
	2005		5106	689	5769

Source: Extracted from 2005 Agriculture and Rural development annual report.

What we can conclude from above table is that the number of women share on property right as well as their participation on agricultural issue like getting of training on different package, being productive on agricultural contribution and the like issue were increased when compare to previous period.

- ✓ By intervening on one to five relations different skills sharing and working with team for women as well as men .So this habit were developed and strengthen.

#### **4.2. DISCUSSION OF MAJOR FINDING**

Findings and Analysis of the study was presented in line with the stated objectives of the research. Consequently, this section discusses the major findings that lead to the conclusion and recommendation of the study.

##### **4.2. 1. Knowledge and Understanding of Gender Mainstreaming and Welfare**

First and foremost, it is important and significant to know the knowledge and Understanding of those actors who involve in planning, implementing, monitoring and evaluation of different programs or projects in the selected sector department, In view of this, opinions and perceptions of both the informants and focus group discussants were explored and presented below.

Those informants and focus group discussants of the study such as planners and senior experts who are currently working in women affair of the zone had better understanding of the concepts Such as welfare and gender mainstreaming. However, those interviewees and focus group discussants which they came from other department did not have clear ideas on concepts Such as welfare and gender mainstreaming. ``

For instance, an interviewee from Education department attempted to define women welfare in accordance to Education, say's "welfare means being equal" and "gender mainstreaming is a strategy to bring gender equality between men and women"

Other discussants that have also less work experiences or junior experts currently working in water department they did not have clear ideas and concepts like welfare and gender mainstreaming. According to these informants, welfare in general means health and defines gender mainstreaming strategy ending with compilation of sex- disaggregated data in the document of planning and related reports.

I believe these concepts are well understood by those who involve in gender and gender related works that work on women affair and those participants and FGD say's" even if we were in a position of gender mainstreaming, we don't have a clear idea about these issues.



Because once we are employed we didn't get training, no close supervision as result we didn't as such influence on the issue of women welfare and gender related activity". From this perspective, planners, senior experts and junior experts who are currently working in department of water, transport and education have little knowledge on concepts such as welfare and gender mainstreaming and how to integrate the issue of gender in their practical work, this affects women welfare. Given such an attitude, one can conclude from this data, the issue of welfare and gender mainstreaming among development practitioners including planners has not yet gotten a fertile ground to develop.

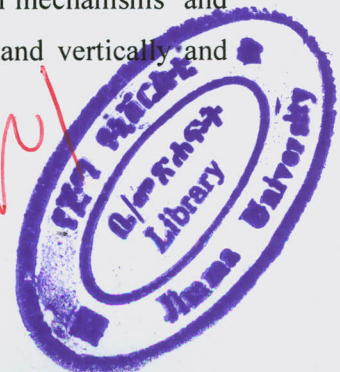
Those informants who are currently working as gender mainstreaming focal person of health, agriculture and Women's Affairs Office in particular had better understanding on concepts like welfare, women in welfare plan and gender mainstreaming the reason behind is that thorough their stay in that organization they get work experience and training because they are previously on women affair department.

#### **4.2.2. Institutional Mechanisms for Welfare Practice**

The mere existence of National Policy on Ethiopian Women is no guarantee for its implementation. The necessary mechanisms for its implementation such as structures for coordination and monitoring are equally critical. Gender mainstreaming at zonal Women's Affairs department at all level and gender focal persons located at different sector department's need to be put in place to coordinate and implement gender mainstreaming activities at all, they work coordinately, they can develop sector gender mainstreaming plan by developing gender mainstreaming committee who follow all the issue. In this regard, attempt was made to assess the current institutional mechanisms prevailing in the study sectors.

In order to get better information on the existing institutional mechanisms and functions, Interviews and discussions were conducted with Women's Affairs staff and gender mainstreaming of other five poverty reduction departments. Several issues were raised related to the duties and responsibilities of the department. According to their responses; the relation with zonal gender mainstreaming, there is no close supervision most of our communication was through report and is not a such significant and influential institutional mechanisms and we can perform what it seems for our a lonely and no chain of command vertically and training to build up our capacity to influence gender issue.

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#### **4.2.3. Techniques and Tools Used by the Study Department for Welfare Practice and Gender Mainstreaming.**

Techniques and tools such as statistics, surveys, gender mainstreaming guidelines and Checklists are important instruments for putting welfare and gender mainstreaming issue into practice. Regarding this, on women, children and youth affair there is better technique and tools to proceed their activity than the rest department even if their planning was not sectorized plan, for example there is gender mainstreaming guide lines, manuals, check lists, different report format's and book's on policy, rules and regulation on women's issue are their. With regard to this on department of agriculture and rural development and health get the second rank next to women affair. an interviewee from education department said: they do not have systematic and comprehensive techniques and tools Present in our department to mainstream gender issues .However, some initiatives are being practiced in pervious trend manner such as different HIVclub was created at primary and secondary school, for girls who came from economically in active family different support were provided like, giving of education materials, modes hostel and the like for those who came from poor family ,preparation of annual education Abstract, preparing elementary level curriculum, publishing text books and ensures the availability of teaching aid materials in compliance with education policy and strategy.

#### **4.2. 4. Current Opportunities for Gender Mainstreaming Practice**

Opportunities can be the existing circumstances that might prevail in a given country such as favorable political environment, workable, participatory and people centered development policies, strategies and plans, etc. More specifically, the current opportunities for gender mainstreaming practice identified by the informants and discussants include FDRE Constitution, National Policy on Ethiopian Women, National Action Plan for Gender Equality (NAP-GE), Plan of Accelerated and Sustainable Development to End Poverty (PASDEP), Women's Development Package, etc.

It is true that the existence of national instruments, policies and development plans, in one way or the other contribute a lot for effective implementation of gender mainstreaming practice in different sector departments. However, many development workers, informants and discussants of the study including the researcher questioned the actual implementation of these national instruments, policies and development plans.

This is because of the fact that interviews and discussions held with the study participants particularly those engaged in higher decision making bodies including planners and experts currently working in their respective sector department's revealed a high degree of

unfamiliarity with national instruments, policies and strategies. Fewer, still have access to policy and strategic documents. Even though, the presence of the above mentioned instruments and strategic documents are undeniable, most of the informants and discussants of the study questioned the practical and considerable interventions taken by the government.

#### **4.2. 5. Major Challenges for Gender Mainstreaming Practice**

Challenges or problems that might affect any gender mainstreaming practices in different public sectors can also significantly affect welfare practice. This is because of the fact that gender mainstreaming means paying sustainable attention to equality between men and women in development, policies, strategies and operations. To this end, the informants and discussants in the study mentioned a number of challenges or constraints that hinder gender mainstreaming work in their respective sector department. Some of these challenges include lack of commitment on the part of decision making bodies, lack of gender awareness and sensitivity, insufficient resources both financial and human, unclear mandate, limited amount of budgetary allocations and lack of appropriate linkages within and among line sector, lack of political leadership influence, etc. with regard to staff commitment or support to promote the issue, those people particularly working in the decision making positions who were also the informants of the study further disclosed as saying "we are interested to promote gender in our institutions, but when it comes to the practical level, no one is doing it. It is only gender focal persons who push for the promotion of gender issues." Findings indicate that lack of gender awareness and resistance to gender equality principles are difficult challenges that cannot be tackled only by gender focal persons assigned in each sector department. It was also confirmed by the informants that gender mainstreaming cannot be achieved without gender awareness, sensitivity and analytical skills of those involved in promoting gender and welfare works.

The focus group discussion participants also reported that a systematic training program designed for various levels of personnel and given on continuous basis with concrete linkages to the particular sector under review is a must. Incorporation of gender dimensions in project or program document does not automatically mean full implementation of gender mainstreaming practice.

Gender focal persons currently working in the two study sector department (Education and water and energy department) remarked their views and opinions as follows: there is lack or less political leadership influence there is always tendency to push all women's issue to gender focal persons. There is also little or no support from top level managers. Most of them do



not give us the necessary support so as to facilitate gender and gender related works at all levels within an organization. Moreover, other discussants remarked the situation as “the policies are there, but when we really try to make gender a cross cutting issue in our organization, it becomes very difficult because no one gives due attention.” The findings of the study also show that lack of technical capacity horizontal and vertical linkages is weak at formal level in Women’s Affairs Office. To coordinate women issue, Women’s Affairs office should have adequate or appropriate linkages with other line sector department and with gender focal persons. Given the enormity of the problems facing women, this Office can not improve the conditions of women on its own. Findings in the study further revealed that Women’s Affairs Office has little information on the activities of sector department and little connection with. This constitutes another critical organizational limitation to the capacity of Women’s Affairs Office. In addition to this, qualitative data collected from the informants and discussants also revealed that lack of gender disaggregated data, which is critical for planning, monitoring and evaluation purposes are critical problems that each sector department’s encountered in their day- to day activities. Another challenge pointed out by the discussants is the existence of unclear mandate on the part of gender focal persons located in the two sector department. Gender focal persons in sector department need to have clear mandate and responsibility to coordinate and implement Gender mainstreaming practice in their respective department. Moreover, gender focal persons need to share experiences and gain lessons through networking. Attendance in relevant meetings in and outside the town should be encouraged to update knowledge and build alliances with like-minded organizations or sector departments. Gender mainstreaming is a transformational process requiring changes in personal attitudes, behaviors and working habits of individuals within and outside an organization. Changes in an organizational culture should be reflected in the case of gender inclusive languages and avoidance of stereotyping in communication portrayal and behavior.



## **CHAPTER FIVE**

### **SUMMARY OF MAJOR FINDINGS, CONCLUSION and RECOMMENDATION**

#### **5.1. SUMMARY OF MAJOR FINDINGS**

About planning issue, zonal Women, Children and Youth affair gender mainstreaming can't have sectoral plan that of including other department's gender mainstreaming issue since, Women, Children and Youth affair of the zone was expected to incorporate the other department gender mainstreaming plan and programs, because of the fact that, Women, Children and Youth affair of the zone was main work processor.

Findings indicate that lack of gender awareness and resistance to gender equality principles are difficult challenges that cannot be tackled only by gender focal persons assigned in each sector department. It was also confirmed by the informants that gender mainstreaming cannot be achieved without gender awareness, sensitivity and analytical skills of those involved in promoting gender and welfare works.

The findings of the study also show that Lack of technical capacity horizontal and vertical linkages is weak at formal level in Women's Affairs Office.

Findings in the study further indicate that Women's Affairs Office has little information on the activities of Sector department and little connection with. This constitutes another critical organizational limitation to the capacity of Women's Affairs Office.

Gender mainstreaming at zonal Women's Affairs department at all level and gender focal persons located at different sector department's need to be put in place to coordinate and implement gender mainstreaming activities at all, they work coordinately, but the truth reveals that no coordination in their activity with the rest five poverty reduction department.

According to their response; the relation with zonal gender mainstreaming, was through report, and no team work at all we can perform what it seems for our a lonely and no training to build up our capacity to influence gender issue.

On women, children and youth affair there is better technique and tools to proceed their activity than the rest department for example there is gender mainstreaming guide lines, check lists, different report format's and book's on policy, rules and regulation on women's issue are their but, the reverse is true in other department except agriculture and rural development and health department to some extent it is good.

It is true that the existence of national instruments, policies and development plans, in one way or the other contribute a lot for effective implementation of gender main streaming practice in different sector departments. However, many development workers, informants and discussants of the study including the researcher questioned the actual implementation of these national instruments, policies and development plans.

It was also mentioned that there is no staff commitment or support to promote the issue of gender this in return can affect welfare practice. Those people particularly working in the decisionmaking positions who were also the informants of the study further disclosed as saying “we are interested to promote gender in our institutions, but when it comes to the practical level, noone is doing it.

The focus group discussion participants also reported that a systematic training program designed for various levels of personnel and given on continuous basis with concrete linkages to the particular sector under review are a must. Incorporation of gender dimensions in project or program document does not automatically mean full implementation of gender mainstreaming practice.

The informants and discussants further reported that among the key challenges the Office currently facing is that,lack of sufficiently qualified number of staff to effectively carry out its mandate, inadequate training in gender analytical skills, shortage of budget, existence of unclear mandate on the part of women affair and other department gender mainstreaming focal persons. Gender focal persons in sector department need to have clear mandate and responsibility to coordinate and implement Gender mainstreaming practice in their respective department. Moreover, gender focal persons need to share experiences and gain lessons through networking. Attendance in relevant meetings in and outside the town should be encouraged to update knowledge and build alliances with like-minded organizations or sector departments.



## 5.2. CONCLUSIONS

What we can conclude from the existing fact of our study is that, senior decision making positions in the study department are dominated by men except in the case of Women's Affairs Office. As indicated in the findings of the study, women are highly underrepresented in higher-level positions such as department heads, deputy department heads and team leaders.

With regard to their planning, it is not sectorized plan so, this can make difficult to zonal Women, Children and Youth affair gender mainstreaming to guide and evaluate other department's gender mainstreaming activity and women welfare. Therefore, it is recommendable to prepare sectorized plan to check up whether women's welfare issue were done or not and also to check up its progress in general.

When we see the welfare activity on poverty reduction sector is not a such satisfactory for example on water department even if their planning is not sex-disaggregated data simple they work as general rather than gender specific; similarly on transport and road department. On other hand the activity which was performed on health and Agriculture it is somewhat good performance there is under ground work or tangible activity due to applicability of gender mainstreaming rules and regulation.

With regard to knowledge and understanding of welfare and gender mainstreaming, most informants and discussants did not have clear ideas on the issue under discussion. However, few informants and discussants whose duties and responsibilities directly related to gender and gender related activities with experience had better understanding of the concepts.

Most of the respondent knowledge toward welfare and gender mainstreaming was looks like completing sex-disaggregated data on planning as well as report analysis document.

Institutional Mechanisms for Welfare and to run gender mainstreaming issue in general what theoretically presented, at zonal gender mainstreaming department chained with woreda and up to kebles level and even if at zonal level by formation of cabinet to influence gender mainstreaming issue. So, the institutional mechanism to run gender mainstreaming issue except the formation of cabinet the rest listed above were exist but, the problem was running through coordinately by strengthen vertical and horizontal linkage what it was viewed. Institutional machinery for the advancement of women suffers from a list of handicaps that hinder the implementation of gender and gender related activities. Some of these handicaps lack of awareness, team work (they look women issue as women affair issue only) or constraints include limited role in decision-making, budgetary limitations and lack of



capacity to give technical assistance for line sector department. Techniques and Tools used by the Study department for Welfare practice and gender mainstreaming: There is good technique and tools on the study department for example there is different manuals, different book that deal with women's right and duty, and planning and report format compare to the rest department. But on other department is not as such structured and compiled technique and tools. Gender focal persons are located in the study sector department to coordinate and implement gender mainstreaming activity in their respective department. However, the findings indicate that gender focal persons did not properly function their tasks with striking similar constraints that include an unclear institutional mandate and their subordinate in their respective department's hierarchy. Their status as implementers or facilitators is not clearly drawn in their respective department. As a result, they do not have their own job descriptions and their networking patterns within the department and outside their department is weak. Current Opportunities for Gender Mainstreaming Practice, Know it is the time that some different favorable condition exists on gender mainstreaming practice for example different policy and strategy; there is different NGO that work on gender issue. Major Challenges for Gender Mainstreaming Practice, Conducting gender awareness training to a cross section of the department need the human resources and time invested in training, facilitation, coordination, implementation of national women's policy, the Office staffs have encountered structural and technical barriers in their work. The informants and discussants further reported that among the key challenges the Office currently facing is that, lack of sufficiently qualified number of staff to effectively carry out its mandate, inadequate training in gender analytical skills, and lack of access to working tools or methodologies are among the key constraints or challenges.

### 5.3. RECOMMENDATIONS

There have been many strategies to achieve gender fairness through different means. The new strategy of gender-mainstreaming, which was established as a major global strategy for the promotion of gender equality in the 4<sup>th</sup> World Conference for Women in Beijing in 1995, it was recognized during the convention that achieving greater equality between women and men will require changes at many levels, including changes in attitudes and relationships, changes in institutions and legal frameworks, changes in economic institutions and changes in political decision-making structures. Therefore gender mainstreaming was introduced as a strategy to incorporate into all policy making process so as to bridge the gap of gender \

'inequality in all these domains So, with regard to this for effective accomplishment of women welfare firstly deep understanding why gender mainstreaming strategy is needed and then bringing attitudinal change comes first.

**Capacity-building:** it is identified as problem that of due to Lack of technical capacity, horizontal and vertical linkages is weak at formal level or affect Women's Affairs Office So it is recommended that for best practice training of department heads, deputy department head and planning expert long and short term training about accomplishment of gender mainstreaming issue in general and welfare issue in particular can solve the existing problem.

**Coordination:** it is indicated in the study, most of the time women issue were exempted only for women children and youth affair so, unity as a power each department can plan and program by considering gender issue in general and women issue in particular or working coordinately. In short each department should encourage and support the exposure of women's Affair and gender mainstreaming focal person currently operating in each department to benefit from networking opportunities clear lines of communication, roles, responsibilities, accountability and levels of authority are established within the public sector. Coordination frameworks must define specific terms for collaboration and partnership between the public sector, development partners and the private sector (including non-governmental organizations), for the effective performance of gender mainstreaming activity at all levels. Therefore influencing gender issue in general and women in particular by establishing gender mainstreaming committee at cabin level to run coordination work effectively.

**Responsibility and accountability:** as verified by the study lack of Responsibility and accountability results for un attainment of goals and objective due to absence of questionable and conscientiousness line and way so, department of women children and youth affair gender



mainstreaming focal person and other department gender mainstreaming focal person agree on a division of tasks or mandate analysis for gender mainstreaming in their areas of responsibility and expertise. The core functions of gender officials are institutionalized in all departments to ensure gender concerns are mainstreamed into all programmes and activities. Accountability within and among department of department heads, deputy department heads, planners, gender mainstreaming and other experts in general should be made gender responsive and strengthened to achieve women welfare and gender mainstreaming strategy in general in all sectors. For the achievement of women welfare the responsible of higher body essential.

Advocacy: to fill skill gap on gender mainstreaming as well as women issue, to bring attitudinal change on gender perspective, government, nongovernmental sectors, community, Zonal government and expected department strengthen their advocacy and develop partnership with civil-society organizations in conducting education and information campaigns aimed at mainstreaming gender concerns and enhancing collective responsibility for mainstreaming and accountability.

Forming influential group extracted from political leaders because most of the time political leader's decision and suggestion get's acceptance.

Monitoring and evaluation: it is explained above the presence of different policy, rules and strategy is nothing unless it is monitored and evaluated on continuous base for its applicability. Finally, gender mainstreaming efforts to have an impact, governments must promote the legitimacy of women's participation in decision-making and increase women's representation in public institutions so as to achieve positive outcomes for welfare issue, equality and women's empowerment. Public institutions impact on and through women. Women's access to the important decision-making structures of these institutions means they can begin to influence them in ways that make them more accountable to women, more women friendly and better able to take measures to promote greater gender awareness.

Forming influential group: From political leader who influence for implementation of women issue/gender sensitive committee at zonal level because most of the time political leaders idea can get acceptance

Gender sensitive budget: existence of gender sensitive budget is important at the time of some emergency condition and to run different programs concerning gender issue.



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APPENDICES

**APPENDIX.I: DATA COLLECTION TOOLS**

**JIMMA UNIVERSITY**  
**COLLEGE OF BUSINESS AND ECONOMICS**  
**DEPARTMENT OF MANAGEMENT**

**Interview guides prepared for Department Heads, Deputy Department Heads team leaders and Experts for the sake getting information on the issue of Gender Mainstreaming and Welfare For Full Filament of Masters in Public Management**

**A. Structured Question**

Identification

Code of questioner \_\_\_\_\_

Date of the questioner to be filed \_\_\_\_\_

Starting time \_\_\_\_\_

Finishing time \_\_\_\_\_

Part I; Question on Socio-demographic characteristics of respondents.

101. Respondents responsibility in the organization

1. Department head    2. Duputy department head  
3. Team leader        4. Expert    5. Othere, specify \_\_\_\_\_

102. Respondent Age    in Year \_\_\_\_\_

103. Respondent Sex    1. Male    2. Female.

7. Other, specify \_\_\_\_\_

104. Respondents marital statues    1. Single    2. Married.    3. Divorced.    4. Widowed

105. Respondent Occupation    1. Government Employee  
2. Other, specify \_\_\_\_\_

106. Respondents Educational status    1. At certificate level.    2. Diploma  
3. Degree.    4. Masters    5. Othere, specify \_\_\_\_\_

**Part II. Knowledge and level of understanding on welfare and gender mainstreaming**

201. What is welfare mean?

1. Yes perfectly they know    2. Yes moderately they know    3. No they have no idea,  
☒ Not remark on question one choice but only give its definition

202. What is gender Mainstreaming? \_\_\_\_\_

1. Yes perfectly they know    2. Yes moderately they know    3. No they have no idea  
☒ Not remark on question two choice but only give its definition

203. Why welfare plans is needed?



1. for compensating previously Affected community
2. For the sake of helping minority group
3. For the sake of bringing Equality
4. Due to the presence of minority and vulnerable group
5. Other, specify \_\_\_\_\_

204. What you comment on woman welfare activity of your department

1. It is performed very well
2. It is performed moderately
3. It is not satisfactory
4. No welfare activity at all
5. Other, specify \_\_\_\_\_

205. In your opinion do you think that the existing woman welfare provided to the beneficiary/client were addressed the problem of woman properly?

1. Yes
2. Partially
3. No
4. Other, specify \_\_\_\_\_

206. If not why?

1. B/c there is lack of proper applicability
2. B/c there is lack of Accountability
3. B/c there is lack of commitment on the issue
4. B/c there is lack of cooperate team work
5. Other, specify \_\_\_\_\_

### **Part III. Issues related to Gender Focal Persons**

301. Are there gender focal persons where in five poverty reduction sectors?

1. Yes    2. No    3. Other, specify

302. If no, in what sector?

1. Education department    2. Health department
3. Agriculture department    4. Water department
5. Transport department.

303. In what way gender focal persons of your department communicate with other department/office?

1. Through report    2. By meting    3. By evaluation
4. Other, specify \_\_\_\_\_

304. What kind of support Women's Affairs Office provides for gender focal persons located in other sector in Bonga

1. Skill development support via training
2. Financial support
3. Material support
4. Other, specify \_\_\_\_\_

305. Are the duties and responsibilities of gender focal persons clearly stated in your respective sector bureaus in relation with the aim and objective of your department?

1. Yes
2. No
3. Other, specify \_\_\_\_\_

306. What are the major challenges/problems that hinder your /office for running woman welfare?

1. They think woman issues are preserved only for woman affair department.
2. There is lack of awareness about the issue
3. There is lack of Political leadership support
4. Shortage of finance
5. Other, specify \_\_\_\_\_

307. With your respective bureaus how many times you can meet to discuss on the issue of gender mainstreaming and welfare

1. One/annual base
2. Twice/semi annual base
3. Four times/Every quarterly base
4. Other, specify \_\_\_\_\_

308. How many NGO's is work for woman issue?

1. One
2. Two
3. Three
4. Four
5. Other, specify \_\_\_\_\_

309. How was its performance?

1. It is very well
2. It is moderately good
3. Not good
4. Other, specify\_\_

310. Way of communication with them

1. Via report
2. Via Filed work
3. Via evaluation
4. Other, specify \_\_\_\_\_

#### **Part IV. Issues related to capacity building and training**

401. Does any training was given to welfare needed society

1. Yes
2. No

402. If your answer in Q 401 was yes, how many time?

1. One time
2. Two times
3. Three time
4. Other, specify \_\_\_\_\_

403 .On what area?

1. On capacity building
2. On health related issue
3. On awareness creation in relation to their right and duty
4. On back ward harm traditional culture

5. Other, specify \_\_\_\_\_

404. Women's Affairs Office and gender focal points at all levels should have access to training and retraining opportunities to build their capacity for policy implementation. How did you explain this process in your sector bureau/office?

1. The right person was send to train and retrain
2. The right person was not send to train and retrain
3. Other, specify \_\_\_\_\_

405. Did your department/office carry out a kind of survey related to gender issues?

1. Yes
- 2.No

406. If not why?

1. No attention was given to study
2. No idea and comments was given at all to do survey
3. No financial support to run
4. Other, specify \_\_\_\_\_

407. Gender mainstreaming and welfare issue in general? Mark the box the problem what you observe in your department/office?

1. Problems related to lack of technical capacity
2. Problems related to lack of appropriate structure
3. Issues related to political leadership support
4. Problems related to human resources
5. Issues related to budgetary resource allocations
6. Lack of commitment.
7. Lack of transparency.
8. Lack of accountability
9. Lack of team work with other office.
10. Specify others if any \_\_\_\_\_

408. What you suggest to improve the current practices of gender mainstreaming in welfare plan?

1. Taking study to knows the strength and weakness of the issue area
2. Developing the habit of working with team
3. Capacity building whenever it is needed
4. Attaching value for all activity for Best success
5. Other, specify \_\_\_\_\_

Thank the respondent!!!!

At what time the questions are finished \_\_\_\_\_



Data collectors name and Signature \_\_\_\_\_

## **B. SEMI-STRUCTURED QUESTION**

### A. question for department heads

1. Do you believe on the existence gender mainstreaming to influence woman issue
2. Does gender mainstream focal person was employed on your department
3. Does all the necessary input were full filed to run their work
4. Haw you influence your department for application of gender mainstreaming

### B. Questions for planning and programming sub department

1. Do you provide Refreshment training to your department to mainstream gender issue/sex-disaggregate in to their plan?
2. If not what type of measure dose you take to correct
3. Dose you face any challenge during mainstreaming of gender issue in your plan?
4. What is your contribution to mainstreaming gender issue in their plan?

### C. Question for gender mainstreaming focal person

1. How you view the existing gender mainstreaming practice of your department
2. What was the contribution of zonal gender mainstreaming to warred the accomplishment of your work
3. Have you taken any training about gender mainstreaming and welfare?

1. Yes, on what issue

2. No, why

4. What you comment about the overall practice of gender mainstreaming

## **C. Focus Group Discussion Questions**

1. How gender mainstreaming has been going in collaboration with other departments?
2. What are the techniques and tools used for welfare practice and gender mainstreaming?
3. What is the attitude of your staff toward gender mainstreaming behind
4. What is the challenge and opportunity of your department toward gender mainstreaming?
5. How you define the training opportunity and way of your department

**D. Checklists to Extract Data from Personnel Records, Statistics & Performance Reports**

**1. Number of men & women employees currently working in study sectors by type of occupational group by departments**

No Occupational Group by department Male Female Total

1 Economics

2 Accounting

3 Management

4 Biology

5 Law

6 Others

**2. Number of men & women employees in decision-making positions**

No Positions Male Female Total

1 Department heads

2 Deputy Department head

3 Team leaders

4 Experts

**3. Participation & representation of men & women employees in different committees**

No. Type of committee Male Female Total

1. Management Committee

2. Recruitment & Promotion

3. Discipline Committee

4. Issue related with planning and report

1. Planning and BPR how it looks like

A. planning was on traditional way B. planning was supported by BPR or weight was given for each activity C. comment on existing situation

Department-----

Date\_\_\_\_\_ time\_\_\_\_\_

2. Ways of report preparation

A. dose the report full fill minimum report format? B. if not why

3. Given feed back to the report from different body

It exists or not

Department-----

Date\_\_\_\_\_ time\_\_\_\_\_

### **E. Document Analysis**

Apart from different literatures, policy and strategic documents used in the study include: National Policy on Ethiopian Women, FDRE Constitution, and Different reports of five poverty reduction sector, The City Government's Five Year Strategic Plan Document, etc.

1. Dose Five Year Strategic Plan Document include gender issue in to consideration

A.yes B. no

### **APPENDIX .II Verbal Consent Form for Participants of the Study**

Dear Sir/madam;

My name is AberashArgaw and I am a Masters Degree Student in Jimma University. I am currently collecting data for my Thesis project entitled "Gender mainstreaming as a tool toward achieving women's welfare in Kaffa zone women, children and youth affair department" As part of my assessment, I am talking several issues related to the subject of my study with those selected

officials and experts in the study sectors. I will use the information for the fulfillment of the Thesis requirement and if necessary the study report may be submitted to concerned bodies, which would use the information to plan relevant interventions that would address gender mainstreaming and welfare related issue .The purpose of this study is to know the importance of gender mainstreaming on women welfare on Kaffa zone women children youth affair on Five poverty reductions Area to recommend based on the finding of the study.

#### **Confidentiality and Consent**

The information that I will be obtain from is very useful for my study and further for your organization. I assure you that the Information you will give me will kept confidentially. There is no any harm to you by giving this information except the time you will expend for the interview I may forward interview questions on practices of gender mainstreaming that some informants may find difficult to answer. However, your honest answer to these interview guides will help me better understand thepractices of gender mainstreaming in selected sectors. I would greatly appreciate your help in responding to answer this study.The interview will take 20 minute and you have the full right to participate or refuse or to withdraw in the meantime.

Are you willing to continue with the interview? YES----No-----

Interviewer name \_\_\_\_\_ Sign\_\_\_\_ Thank you for your cooperation!!!!





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