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**Roles and Constraining factors of Women and Children affair's for the
advancement of gender mainstreaming and women empowerment: A case study
of Nifas Silk Lafto Sub city, Addis Ababa**

By

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June /2018

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A Thesis Submitted to Center of Gender studies Addis Ababa University in Partial Fulfillment of the Requirement for the Degree of Master in Gender study

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Declaration

I declare that this thesis is my original work and has not been presented for a degree in any university and all the source of materials used for the proposal are properly acknowledged and cited.

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This is to certify that the thesis presented by Mr. Michael Nigussie entitled on: Roles and Constraining factors of Women and Children affair's for the advancement of gender mainstreaming and women empowerment: A case study of Nifas Silk Lafto Sub city, Addis Ababa and submitted in partial fulfillment of the requirement for the degree of master of Arts in complies with the regulation of the University and meets the accepted standards with respects to originality and quality.

Signed by Examining committee

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External examiner,.....Signature,.....Date -----

Advisorsignature.....Date.....

Chaired by the Center or post Graduate program Coordinator

Acknowledgment

Above all, I glorify the Lord Jesus Christ, the Alpha and the Omega, for being my holy savior. He is always there to guide me and catch me when I fall. It is not in my capacity that I am here GOD, so I simply thank you father for loving me so dearly. Glory is to you Almighty Lord!!

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Abstract

To ensure gender equality and women empowerment gender machineries at different levels are essential for coordinating and supporting mechanism. This gender machineries have instituted in the governmental and nongovernmental organization is for promoting gender equality, women empowerment, gender mainstreaming as well as to monitor the design and implementation of development endeavors. Theoretically argued that the success of this machineries highly depend up on existence of human and financial resources; availability of institutional support and strong coordination systems. Thus, unless enabling condition placing for gender machineries bringing gender equality could not be realized. Likewise other countries gender inequality is one of the socio economic challenges in Ethiopia result in poverty and underdevelopment. Cognizant to this fact, the Ethiopia government has established gender machineries fall tier of administration aimed to bring gender equality and women empowerment. Therefore, this study is attempted to assess roles and constraining factors of women and child affair's machineries at grass root level at a case study of Nefas Silk sub city at Woreda three, five, nine and thirteen. To address this objective primary data collection particularly in depth interview and focus group discussion were used. Woreda three, five, nine and thirteen and Nifas Silk sub city women and children affairs office heads and experts were interviewed. Women association members and other women residents have been participated as source of population in the focus group discussion. Data obtained through focus group discussion and interviews was analyzed concurrently per the thematic areas. The finding shows that although progress there according to key informant interviewee and focus groups discussant women and children affairs constraining by various factors such as lack of budget and financial resource, lack of qualified personnel and employee turnover, poor coordination with other office and nongovernmental organization. Furthermore, the finding of the study confirmed that to facilitate or promote gender mainstreaming and women empowerment women and children office do not established strong coordination mechanism supporting with strategic and operational plan of action. In nutshell, unless women and children office at grass root level are not supporting with strong coordination platform, working manual /guideline, technical personnel and adequate budget etc bringing gender equality and women empowerment could not be realized. Therefore, women and children office to be effective demanded comprehensive and holistic intervention by concerned bodies.

Contents

Acknowledgment	I
Abstract.....	II
1.1 Introduction.....	1
1.2 Statement of the problem	2
1.3 Objectives of the study.....	5
1.5. Significance of the Study	5
1.5. Organization of the thesis	6
1.6. Limitation of the study.....	6
Chapter Two.....	7
2. Review of Conceptual and Empirical Literature.....	7
2.1. Operational definition.....	7
2.2. Theoretical and Conceptual Review	7
2.3. Theoretical reviews of challenges of Women machineries and Gender inequality	8
2.4. Alternative approach on roles of gender machineries and its challenge	11
2.5 . Empirical Literature Review on Challenges, Role and Coordination of Gender machineries.....	13
2.6. Conceptual Frameworks	17
3.Research Methodology	18
3.1. Study area and population.....	18
3.2. Study design.....	18
3.3 Research Approach	18
3.4. Sample size determination and sampling techniques.....	19
3.5. Data collection tools & techniques	19
3.6. Data Quality control.....	20
3.7. Data processing and Analysis	20
3.8. Ethical consideration.....	20
3.9. Dissemination of the Result	21
Chapter four.....	22
Data Presentation and Analysis	22
4.1 . Profile of the respondents	22
4.2. Coordination Mechanisms and System.....	22

4.3. Role of women and Children affairs office	28
4.4. Constraining factors of women and children affairs office.....	33
5. Summary, Conclusion and Recommendation.....	44
Reference	49
Annex one	52

Chapter One

1.1 Introduction

Women in Ethiopia comprise more than 50 % of the population and contribute to the ongoing development of the nation. However, they are still found in a disadvantaged position and are not sharing equally from the fruits of development with their male counterparts (FRDE, 1993).

Cognizant of the problem, Ethiopia government has taken praiseworthy legislative, policy and program measures including the establishment of institution and special units at all tiers of administration. Among few the Beijing platform for action and the convention on the elimination of discrimination against women (CEDAW) that promote gender equality and women empowerments was ratified and implemented by Ethiopian government (Federal Democratic Republic of Ethiopia (FDRE) ,2016)

Moreover, the Beijing plat form of action and CEDAW give more attention about the necessity of women participation in politics decision making and leadership, positions and to create governments awareness to increase women participant in decision making, leadership and political activities and elimination of discrimination in all form and areas (Ministry of Finance and Economic development (MOFED), 2012).

The national policy on Ethiopian women, (1993) endorsed with the objective of facilitating conditions for women equal participation and benefit, eliminating of harmful traditional practice and lighting workload of women's. Moreover, legal frameworks were revised and endorsed such as family law (2000), pension right policy for women, and other call for the advancement of women such as on affirmative action provision for higher education, employment ...etc.(Mowca, 2011)

Gender machinery for the advancement of women is the central policy-coordinating unit inside government. The main task of this machinery is to support government wide mainstreaming of a gender equality perspective in all policy and program areas (Baden, Byrne etal, 1996). The effectiveness of gender machineries is constrained by inconsistencies in policy which are a reflection of the changing conceptualization of and priorities within women in development and gender and development

Women's/Gender machineries an institutional government structure is established to promote advancement of women's and to translate international, regional and national commitments to action. This gender machinery structured from federal to regional, zonal, woreda and kebele levels. At federal level, Women Affairs Machineries across all line ministries and public organizations have been in operation within the country to design, execute, monitor and evaluate, advocate and mobilize support for policies that promote the advancement of women. Similarly, at regional levels, and regional States Bureaus of Women and Children Affairs exists (Ministry of Women and children affairs, 2016).

Though the structure of gender machinery was planned to reach the grassroots and coordinate implementation of various provisions in the Ethiopia Women's Policy, its effectiveness has not been impressive for a variety of reasons such as weak accountability system, lack of budget and weak technical skills (Emebet, 2008).

Nefas Silk Lafto sub city structured with a total of 13 woreda(district) and in each woreda various offices are established and functioning. Women and Child affair's office is one of the office missioned to ensure the existence of equal participation and benefiting of women in development, good governance and building of democratic system and to ensure the protection of the rights and the interests of children. In order to discharge, it accordingly, the office placing twins-truck strategy (gender mainstreaming and women empowerment).

Therefore, this study is intended to assess roles and constraining factors of women and children affairs offices in Nefas Silk sub city, Addis Ababa. As well as it also looked coordination mechanism and systems functioning to discharge their duties.

1.2 Statement of the problem

In the contemporary developing societies like ours, the length and breadth of human problems have become deeper. A study conducted on 'Gender, Development and Migration Linkages in Ethiopia' indicated that issues like gender inequalities, marginality, underdevelopment and respect for human rights are coming to be the major concerns of policy makers, administrators and the society at large (Alebachew, 2001).

However, gender structures in different government ministries or women and children affairs bureaus in Ethiopia in general and in Addis Ababa in particular have not had the necessary human resource to target the issue (MOE, 2004). This implies that without having proper institutional structure it will be difficult to integrate the issue of gender in development programs.

Hence, absence of appropriate and effective institutional mechanisms has been recognized as a serious constraint for the implementation of policies and hampered efforts towards gender equality (MOWA, 2006). As a result, institutional mechanisms suffer from a list of problems that hinder the implementation of the mission and vision of women and children affair in government sectors including limited role in decision-making, shortage of staff, budgetary limitation and unclear mandate to implement gender and gender related activities in government machineries for the advancement of women in the country.

In support of this, a survey conducted by Federal Civil Service Agency, FCSA (2006) of Ethiopia indicated that lack of capacity, accountability; strategic direction, political influence, instability of human resource, lack of awareness about gender issues and formal process of monitoring have been serious impediments to the implementation of policies and laws in most civil service agencies in Ethiopia.

In this regard, the efforts made to incorporate gender issues in the country's Constitution, to formulate and to implement National Policy on Ethiopian Women and to institutionalize gender issues by establishing different structures from national to regional levels deserve mentioning (MEDaC, 1997). Despite such a high commitment, gender disparities persisting all areas of life.

According to the National Action Plan for Gender Equality document (2006), many of the development goals, policies, strategies or targets of poverty reduction did not incorporate gender issues. For example, SDPRP acknowledges the need for gender sensitivity in the education and health policies and programs for equitable development and poverty reduction, but did not directly state the importance of women in decision making to poverty reduction (MOWA, 2006). Yelfign(2004) further confirmed the above argument in such a way that “many documents produced in the country did not properly integrate gender issues and most of the indicators are not supported by gender disaggregated data.

Though a number of positive steps have been taken in different socio-economic sectors in Addis Ababa in general and the study areas in particular, still gender gaps not closed. In support of this the global gender gap report out of 144 countries Ethiopia ranked 115 on gender disparity or gender gap (World Economic Forum,2017). In the same replica gender disparity is also wide in the study areas.

Moreover, women and girls in Ethiopia in general Nefas Silk sub city in particular experienced with physical, psychological and sexual violence (DHS, 2016).Moreover, surprisingly , women participation and benefit in the economic and political participation is low relative to their counter parts. Furthermore, due to multifaceted constraints integration of gender perspective into sub city program and plans were not adequate and efforts to empower women and other disadvantage groups was minimal¹. It further illustrated that the weakness of Women and Child affair's office responsible to coordinating gender mainstreaming and women empowerment. It recognized that Women and Child affair's machineries take further steps. However, the machineries are not functioning well and hence, this researchers believes and argues that their challenges and systems have to be identified.

As to the researcher reviewing, few empirical researches on gender mainstreaming practice and challenges have been conducted by different researchers (Aberash and Ement, 2014, UNDAW, 2005, Birsaw, 2007). However, these empirical research did not attempt to investigate challenges of gender machineries hinder to discharge its responsibility referring to the grass root level administration as well as did not assess coordination systems. And also rapid assessments were carried out on gender machineries gaps and challenges in facilitating gender mainstreaming and women empowerment (NBE, 2012, Emebet, 2008). But, these assessments did not cover coordination system issues used by gender machineries. Therefore, this study attempts to fill knowledge gap on challenges, role and coordination of women and child affair's sectors in Nefas Silk Sub city using qualitative approach.

¹ Nefas Silk sub city 2009 EFY report

1.3 Objectives of the study

1.3.1 General Objective

The general objective of this research is to assess the roles and constraining factors of women and children affairs office of Nifas Silk Lafto Sub city, Addis Ababa Ethiopia,

1.3.2 Specific objectives

- To assess the role of women and child affair's office in line with gender machineries roles and responsibilities ,
- To identify constraining factors that determine women and children affairs sector's to discharge their responsibility in Nifas Silk Sub city and
- To assess the coordination mechanism platforms and systems of women & children in Nifas Silk Subcity

1.4. Research Questions

The research questions of this study are the following

1. To what extent are women and child affair's office discharging their responsibilities?
2. What are the major constraining factors of the women and children affairs office in assuring the benefit of women in the sub city
3. What are the coordination mechanism platforms , systems among the women & children and other stakeholders in Nifas Silk Sub city

1.5. Significance of the Study

Gender issue is one of the major socio economic challenges in Ethiopia in general and in the study area in particular. As discussed above researches so far have been carried out previously have been emphasized on gender mainstreaming practice and hence did not show the challenges and system of women and child affair's sector. The current study focuses on challenges of gender machineries and hence, will have the following significance;

- The result will be useful to better identify challenges of Women and Child affair's sector in the study areas which will serve as reference/ baseline for other researches,

- The study finding will give insight for better understanding of the challenges and hence enabled women and child affair's machineries to perform it duty accordingly,
- The result of the study will be useful to formulate holistic local intervention strategies that address gender and women issue

1.5. Organization of the thesis

This thesis has five sub sections. The first section focuses on background of the research, problem statement, objectives and significance of the study in relation to challenges and coordination system of Women and Child affair's sector. The second section, gives brief theoretical and empirical explanation on concepts and reviews on gender tools and challenges of gender machineries. Section three presents the research methodology. Section four presents data analysis and interpretation. The last section presents summary, conclusion and recommendation.

1.6. Limitation of the study

This research has the following limitations

- Due to time constraint this study focus on assessing roles, constraining factors of women and children affairs machineries with narrow scope and geographical scope; hence this study might not showed the situation of women and children affairs
- The study was conducted in a onetime data collection through cross sectional research design using qualitative approach. Therefore, the research might not investigate more constraining factors of women and children affairs offices

Chapter Two

2. Review of Conceptual and Empirical Literature

2.1. Operational definition

Gender machinery: government institution responsible for coordinating gender mainstreaming and women empowerment. It is equivalent to women and Child affair's in the sub city.

Empowerment: It ranges with creating an opportunities and reinforce women and its association capacities to exercise and control over the life choice and to participate in their matter at political, economic and political sphere.

Gender mainstreaming: It is about mainstreaming of gender issues in the certain programs and plans

System: This definition deals with the coordination and partnership issues that are placed by gender machineries for effective design and implementation their duties and responsibilities

2.2. Theoretical and Conceptual Review

Gender is systematic social constructed phenomena shows social differences and relations between men and women which are learned, vary widely among societies and cultures, and change over time. It is also explained that gender roles are socially constructed so they create differences between women and men such as roles, attitudes, behaviors, values, expectations (norms). Gender itself include side as about 'typically' feminine or female and masculine or male characteristics and abilities and commonly shared expectations about how women and men should behave in various situations. Whereas, sex refers to a person's which is biologically determined as female or male according to certain identifiable physical features which are fixed (Albanesi, Olivetti etal, 2015)

A gender inequality is one of the socio economic challenge which reflected and visible in our social life dimensions including households, social, economic and political institutions (SDG, 2015). To address gender inequality gender mainstreaming was introduced in 1985 and officially approved in the fourth international women's conference 1995, held at Beijing as a

strategy to come out gender equality in all sphere of life, which refers to making concern and experience of women and men as integral dimension of planning, implementation, monitoring and evaluation process in economic, social and political arena (MOWCA, 2011).

2.3. Theoretical reviews of challenges of Women machineries and Gender inequality

Africa Union commission in its agenda of 2063 stipulated that gender inequality is one of the most important causes of Africa's poor performance with respect to poverty reduction and Millennium development goals. Moreover, subsidiary role of women in society remain a key hindrance to development and socio economic transformation. The continued monopoly of power by male political elites, lack of political will, socio economic challenges, the non-recognition of unpaid care economy and domestic as well as a patriarchal tradition and beliefs continued to limit equal participation and benefit of women (Africa Union commission, 2015)

Radical feminist theory argued that the root cause of gender inequality is patriarchal gender relations as opposed to legal system (liberal feminism), or class conflict (socialist feminism and Marxist feminism). It is also indicated that a woman's immediate social environment puts enormous pressure on her to submit to male dominance (Stromquist, 1989)

To ensure gender equality and women empowerment the establishment of gender machineries at different levels is believed to be an essential instrument. This machinery is believed to be serves as a support mechanism for women participation and benefit. Allocation fund for gender machineries is essential to address gender gap through mobilizing and building the capacity of the various government officials on gender mainstreaming and imparting skills in creating a gender-sensitive budget are challenges awaiting any gender advocate.

Moreover, gender equality and justice should have to be realized by improving budget allocation and enactment of laws of the country; popularizing any achievement women have scored in any field; raise awareness through media to encourage grassroots women around a new awareness of common interest organization is of a paramount importance. The media should work aggressively to change the attitudes of the society, which, as it exists and operates today, considers women inferior and soft and, therefore, ideal for home management alone. Hence, the need also for working with the media on gender issues systematically (Stromquist, 1989).

Lack of technical capacity and lack of Political Will or commitment are major constraining factors for gender machineries (Moser, 1993). In gender mainstreaming the question of commitment cuts across the board. Hence, political commitment at the highest level would lead to the allocation of space and resources for mainstreaming gender in development plans and programs (Moser, 1993).

Stereotype organizational Culture which comprises norms, customs, beliefs and codes of behavior in an organization is one of the major constraining factors of gender machineries (Mowca, 2014). Hence, stereotyped notions hinder the participation of women and influence women's advancement in political participation. In this regard, theories of socialization emphasize that these attitudes are acquired early in life through formative agencies, including the existence of traditional sex role learnt in the home and family, local community, and in schools and the workplace (Shvedova, 2002). Weak of accountability system which requires mechanisms also one of constrained factors for gender machineries by which an organization can determines the extent to which it is "walking the talk" in terms of mainstreaming gender equality in its programs and organizational structures also a major hindrance factors for gender machineries.

Moreover, level of gender machineries participation in the decision making process, clarity of mission and mandate, partnership with civil society, adequate resource, strong accountability, political commitment and existence of gender responsive policy and laws are necessity condition for gender machineries efficiency and effectiveness (Dorothy, Mabride et al, 2012).

To address gender mainstreaming effectively as well as to discharge responsibility in promoting gender equality and women empowerment the following essential condition should be taking into account:-

Sex and gender disaggregated data which shows the quantifiable and qualitative difference between women and men in relation to various social, economic and political spheres also one of the challenges for gender machineries. sex disaggregated data must be collected during baseline development to have policy, strategy, annual plan and program respond to inequality in relation to men and women. Gender analysis should be conducted which shows contextual difference between men and women in terms of role and responsibility, access and control. Hence, gender analysis information enabled responsible organ to respond accordingly.

Programme and project level objectives and indicators that reflected the anticipated change and benefits for women and men unless it could be difficult to monitor and evaluate the likely impact of the project at the mid and end of its phase. The capacity of implementing actors and technical capacity of staff to support mainstream gender is essential as well as to monitor and evaluate program and project from gender perspective (Dorothy, Mabride et al, 2012).

The effectiveness of gender machineries is constrained by all rounded factors. Inconsistency of policy approaches and program “which are a reflection of the changing conceptualization of and priorities with in women in development and gender and development. Different approach such as welfarist, efficiency and equity approach enter into confusion over which should focus that is strategic and practical needs. This lead gender machineries over confusion or lack of clarity of mandate((Baden, Byrne etal, 1996).

In addition the same source mentioned that lack of accountability, bureaucratic resistance, lack of autonomy and shifting in conceptualization of women in development and gender and gender development were also a constrained factor of gender machineries. Gender machineries in developing countries were constraint by lack of clarity mission and mandate, limited administrative resource and low funds((Dorothy, Mabride et al, 2012)..

Rai(2003) developed structural capacity factors and effectiveness of gender machineries typically using the five factors put forward by the United Nation in 1995 fourth platforms of actions for women and integrated into the frameworks thus are location of administration level, clarity of role and function, resource, accountability and link with civic society. Hence, inaddtion to five factors this research was asserted to look roles of women and children affairs actual performance.

System theories looked as organization as a multifaceted dynamically entangled and interconnected elements including inputs, processes, outputs, feedback and environments. This theory applied in a certain organization in a four dimensional manners (Kast and Rosenzweing , 1972) . System theory in gender looking as factory input-throughput-output mechanisms that result in products and services going out the door. Enabling processes that create coordination mechanisms measure the relationships and interactions among the organization's subsidiary parts--individuals, groups, departments, and profit centers. In gender like other system production or body organism if one part or level of the system affects all other parts and levels;

no single part of the organizational system can be allowed to sub-optimize, or over-achieve. And hence, according to system theories to be effective in each part must operate in concert with all other parts.

Organizational theory set four fundamental lens that a leader to assume in a different lens an organization to be an organization. The rationale lens wonders, a leader to give primary attention to structure, efficiency, rules, roles, and hierarchies of the organization. According to this lens unless clarity of role and structure existed organization will not function well per its expectation. Human resource lens of the organization tends to pay attention to taking care of people, developing people and the fit between the people and the structure. Symbolic lens of organizational view advocates, a managerial leader to pay attention to the mutual growth and interaction of the learning individual and the learning organization, the meaning of the organization experience, organizational culture and the organization as an open systems. Moreover, political lens, advocated a managerial leader to pay primary attention to power, conflict, negotiating over scarce resources, the messy marketplace of ideas, and the organization as a battlefield (Bwala,Ifah etal, 2012). Hence, from gender perspective organizational theory advices gender machineries to have clear mandate, structure and human resources

International organization for migration put in place aspects and assessment criteria while conducting study in an organization focus on gender and women's issue. These are the structure of the organization, strategies developed and used, sustainable system in place, organizational staff and their skill/knowledge, political commitment and managerial position/style, organizational culture and other factors. Hence, International Organization for Migration indicated that unless those strategic areas are not operate openly and equally will make difficulty in come out positive result on gender equality and women empowerments (IOM, 2015).

2.4. Alternative approach on roles of gender machineries and its challenge

Women in development (WID) and Gender and development are one of the dominant approaches. Women in development was developed in 1970's with the objective of designing actions and polices to integrate women fully into the development process. The WID approach assumes that women are socially, economically and politically disadvantage; and aims to

promote women by offering targeted assistances to help them attain equal rights and equal status, through “women’s empowerment” WID employs strategies of integration targeted at providing skills training and education for women so that they can more effectively participate in the development, opening up opportunities for women to enter the market economy; and placing women in decision making position in order to have advocate polices for the advancement of women(levy ,1996)

The WID approach arose from the realization that women’s contributions were being ignored and that leads to many failures in development. Thus it focuses on the improvement of women’s livelihoods through addressing the practical gender needs of immediate and material circumstance, through income, improvement and skill enhancement. But experiences have shown that by means of a strategy of women promotion alone, equal rights for both genders can never be attained, as it is possible to alter the disparity of power between women and men(ibid)”

Gender and development approach “was developed in 1980s,with the objective of removing disparities in social, economic and political equality between women and men as a precondition for achieving people-centered developments (Moser,1993)”. The gender and development approach emerges as a reaction to failure of women-only program under the WID methodology that promotes separate development activities for women, and as such was seen as too piecemeal and tended to tackle the symptom rather than the root of the problem. The 4th international conference of women supported in 1995 that brought about a shift in emphasis from “women empowerment” polices to a “Gender equality” concept. Accordingly the focus shifted to helping women to influence the political decision making process and obtain equal access to central resources such as education, land and capital, as well as equal rights to use these. The approaches focus on the socially, economic, political and cultural forces that determine how women and men might participate in, benefit from and control project resources and activities (MOWCA, 2015)

GAD seeks to address strategic gender needs and understand women’s subordination through analysis of gender relation within the framework of important and relevant factors like social class, race, age, etc. this involves enhancing gender equality, by placing the issue of particular concern on the main agendas of those institution which shape their relation. It rather promotes efficiency, as well as identifying opportunities for improving gender distribution and equity in development polices of programs and projects. The attempt here is to integrate gender awareness

and competency into “mainstreaming” development projects, through policies of “gender Equality” concept, focusing on provision of equal opportunities (Levy, 1996 and UN/DESA/DAW , 1995)

2.5 . Empirical Literature Review on Challenges, Role and Coordination of Gender machineries

A study conducted on the challenges of gender mainstreaming in a managerial state through secondary document result reveals that lack of disaggregate data, resistance and wrong attitude, and poor auditing and evaluation system were major challenges for gender machineries to ensure gender mainstreaming (*Yen-Wen Peng, 2008*). However, this assessment has methodological limitation, and did not particularly touch upon direct challenge of gender machineries as well as did not investigate system issues to ensure gender equality.

A study conducted in the selected Addis Ababa city administration bureau of finance and economic development, education and women affair’s on challenge and opportunities of gender mainstreaming through qualitative approach result depicted that women decision making position were less than the expected, lack of policy statement about male engagement in gender, absence of gender focal person and inappropriate gender mainstreaming tools are major challenge to mainstream gender mainstreaming(*Biresaw , 2007*). On the other hand, existence of policy and laws and government commitment are mentioned among opportunities for gender mainstreaming. However, this study did not give much attention on challenges and system of gender machineries so as to discharge their responsibility and duty. In addition, this research has conducted at macro level did not reflect the real challenge and opportunities of gender machineries at micro level.

In connection to gender mainstreaming status rapid assessment was conducted by National bank with in National bank recognized that lack of commitment and skill had a serious constraint or challenge to ensure gender mainstreaming (*NBE, 2012*). This assessment did not looked gender office challenge and more focus on other division status on gender mainstreaming. Besides, the assessment has methodological limitation.

Moreover, monitoring report(2012) conducted by former Ministry of Women, Children and Youth affairs in relation to gender mainstreaming across federal sector ministries through focus group discussion and unstructured interview with gender officer and planner the result showed that almost all sector were not fully institutionalized , gender gaps were not closed due to different factors. But, sector ministries are expected to ensure gender equality and empower women through institutionalize gender issue across their program and organizational intervention areas without any reminder. In addition, challenges and system used by gender machineries did not discover as well as the study has methodological limitation.

A rapid assessment conducted on gender mainstreaming practice and status in Ethiopia focus on gender machineries result revealed that gender machineries were constrained by:-

- Placement of the structures in a position where they cannot be part of decision making.
- Limitations in financial and human resources. .
- Lack of clarity in the mandates of the women's affairs structures. .
- Decentralization, which has made accountability between federal women affair department's and regional Women affair's bureau challenging.
- Absence of strong networking and collaboration with sector bureaus, non-governmental organizations (NGOs), civil society organizations (CSOs), and communities(Emebet,2008)

However, this assessment did not cover coordination system and mechanism that could be place by by gender machineries. Hence, this assessment has thematic limitation.

134 countries assessment report result reveals that lack of resource, weak capacity of national machineries, instability in the staffing of national machineries, lack of coordination with concerned bodies, lack of statistics and data, weak planning, monitoring and accountability system, lack of awareness among the community and public sectors employee, lack of support from women figurative association and parliament were among the challenge where national mechanism constrained in promoting gender equality and women empowerment(United Nation Division for the Advancement of Women(UNDAW), 2005). However, this assessment

did not show the specific challenges and system used by gender machineries and hence, has thematic limitation.

Study conducted in Bonga town, Kafa zone on gender mainstreaming practice on women welfare and challenges affect gender mainstreaming on women welfare and challenges affect gender mainstreaming through qualitative and quantitative approach. And the study find shows that lack of commitment on the side of decision making, lack of gender awareness and sensitivity, insufficient resources both financial and human, unclear limited amount of budgetary allocation, lack of appropriate linkage within and among line sectors and lack of political leadership influence were the major challenges of gender mainstreaming practices. However, this study did not attempt to investigate gender machineries constrained challenges that hinder to discharge its responsibility as well as did not seen systems issues placed by gender machineries (Aberash and Ement, 2014)

Review assessment conducted in South Africa referring constraining factors of office on the status of women result reveal that absence gender frameworks policy; which serves as a road map. The same source further illustrates that absence of effective monitoring and evaluation frameworks; lack of capacity, lack of human resource, insufficient resource particularly office space and lack of finance and level of participation in a higher level decision making were considered as a constrained factors of women and child affair's machineries. Moreover, poor coordination with other entities as well as absence of plan of action; lack of strategies, mechanism and guidance for working with governmental and non- governmental organization also challenge of gender machineries.

Gender equality is one of a core value of human right which determines the democratic and economic development of a certain country. A study conducted on knowledge and attitude of focus on second year students of University of Colombo result indicated that, considerable number of respondent has satisfactory level of knowledge and awareness on gender equality. But, they did not have enough knowledge on the practical aspects of gender equality such as gender equity, gender mainstreaming and gender equality indicators. Concedes with this, significant number of respondents had positive attitude towards gender equality. In relation to this, female had more positive attitude than male regarding gender equality, equal education,

female participation in politics, domestic decision making, gender based violence and sexual violence due to presence of social desirability (Jayakody,Varothayan etal, 2017).

Lack of accountability, bureaucratic resistance, lack of autonomy and shifting in conceptualization of women in development and gender and gender development were also a constrained factor of gender machineries. Gender machineries in developing countries were constraint by lack of clarity mission and mandate, limited administrative resource and low funds (Dorothy, Mabride et al, 2012).

Inadequate financial and human resources and a lack of political will and commitment were recognized as obstacles confronting national machineries. This problem further instigated by insufficient understanding of gender equality and gender mainstreaming among government structures, as well as prevailing gender stereotypes, discriminatory attitudes, competing government priorities and, in some countries, unclear mandates, a marginalized location within the national government structures, lack of data disaggregated by sex and age in many areas and insufficient applied methods for assessing progress, in addition to paucity of authority and insufficient links to civil society (Testolin,2001)

2.6. Conceptual Frameworks

Political commitment, technical capacity and gender responsive organizational cultures are very important to ensure gender equality and women empowerment. Having, accountability system, technical gender mainstreaming skill and knowledge, gender responsive policy, strategy, plan and implementation, gender responsive monitoring and evaluations and data collection format, collecting, analyze and report gender, sex and age dis-aggregated data, case management system, strong partnership with Nongovernmental organization and civic society are an enabling condition for gender machineries . In addition, strengthen coordination and synergies among key actors, gender responsive and full-fledged structure are also pivotal for gender machineries to function well. The dependent variables of this research will be systems and challenges of the women and children affairs sector's while the independent variables will be the socio demographic characteristics, social and economic issues, political commitments and budget allocation. Hence, the conceptual framework of this research presented below.

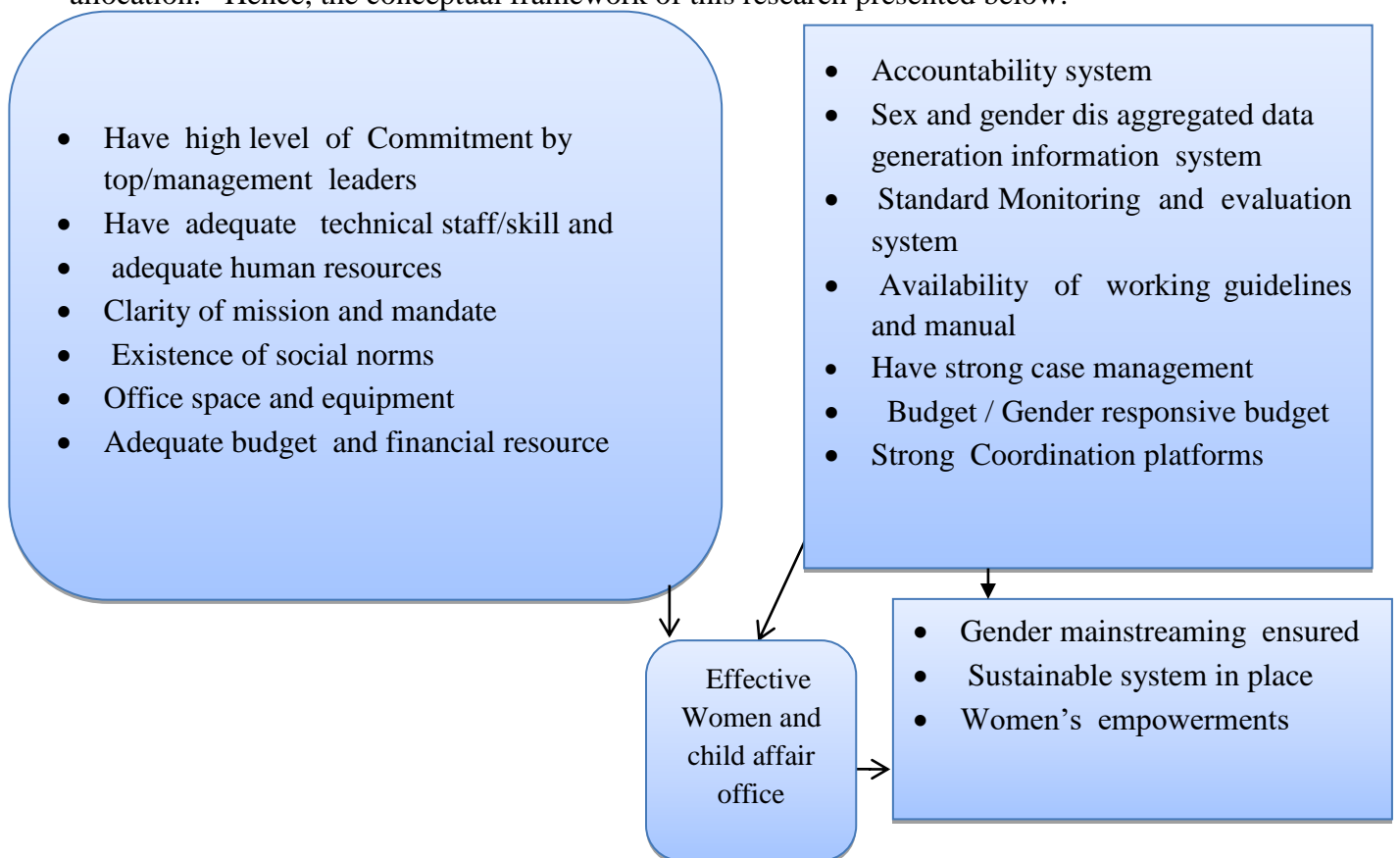


Figure one: Conceptual framework developed from own reading (2018)

3. Research Methodology

3.1. Study area and population

The research was conducted in Nefas Silk sub city, on constraint factors of women and children sector's. Nefas Silk sub city is selected purposively due to availability of large population size and other socio economic phenomena such as migration. Nefas Silk Lafto is one of the 10 sub cities of Addis Ababa located in the southwest suburb of Addis Ababa and has a total of 13 woreda administrative structure. It borders with Bole, Ledeta, Kirkos and Akaki Kality sub city. According to central statistic agency population projection Nefas silk sub city has population estimated to be about 368, 883 (172,907 male and 195 976 female) (CSA, 2013). The major socio economic activities of the population in the sub city are non agricultural activities such as trade, manufacturing and services.

3.2. Study design

A cross sectional research design were used because of its appropriateness to obtain information on systems and challenges of women and child affair's sectors at once time occasion from a sample to describe large population without environmental manipulation (Creswell and Clark, 2007). Focus group discussion with customers/clients (women and girls) of the sectors was carried out along with Key informant interviews with woreda women and children affair office heads, experts and planners; and Nefas Silk sub city women and children affairs office heads and senior experts .

3.3 Research Approach

Using quantitative and qualitative approach together in a particular research will enable us to understand the issue vividly (Kothari, 2004). However, in this study qualitative approach used through key informant interview and focus group discussion data gathering instrument with concerned bodies. These are women, *Woredas and sub city* /women and child affair's heads, experts, planner women association members. This is due to the fact that data related to the issue is collected by taking into account the opinions, perception and facts of sample respondents

residing in the study areas. The other justification to use qualitative approach is because of the researcher physical conditionality of being disability.

3.4. Sample size determination and sampling techniques

Nefas Silk Lafto sub city has a total of 13 *woredas*. To address the objectives of the research in relation to roles, challenges and coordination system of Women and child affair's the sample respondents were women and child affair's Machineries heads, experts,planners, women association members, and women. Purposive sampling method was used to select the study areas and sample respondents. Hence, from the total of 13 *woreda* *woreda* 05,03.09 and *woreda* 13 were selected purposively based on their performance gender mainstreaming and women empowerment and their establishment years to know more about challenges and systems.

One focus group discussions (FGD) in each *woreda* with eight women association members and women themselves was conducted during the study period to generate more detailed information and to address those issues related to the major systems established and the challenges experienced so far. Therefore, a total of 32 women participated in the focus group discussion drawn from each *woreda*. Each Focus group discussion were comprises eight participants

Participants of the FGDs identified by employing purposive method from the residents of women to select women who know more about the sectors and to participate women getting service of the sectors. Settings was arrange with privacy and comfortable locations at each *woreda* administration office venue. Key informant interviews with concerned government officials from the women and children affair's sectors using standard interview checklist established.

3.5. Data collection tools & techniques

Data were collected by face to face interview using interview checklist/questionnaires. The interview checklist/ question were developed in English and communicated through Amharic language since the data collection was carry out by the researcher himself so as to come up with the real information about challenges and systems of women and child affair's sectors. Besides, pertaining to the qualitative study instruments, interview guides checklist was developed and applied for focus group discussions. Data was collected on systems, challenges, coordination and related topics. Focus group discussion among women customer who know more about the

sectors of women and child affair's sector were apply to collect data four focus group discussions (FGD) wasbe conducted in each selected study woreda during the study period to generate more detailed information on the existing systems and challenges. Each FGD was carrying out with eight participants.

Participants of the FGDs were identified by employing a purposive method. Setting were arranged in comfortable locations. Recorder was used to gather the whole issues while the participants are discussed. Key informant interview guide checklists were used.

3.6. Data Quality control

To ensure the quality of data for the qualitative approach, after the completion of each FGD and interview, the information's was checked for their completeness and whether the audio is well captured. To get a maximum confidence in data quality; the researcher was writing down the main thematic areas which discussants raise and was triangulate against the audio tapes. The information's was recorded and analyzed in an organized manner at the day of data collection, so as not to forget the issues raised by discussants and key informants. Data collection mode of communication was in Amharic language.

3.7. Data processing and Analysis

FGD and interview notes are type and the audio tapes are transcribed. Hence, both information gain from focus group discussion and interview were analyze thematically.

3.8. Ethical consideration

Ethical clearances and supporting letter were obtained from the gender study center of Addis Ababa University. In addition, formal letter of cooperation was written to Nefas Silk WCYA sectors. Furthermore, an informed consent was obtained from each study participants to participate in the study. The purpose and importance of the study was explained to the participants and those participants who might refuse to participate in the study were not be forced. Confidentiality was granted for information to be collected from each study participants. Data was collected after full informed verbal consent was obtained and confidentiality of the information was maintained by omitting their names and personal identification or privacy. They

were informed that the information obtained from them was not be disclosed to the third person /body.

3.9. Dissemination of the Result

The finding of this study will be disseminated through publication (local or international journals), presentation on annual scientific meetings, and conferences. A copy of it will be offered to Addis Ababa University and Nefas Silk sub city WCYA office so that they can use the results for planning and implementation of women and children sensitive interventions in general and at a system level in particular.

Chapter four

Data Presentation and Analysis

4.1 . Profile of the respondents

The profile of the respondents indicated that female outnumber their male counterparts. Among 53 key informants and focus group discussants, female constitute (48 %) of key informant interview and male constitute (52%) of the interview respondents; and women constitute 100% of the focus group discussion discussants

With regards to educational status, majority (95%) of the key informants have bachelor degree and above where as majority of group discussants have below grade twelve. The profile of interview respondents shows that 23% of the respondents are in managerial and most of the decision making positions.

4.2. Coordination Mechanisms and System

Comprehensive sex and gender dis- aggregation data collection and reporting is one of the coordination mechanisms and system. Availability of this type of data enabled to measure and make corrective actions on the differential impact of a certain development intervention on men and women as well as boys and girls. Besides, it also enables to adjust programs and policies to fit and respond to gender issues and needs in a more comprehensive way and to ensure that intentions in planning and policy are met. Moreover, sex and gender disaggregated data enables to put in place incentive mechanism whenever sectors and organizations are working towards achieving the gender planned action. Most importantly, it helps to have accountability mechanism concerning effective gender mainstreaming and women empowerment process.

Furthermore, gender-disaggregated data is important in all types of monitoring and evaluation, auditing or impact assessment processes. It is very important that indicators or other tools for monitoring and evaluation provide disaggregated data by sex because information is not neutral and is likely to differ between women or men. Data will often need also to be disaggregated along other lines such as by age, urban/rural, ethnic groups,

and disability (Brambilla, 2001).With regards to availability of standard sex and gender disaggregation data collection format and availability of sex disaggregated data Nifas Silk sub city woredas 03,09,05 and 13 women and Child affair's heads and experts were asked , and they replied however few attempts are made there is no as such comprehensive sex and gender disaggregation data collection format and adequate data. For this witness one of Nifas silk woreda five expert responds that:-

“In fact regarding sex and gender disaggregated is every sectors and offices accountable and responsible to do their own work at woreda and sub city level we do not have standards data collection and analysis format. As a result comprehensive sex disaggregated data case is not with us”

Women and child affairs head from woreda thirteen informants stated information about sex and gender disaggregated data;

“As long as sector office such as microcredit, vital registration, and social and labor affair do not give us gender and sex disaggregated data it could be difficult for us to have this critical data which serves as an input for planning and other advocacy works. In general they replied that there is no sex and gender disaggregated information data generation format in the wider sector.”

Consistent with the above finding, one of the senior expert at woreda three expresses her view and elaborated the status of her woreda on sex and gender disaggregated data collection and analysis as follows;

“Years ago we were trying to collect and organize sex and gender disaggregated on women leadership and education at woreda level , but currently this type of information on various areas of the woredas does not exist with us; it may available at vital registration office. Furthermore, she stated that information is not enough, but we need to update and collect it regularly, but as a staff member, we should periodically upload and monitor and evaluate. If we do not know how many women are economically insecure, we need to know the numbers to support women who are economically deprived.”

Furthermore, senior expert from woreda 13 stated on cases of sex disaggregated information. He mentioning his concern and experience as follows;

It is not enough, because the information with us is justified, so we do not know the complete information about women and men issues in the woreda and, hence, it becomes a major obstacle to working on gender and women. It is because of lack of support, interest and attention of top level leaders and bureau heads.

The entire key informant also noted that, inadequate sex and gender disaggregated data collection format and data is one of the problem. Accordingly, considerable percentage and number of the key informants identified sex and gender disaggregated data mentioned as a serious gap as a system in the sectors. Majority of respondents expecting sex disaggregated data from vital registration office.

The above finding of the study consistent with findings and theoretical argument of (Yen-Wen Peng, 2008, United Nation Division for the Advancement of Women(UNDAW), 2005, (Dorothy, Mabride et al, 2012) found that absence of adequate sex and gender disaggregated data; which shows the quantifiable and qualitative difference between women and men in relation to various social, economic and political spheres is one of the constraining factors for gender machineries to facilitate gender mainstreaming and women empowerment. In turn this constrained factors result in to have weak coordination and accountability system.

Coordination and Collaboration platforms

According to system theory unless an organization interconnected elements operate and operationalize equally result in not to bring sustainable outcome in the organization (Kast and Rosenzweig , 1972) .

Coordination and collaboration at all level will facilitate synergy between various sector and women's machineries working on the issue. Collaboration among sectors essential to ensure a clear division roles and responsibilities, identify areas of collaboration in the implementation of strategies and plans to address gender issues (UNODC, 2010).

Regarding this, most of the informants confirmed that women and child affair's office do not established and functioning strong collaboration and synergy with line offices. However, there are some efforts to establish collaboration with other entities. The informant further noted that *“First and foremost, the affairs of women issues are crosscutting, so collaboration and synergy*

work is important. If this is not the case, it could be difficult to bringing equal participation and benefit women in all spheres of life". In line with this finding, the observation and annual report, plan and other document reviewed revealed that collaboration and synergy is not full-fledged; and supporting with strategic and operational plan identifying with a clear role and responsibilities of each offices.

As obtained from one of the key informants interview from woreda nine stated that *"collaboration and synergy happened whenever other sectors are demanding women and children affair's offices, but not women and children affair's offices demands and interest* .This implies there is no strategic collaboration and synergy that serves as to bring sustainable outcome at all levels.

In relation to this, one gender expert from woreda nine stated that:-

"In the first place to establish and strengthen collaboration and coordination we need to have tools. Thus he stated that to establish and strengthen, there must be a code of conduct, plan of action and sustainable modality. In reality the practical experience here is where jobs and intervention mechanisms changes whenever bureau heads change because of weak uniform system. In turn sometimes cause for employee turnover and performance failure."

On the other hand, evaluation report document review and key informant interview from woreda five result reveals that ,some coordination mechanisms have been adopted and implemented by the women and children affair's office towards implementing its mandates. Virtual team work through *command post* form is created with other office to ensure horizontal coordination among government organs. Through this agreement with other office convenes regularly to report on the integration of gender issues in their respective sectors and challenges faced. In addition, they submit plan and reports regarding the extent to which they have addressed gender issues in their respective sectors. However, this platform is not fully functioning and simply did not go beyond the platform.

Women and Children affair office limited to established case management framework system serves as a referral pathways and tools for documentation of case management services. In connection to this scenario one of the office head from woredas 03 replied that:-

“As a result of absence of case management system more often especially vulnerable women and children come to our office for services and it is expected from us to show direction where they go for better services. This is creating a major problem in our efforts to support women. Many women come looking for services. We all have different ways women to inform to go for the services. ”

This implies absence of case management system which shows clear services map and; absence of clarity among women and children affairs staff on mandates of each office on women participation and benefit domain.

In support of above office head from woreda three expresses his experience and observation stated that;

“More often when a women or girls experienced beaten or other violence cases, the police officer send her to our office, but they are responsible for any crime or violent action against women/girls ,but they do not bother about it and send her to women and children affairs. Actually it is very difficult to blame them without establishing well versed referral pathway and case management mechanism.”

This finding implies that currently in most of the study woreda there is no standardize coordination mechanism or standard operation procedure that ensure multi sect oral response and coordination. Besides, the aforementioned result reveals also indicates absence of sustainable integrated action plan that describe clear procedures, role and responsibility for each office.

Experts, planners and office heads were also requested about coordination with non-governmental organization and women association; in response considerable number of key informants said they do not have formal coordination mechanism especially with nongovernmental organization. Whereas, all woredas in the study areas have coordination and synergy with women associations. However, majority of the key informants stated that coordination with women association is not functioning well and sometimes create conflict of role and responsibility.

In line with the finding from the staff, most of the focus group discussants stated that they did not have binned or integrated coordination with women and children affairs offices. However, in most cases coordination is happen during mostly in the national election and local election period

as well as when urgent task down from city administration or federal government. In connection to this one the focus group discussant from woredas thirteen interviewee expresses his view:

“As women issues are crosscutting and it requires very close strategic coordination with women association , as well as with other sector like health and education, but our existing synergy system is disintegrated and decision are made without adequate consultation of women and children affair’s office and women associations. And this create duplication of efforts and weak performance. Hence this is a big gap we are going to be address.”

This shows that unless coordination platforms and alliances established will make difficulty in bringing separate organization into a full commitment to a common mission and vision of bringing gender equality and women empowerment. And, thus a comprehensive coordination require integrated planning, well defined communication at all levels, jointly secure resources, clear roles, focal person for managing the coordination and shared result frameworks.

To effectively ensure mainstreaming of women issues and advancement of women in social, political and economic arena existence of customize and well versed guidelines and manual are essential. In this regard, women and children affairs office key informants were asked to and majority of the respondents replied that there are some guidelines which directly prepared by the ministry and city administration. And in connection to this further interview result reveals that majority of the respondents indicated difficulty of operationalize at woreda level. This reveals that limitation in developing and implementing as well as customizing working manuals in their respective office and level of administration. In relation to this gender expert from woreda nine stated their experience and concerns:-

“Guidelines and manual sent to us from higher level of administration like gender budgeting guideline and other documents. But mostly we put down in our shelf”

Gender budgeting is the process of mainstreaming gender into the budgets of institutions. The process of mainstreaming gender budgeting should eventually result in gender responsive budgets. This process can be expressed as: gender responsive budgets, gender sensitive budgets, gender budgets and women's budgets, used inter-changeably. It also refers to the process of conceiving, planning, approving, executing, monitoring, analyzing, and auditing budgets in a

gender-sensitive way. It is also a tool for effective. policy implementation where one can check if the allocations are in line with policy commitments and are having the desired impact(Ministry of Finance and Economic development(MoFED), 2012). Accordingly, as existence of gender budgeting an indication of having strong coordination and collaboration key informant interview were asked whether gender budgeting applicable or not; and hence, considerable number of the respondents said that except education and health office gender budgeting do not practical at all in our woreda. This indicated that offices which operate in the woreda are not mainstreamed gender as well as did not fully work on women empowerment. In connection to this one of the planner from woreda thirteen stated that:

“As far as each office established for better serve for male and female. However, they are not planning and implementing as well as reporting in line with this lens. As a result she stated how difficult bringing gender equality without adequately implement gender budgeting.”

This implies absence of full-fledged gender budgeting at the grass root levels.

4.3. Role of women and Children affairs office

Women’s/Gender machineries an institutional government structure is established to promote advancement of women’s and to translate international, regional and national commitments to action. This gender machinery structured from federal to regional, zonal, woreda and kebele levels. At federal level, Women Affairs Machineries across all line ministries and public organizations have been in operation within the country to design, execute, monitoring and evaluate, advocate and mobilize support for policies that promote the advancement of women.

Though the structure of gender machinery was planned to reach the grassroots and coordinate implementation of various provisions in the Ethiopian Women’s Policy, its effectiveness has not been impressive for a variety of reasons such as weak accountability system, limitation in the mandate, lack of budget and weak technical skills (Emebet, 2008). Rai(2003) developed measurements of gender machineries effectiveness thus are location of administration level, clarity of role and function, resource, accountability and link with civic society. Hence, in addition to five factors this research was asserted to look roles of women and children affairs actual performance.

In connection to this document² review were conducted to catch role and responsibilities of woreda women and children affairs. Thus are

- Create awareness and conduct mobilization on women and children rights and other women and children economic, political and social issues ,and on gender and gender related tools,
- Ensure women participation and benefit on political , economic and social domain
- Create favorable environment for women to actively participate in political, economic and social affairs of the woreda and sub city city ;
- Support women to be organized, based on their free will and needs, and strengthening
- Follow up and evaluate the preparation of woreda programs,plan and projects to ensure that they give due considerations to women issues;
- Ensure that due attention is given to select women for decision-making positions and follow up affirmative action provisions

Based on this mandate currently, women and children affair's office is working on the following areas

- Enhancing women economic participation and benefits of women
- Conducting awareness and mobilization to changing the attitudes of women and community towards women and also conduct awareness creation programs that could bring attitudinal change on women and the community
- Facilitate condition for female to find education opportunity after they fail to score enough result for university and preparatory
- Sensitization workshop on gender and related issues
- Provide counseling service on marriage and other related issues where women faces
- Create a platform women to be organized on women development group and on other association

² Woreda Business process reengineering study of each woreda

In connection to aforementioned issues key informant interview respondents were asked to describe their role and responsibilities given for women and children affairs. Thus, “majority of the respondents said mandate of women and children affairs machineries are not clear in some domain of change like women participation and benefit in political, social and economic arena.” As ensuring women participation a cross cutting issue and touch more than one field of areas, the specific role and responsibility women and children office is not specified.

Supporting this ideas focus group discussants comprises from each woreda said that

“Women in our woreda experiencing countless problem such as economic problem/unemployment, experiencing violence and abuse, health problem related with pregnancy,AIDS.....so on so forth... In this regard, each and every one of us expects our problem to be solved by women and children office, but they are not in a position to do it. In our view women and children affairs are not responsible for every of our problem and issue. However, for instance if one women face some difficulty other office instead of addressing their problem, they send her directly to women and children affairs office. It happen in our view may as a result of limitation on mandate clarity of women and children affairs.”

In connection to this one the key informant participants from woreda were also raised similar view and experiences. This is;-

In most cases every key actors and individual blaming women and children affairs office/ machineries whenever and whatever and in wherever aspect of women wellbeing. Hence, she questioned things to be considering on the mandate of the machineries? And what are the mandates of each office in each domain of change?

Furthermore, questions were raised on whether the current intervention adequate enough to address women issues and majority of the respondents replied not adequate and require further action and intervention. In line with this one of the focus group of discussion participants expressed her experience and concerns:

“In the ground women facing multifaceted challenge and problem and in turn there are a lot of weakness and gaps in our ongoing effort. For instance women and girls experiencing violence

and other form of exploitation and violence as a result of various causes. So there are a lot to be done including creating awareness in the community”

This implies that awareness creation held by women and children affairs are not bringing full fledged positive outcome on changing attitude of the women and community. In connection to this one the focus group discussant in woreda three reflected that:

“Deep rooted traditional attitude towards women and girls on male, female and the community are still with them. Regarding this some efforts made by women and children affairs, but as a result of its inconsistency, content and outreaches in my view did not bring the desired result”

Furthermore, as women and children affairs office mandated to follow up implementation of gender mainstreaming. In connection to this majority of the key informant interview replied that the machineries at woreda level are not adequately follow up gender mainstreaming process in organized manner using appropriate tools. Regarding this one of gender expert from woreda three reflected his experienced his concern stated that:

“Including myself as gender expert expected from me to follow up implementation of gender main streaming process. However, in most of time we focus on counseling service for women enter conflict with husband and women face with various problems. Even if you asking me how many of the office mainstreamed gender adequately I do not have answer for this.”

.In support of these woredas thirteen planning experts stated that:

“Gender issues are not adequately mainstreamed in my view. This happened is not because of inadequate support and follow up from concerned bodies. He further stated that unless adequate technical support and follow provide for the office could create huge gap in mainstreaming gender because; because including me we do not know how to mainstreaming gender. And even there is not any accountability mechanism placing by women and children affairs office.”

The aforementioned key informants an idea implies that weakness of women and children affairs machineries in adequately discharge their responsibility on gender mainstreaming and creating accountability mechanism.

Moreover, questioned were asked for key informants and focus group discussant on roles of women and children affairs office towards empowering women. In terms of this some numbers of the key informants and focus group discussant replied that women and children affairs have worked in some areas of women empowerment such as facilitate education opportunities for women, supporting women to be organized on to women development army. On the other hand, significant number of the key informants and focus group discussants replied that women and children affairs offices did not adequately work to empower women starting from at household to state level in economic, social and political domains of change. In connection to this, one of the focus group discussants stated that:

“Women still experience of abuse, violence and exploitation at household level and even at state level, and they accepted this as normal conditions, and even most of women and girls do not know their rights. This continued in causing women not to make decision on family, household and state matters that affect their needs and interest.”

Woreda women and children affairs heads, experts, planners and Nefas Silk sub city women and children affairs heads were asked to what extent they participated in highest decision making process, which held at woreda level. Accordingly, they replied that all of them are woreda cabinet members. This platform has a big opportunity to utilize for gender mainstreaming and women empowerment. However, women and children affairs heads are not utilized fully this platform for the betterment of gender mainstreaming and women empowerment for various reason such as fear of loss her position. In this regards one of the gender expert from woreda nine responded that:-

“Being member of woreda cabinet members is great platform for us to reflect women and children issue to be mainstreamed but, we are not adequately used this opportunity and even we did not provide enough information and skill for the other members. so that, to benefit most from the this platform, we should do our best in the next unless women issue becomes only a women and children affairs office issues.”

This result implies that women and child affairs office head suffer lack of capacity and power in making gender issues as an agenda of woreda cabinet members. This finding consistent with

findings of Embet (2008) which revealed that gender machineries heads and staff suffer from lack of capacity and qualification to ensure gender mainstreaming in the development agenda.

Furthermore, as women and children affairs office instituted for promoting gender equality, gender mainstreaming and women empowerment; however, gender mainstreaming as a strategy did not fully implemented. Besides accountability system at woreda level also did not realized. In nutshell, the current status and the existing realities indicates that grass root level women and children affairs are not fully discharging their role and responsibilities.

Information also gathered through reviewing business process reengineering study and key informants interview regarding women and child affairs machineries structure. The women and children affairs office structure with three core process; that is women mobilization and participation enhancements, ensuring women benefit and project core process and gender mainstreaming. Most of the respondents replied that existing structure is to some extent is adequate, but from its work load and severity of the gaps on gender mainstreaming and women empowerment requires other structures like structure which could legal and counseling services. Moreover, existing structure do not have skill and technical expertise on the areas.

4.4. Constraining factors of women and children affairs office

Although the government show a strong commitment by taking various policy, legal and institutional measures to promote gender equality in all development spheres ; gender inequality gap are not closed due to various multifaceted challenges such as limited capacity of gender machineries in promoting gender equality and women empowerment, lack of data, weak accountability system and lack of adequate budget. Besides, even though the structure of the gender machinery established all tier of administration, their efficiency and effectiveness has not been much remarkable for a variety of reason (Emebet, 2008). In relation to this key informant interview respondents and focus group discussants were asked about the constraining factors of the women and children affairs offices that limited them to discharging their responsibility. Thus are

Lack of skillful, qualified and experienced experts. Personnel working in the gender machineries responsible in most cases are responsible to follow up, monitor and evaluate the

activities of the different divisions and departments from the perspective of gender, develop and operationalize gender working manual, guidelines and other code of conduct, conduct gender audit and analysis and coordinate all over intervention to be gender sensitive etc (Emebet, 2008). In line with scenario considerable numbers of the interview women and children affairs office heads, experts and planners are confirmed that women and children affairs constraining by lack of skillful and qualified personnel. In relation to this experts from woreda five stated his response is that:-

From the previous year's many things are getting better this days regarding human capacity and to some extent the structure which designed through business process re-engineering is good. But, still women and children affairs office constraining by lack of qualified personnel”

The aforementioned concerns of the key informant indicates that lack of qualified personnel as one of the confronting challenge for offices .

In addition to lack of qualified personnel women and children affairs office is still encountered huge employee turnover for search of better salary and positions in other sectors .Regarding this office head from woreda nine stated that:-

“No matter how, the domain of intervention and focus areas different every sector is working important for the country. However, practically every sectors do not treating equally in terms of benefit, salary and structure. For instance, look at urban job creation and food security office employee salary higher than us but we are working in one compound and even the work load for both of us nearly similar. More surprisingly, lower level has given for women and children affair office in the current job grading system .This often motivate our staff to leave the office of women and children affair's.”

This implies that lack of qualified personnel and employee turnover are a major constraining factors for women and children affairs office. This finding consistent with findings of (Birsaw , 2007,NBE, 2012. Emebet, 2008, and UNDAW, 2005) which stated that instability in the staffing of gender machineries and limitations in qualified human resources were confirmed as a bottleneck for gender machineries . In other words, this finding implies limitation in enhancing the skill and competence of staff through provides sufficient training; facilitate experience sharing and educational scholarship. This finding also consistent with fact sheet information organized by Lackech (2014) which stated that policy and legal frameworks developed to

promote gender equality and women empowerment implementation limited by lack of skilled personnel.

Lack of or less female staff personnel in the machineries also mentioned by the key informant; although equal opportunity is given for female and male during recruitment processes. Regarding this considerable numbers of the key informants and focus group discussants frequently mentioned existence of or limited numbers of female staff as one of the formidable challenge for the machineries. In connection to this one of the male gender expert from woreda three stated that his experience and observation stated that:-

“Different cases that a women experience comes to women and child affairs office and sometimes majority of them are not comfortable to tell their cases for male personnel. And this creating a big problem in service delivery of women and children affairs offices”

In relation to this one of the senior experts from woredas five stated his experiences so far:-

“Many women and girls comes to our office every day, with different kind of cases, some are harmed some are psychologically tortured; and other private matters. In normal circumstance firstly we try to calm them down and persuade ‘them to tell us what their problems are, and after listened their cases, we'll move on to resolutions. Practically, female are not comfortable to tell for male personnel and majority of them are skeptical about our confidentiality”

This idea highly consistent with World Health Organization(WHO,2013) psychological first aid manual which stated that, female survivors has a private issue that could not tell for male case workers and hence, clearly stated female case workers are more prefer than male case workers for women and female issues.

Lack of budget and financial resource:- A radical feminist theory believed that allocation of budget/ fund for women’s organization/ gender machineries are one of the mechanisms, to address gender inequality (Stromquist, 1989). In this regards, key informant interview respondents were asked whether they constrained by financial resources to discharge their responsibility or not. From the respondents all of them confirmed that allocated budget for this

office is not sufficient and sometimes allocated for salary and for other administrative cost. In connection to this women and children affairs office head from woreda thirteen stated that:-

“A lot of things expected from us to deliver for concerned bodies, but we have small budget. And sometimes higher official are not consider budget constraints we are facing. In general the only office with big agenda and small budget is women and children affairs office”

Lack of leadership commitment:- It infer how leaders use their position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the organization (Moser,1993). Commitment plays crucial role for the success of any activity .In gender mainstreaming the question of commitment cuts across the board. Political commitment at the highest level would lead to the allocation of space and resources for mainstreaming gender in development plans and programs. In this regard interview respondents were asked whether lack of top level commitment or not. In connection to this considerable number of the respondents confirmed that lack of leadership commitment running as one the challenge for the sectors. In support of this finding expert from woreda three stated that:-

“It is also known that there are many gaps in the participation and benefit of women. It should be noted that only change on the lives women do not bring simply by wishing if you are not putting our commitment to action. In this regard, leaders are not committed to this and their contribution not goes beyond leap services”

This finding consistent with findings of (Birsaw , 2007,NBE, 2012. Emebet,2008) which stated that lack of leadership support is one of the constrained factors for women and children affairs machineries. Besides, this finding also consistent with reports of Tostolin (2001) which explained that lack of political commitment at all their of administration were a major hindering factors for gender machineries. This is further *“exacerbated by insufficient understanding of gender equality and gender mainstreaming among government structures, as well as prevailing gender stereotypes, discriminatory attitudes, competing government priorities and, in some countries, unclear mandates, a marginalized location within the national government structures, lack of data disaggregated by sex and age in many areas and insufficient applied methods for assessing progress, in addition to paucity of authority and insufficient links to civil society(ibid).”*

Weak accountability System: requires mechanisms by which an organization can determine the extent to which it is “walking the talk” in terms of mainstreaming gender equality in its programs and organizational structures. In this majority of the key informants confirmed that accountability systems at woreda level are weak and not yet functioning. In conformity with this one of the key informant from Nifas Silk Sub city stated her concern regarding accountability is that:-

“The higher official cannot wait anybody who made corruption for a few minutes, but there is no way in making accountable anybody for women's issues.”

Besides, focus group discussants of women from woreda thirteen confirmed that:-

“The office of Women and Children Affairs cannot make responsible by own-self, but it can hold responsibility for organizing information to the responsible party. And what our office can do is, organizing information through necessary tools. They added that, practically there is no as such well versed shared planning and implementation system that identifies who is responsible. As a result no one will come to you at the end of the day and we cannot make accountable anybody around in this regard.”

The above stated idea indicates that absence of enabling tools that contributes to create accountability system which could be placing and functioning. These finding also implies that existence of lack of strategies, mechanism or guidelines for working with legislative bodies who make accountable. This finding consistent with ideas of (Dorothy, McBride, and Mazur, 2011 cited in Rai, 2003, Hassim, 2003 and Gouws, 2005) which stated that absence of accountability system recognized as a major constraining factors of gender machineries.

Weak coordination and collaboration with key actors: Existence of Coordination between gender machineries and other key actors is essential to bring gender equality and to improve status of women. More often joint plan of action proposed to strengthen co ordination and networking among all stakeholders involved on gender. Absence of strong networking and collaboration with sector bureaus, non-governmental organizations (NGOs), civil society organizations (CSOs), and communities are a major constraining factors of gender machineries (Emebet, 2008 cited in Hareg Consult, 2005). In connection to this interview respondents attentively mentioned weak coordination and collaboration with civic society and other office and majority

of the respondents confirmed that weak coordination and synergy indicated as a major challenge of women and children affairs office. In relation to this one of the gender expert from woreda nine stated that:-

“We cannot bring the desired result regarding gender equality and women empowerment unless strengthening referral networks, multi-sectoral collaboration among responsible bodies (Justice, Health, Social Affairs, Police, Education, court, Non Governmental organization, Civic society etc) . Currently, the experience have here instead of collaborate for common purpose most of key actors are prefer to running their usual business”

This indicated weakness with regards to multi sectoral collaboration and coordination among responsible bodies. This finding consistent with findings of (Aberash and Ement, 2014) which found that lack of appropriate linkage within and among line sectors were recognized as a major challenges for gender machineries in general and gender mainstreaming practices in particular.

Deep rooted social norm: The historical legacy of inequality and discrimination is a major challenge in terms of overcoming existing inequalities and promoting gender equality(Lackech, 2014). The continued monopoly of power by male political elites, lack of political will, socio economic challenges, the non-recognition of unpaid care economy and domestic as well as a patriarchal tradition and beliefs continued to limit equal participation and benefit of women (Africa Union commission,2015). In connection to this majority of the interview and focus group discussant mentioned deep rooted social norm and stereotype attitude in the community and implementing bodies continued as a constraining factor for women and children affairs office. One of the gender expert from woreda five talking about her experience and stated as follows;

“I can confirm you some progresses are visible on the community and other actors towards gender and related issues; but this does not mean that women are not in trouble. And off course the government is committed to the affairs of women like other sectors with a certain limitation. Still countless community and other actors think women issue is the responsibility gender machineries , especially the needy and they want women and men role and position continue as was the past”

Moreover, one of women focus group discussant expressed their from woreda thirteen emotional feeling and experience how traditional attitude constraining women and child affairs efforts in general women advancement in particular; articulated as:-

“I have been experienced violence (wife beating) and I was harmed physically during the time. At that time before I got medical treatment I went to report my cases to the polices. During the time I remembered how shock for me when the police officer mistreat me. Thereafter the police officer instead of received my case he sent me to the office of women and children affairs offices, but my cases was a crime issue.”

Accordingly, this finding consistent with idea of Nation Division for the Advancement of Women(UNDAW (2005) which reported that deep rooted traditional attitude towards gender equality and women empowerment were recognized as constrained factor for gender machineries.

Lack of sex and gender dis- aggregated data and evidences are important to informs policies and programs; to adjust programs and policies to fit and respond to gender issues and needs in a more comprehensive way and to ensure that intentions in planning and policy.. Moreover sex and gender dis- aggregated data helps to have accountability mechanism concerning effective gender mainstreaming and women empowerment process. In connection to this majority of interviews respondents from women and children office confirmed that lack of sex and gender dis aggregated data and system is one of the constraining factors of women and children affairs. Consistent with this finding three key informants stated from woreda nine, three and thirteen stated the same ideas regarding this as expresses as follow:-

“ It is known that, national plan become practical at lower unit of administration/Woreda /kebele level. To this effect, Information and evidence which shows what to do and how to do is needed.. However, at Woreda level, information is insufficient. There is also no consolidated sex and gender disaggregated data information and system.” Besides, monitoring and evaluation of the service are not yet fully collecting, organizing, disseminating and reporting.”

This implies that lack of sex and gender disaggregated data and system are still running as a constrained factors for women and gender machineries at lowest tier of administration. This finding is consistent with findings of (Birsaw , 2007 and (Aberash and Ement, 2014) which

reported that lack of sex and gender disaggregated data is one of the constrained factors of gender machineries.

Lack office equipment and bureau space mentioned as an obstacles factor confronting women and child affairs offices. In turn this problem negatively affecting service delivery of women and child affairs. In connection to this one of the gender expert from woreda three explained that:-

“As you see the office is very narrow and we provide counseling and advice for the women and girls in need. Bearing in mind in this advice confidentiality is required, but we serving them in this narrow room. In this regards more often are not comfortable to tell what problem they face because when she speak everybody staff hear them. So office is a serious problem for our office.”

Furthermore, other gender expert from woreda nine stated that:-

“Two years ago we had a lot of workers here. There have had one computer at that time. This computer was used by the secretarial and all other staff. This problem also still exists. As a result we encounter to organize data and to make structural communication. It is understandable how difficult it was for those who were sitting at the same time”

From the aforementioned experience taught that unless women and children affairs machineries is not equipped with necessary equipment and office will not successful in discharging their responsibilities. This finding implies that insufficient resources namely office space and equipment is a major constraining factors for women and children affairs office to effectively drive their responsibility. This finding consistent with findings of Emebet(2008) which reported that lack of office equipment and office space was one of the major factors for gender machineries.

Lack of comprehensive and customize working manual and guidelines. It is known that the Fourth World Conference on Women which was held in Beijing in 1995, come up with the Platform for Action which compels member states to be committed to achieve gender equality and empowerment of women by mainstreaming gender in every aspect and at all level of their legal systems, policies, programs and budgetary allocation. In this platform of

action emphasize the essential of getting a gender mainstreaming policy or guideline as well as other working guideline in the gender machineries (Moser, 1995). In this regard interview participants were asked whether working gender mainstreaming policy or guideline as well as other working guideline available and majority of the respondents replied that they have some guideline which developed at federal and city administration level. However, they confirmed that available guidelines and manual are not friendly to use at woreda level.

Lack of clarity and overlapping of tasks/ mandate among office : The success of women and children affairs machineries success largely depends on clarity of role and responsibility. In this regard majority of the respondents confirmed that women and children affairs machineries role and responsibility on a certain domain of women affairs are not clear. Moreover, there is a tendency of attaching the issue of women only to women and children office at individual, community and organization. Regarding this one the Nifas silk sub city senior expert stated that

“ The implicit missions given to women or gender machineries is brining gender equality, however the significant number of mandate given to this machineries more focus on Women and development which “aims to promote women by offering targeted assistances to help them attain equal rights and equal status, through “women’s empowerment” WID employs strategies of integration targeted at providing skills training and education for women so that they can more effectively participate in the development, opening up opportunities for women to enter the market economy; and placing women in decision making position in order to have advocate polices for the advancement of women(levy ,1996)”. Hence, this create difficulty for women and children affairs to make women issues as the whole issues through strategic mainstreaming of their needs and concerns.”

Lack of expertise capacity to monitor and evaluate as well as conduct research to ensure implementation of activities and intervention is also one the constraining factors for women and children offices. In this regards, all woreda women and children affairs office heads and expertise confirmed that the office is constraining by standards monitoring and evaluation skills. As one of the key informants from woreda thirteen stated that:-

“There is a room to improve effective implementation of woreda level intervention from gender perspective. However, our office staffs are not in a position to provide technical support and

review and give feed back to other sectors. As a result of this problem we cannot still confirmed effective gender mainstreaming at all office intervention.”

This implies that women and children affairs machineries at grass root levels are highly constraining by lack of skillful and qualified experts.

Lack of adequate support from federal, city administration and other non-governmental organizations confirmed as one of the obstacle for women and children affairs office. Basically, adequate support, leadership and commitment to working towards gender equality in the organization essential (Moser, 1995).

In this regard considerable number of interview participants stated that; they receiving technical support from city administration and Nefas Silk sub city. However, provided supports are not adequate and address practical and strategic challenges of women and children affairs office. In this regard, in addition to other problems they mostly constraining by financial support/budget. Consistent with these ideas one key informant from woreda five interview participants explained that:-

“If there is adequate budget, we can do your task accordingly and hence, effectively implement gender responsive program and women empowerment activities. In fact, to address budget issues as a matter of chance a lot of partners’ organization, civic society and Nongovernmental organization has interest support women and children affairs. However, woreda level staffs are not skillful to develop grant fund mobilization project, but city administration women and children affair bureau can do it. So that, we will happy if the city administration bureau of women and children affairs bureau support us in this area.”

Furthermore, other interview participants explained the reason why women and children are not received adequate support:-

“As long as we possess poor co-ordination with other responsible actors and fail in creating a joint platform that bring governmental and nongovernmental organization together with support of plan of actions; we could not get any support from anybody who have stake on women affairs. However, our office did not established full-fledged a joint coordination

platform comprises nongovernmental and governmental organization that create enabling environment for women and children affairs to receive adequate support”

In addition,” the community's view on the sector is still not good, and some people thought that husband blames the office for divorce cases. As a result, they are not sometime willing to support the office”.

The finding of the study indicated that lack of adequate support from concerned bodies is one of the hindrance factors for women and children affair to effectively implement their plan and program. This finding consistent with reports of Emebet(2008) which explained that lack of support from relevant bodies as one of the encountered factors of women and children affairs.

Human mobility and complexity of urban dynamism is also mentioned as one of the constrained factors for women and children affairs office. Key informant interview explained her experience so far on how human mobility and complexity of urban dynamism as a major challenges of the machineries

“Just as Addis Ababa is the capital of the country, many people including women and girls are coming to the capital for search of better life as a result of many social and economic problems they face. In this regard the office working his best as much as possible, but the problem is very difficult to address women issue and to work on women empowerment as a result of frequent human in and out flow. Also, sometimes when you are setting up a an arrangement for woman economic empowerment , after that she may have to go to another area because of a housing problem. For example, you were organizing so many women with in women's development group. After a month they were change their residence. This is a very difficult situation for us.

In addition to financial resource and other problems , the office also affecting by other urban problem like housing problem, migration, lack of good governance and integrated urban development program etc. This ideas is consistent with Gender and development approach which promoted integration of gender awareness and competency into “mainstreaming” development projects, through polices of “gender Equality” concept, focusing on provision of equal opportunities (Levy, 1996 and UN/DESA/DAW , 1995).

5. Summary, Conclusion and Recommendation

Summary

The research focused on roles, challenges and coordination system of women and children affairs office a case study of Nefas Silk Sub City woreda five, three , nine and thirteen . Primary and secondary data was gathered and analyzed. In order to bring real constraining factors women and children affairs offices this study used qualitative research approach. A total of 53 source of population were selected both for key informant interview and focus group discussion. Key informant interview and focus group discussion were utilized as a tool of data collection. Unlike the previous assessment the primary objective this study was to assess the role, coordination platforms/system and challenges of women and children affairs office at micro levels.

Regarding coordination and Collaboration platforms the findings of the study showed that women and child affair's office do not established and functioned strong and adequate collaboration and synergy with line offices and with other key actors. However, some coordination mechanisms have adopted and implementing by the women and children affair's office towards implementing its mandates. For instance, virtual team work through *command post* form is created with other office to ensure horizontal coordination among government organs. As case management platforms one of the coordination system, but women and children affair offices limited to established and operationalize case management framework system serves as a referral pathways and tools for documentation of cases.

Moreover, the office also limited in operationalize standardize coordination mechanism or standard operation procedure that ensure multi sect oral response and coordination. Besides, the existing platform by far considered as coordination platform are not supported with integrated action plan which describe clear procedures, role and responsibility for each office.

Role of women and Children affairs office: Women's/Gender machineries an institutional government structure is established to promote advancement of women's and to translate international, regional and national commitments to action. Regarding their role and responsibility majority of the respondents said mandate of women and children affairs machineries are not clear in some domain of change like in women participation and benefit in political, social and economic arena. In accordance with thematic measurnemts and information

from key informants as well as focus group discussants confirmed that women and children affairs do not working adequately to address women practical and strategic needs.

Women and Children affairs office constraining by various factors to effectively address women and gender issues. Thus are:

Lack of qualified personnel and employee turnover for search of better salary and positions in other sectors is a major problem which encountered women and children affairs office. In addition this, the office also encountered by lack of or less female staff personnel in the machineries although equal opportunity is given for female and male during recruitment processes. In all study areas lack of adequate budget and financial resource confirmed as a major challenge for the office. In this regard, allocated budget for this office is not sufficient and sometimes allocated for salary and for other administrative cost. Lack of leadership commitment running as one the challenge for the office.

The finding showed that accountability system at woreda level is weak and not yet functional. Existence of Coordination between gender machineries and other key actors is essential to bring gender equality and to improve status of women. Majority of the respondents confirmed that weak coordination and synergy indicated as a major challenge of women and children affairs office. Lack office equipment and bureau space mentioned as an obstacles factor confronting women and child affairs offices. Lack of technical and capacity to monitor and evaluate as well as conduct research to ensure implementation of activities and intervention. In this regards, all woreda women and children affairs office heads and expertise confirmed that the office is constraining by standards monitoring and evaluation skills

Conclusion

Addressing gender issues and equality has been a global concern as it is highly connection with poverty reduction and sustainable development. As part of the global community, the problem of gender inequality has negatively impacted the socio-economic development of Ethiopia. The persistent gender inequalities in Ethiopian societies have hindered women from participating in and benefiting from development endeavors which in effect keeps majority of the population in poverty trapes. Recognizing this fact, the Government has been taking significant legal and

institutional measures and has given due consideration for gender equality in its development plans. Among these measures are: the formulation of the Ethiopian National Women's Policy and establishment of appropriate institutional mechanisms to mainstream gender in the development endeavor, and recognition of gender equality in the Ethiopian Constitution.

In most cases gender machineries to be effective should be in the first place established at high level of government and; supported with adequate resource, commitment and authority to provide advice on all over issues of gender and women. To bring gender equality and enhancing status of women this machineries also should be connected with collaborative actions with various entities.

Moreover, Women and Children affairs or gender machineries to be effective and efficient coordination and collaboration is essential. However, in the context of this study office at grassroots level is experienced poor co-ordination with key actors and weak joint forum which serve as a coordination and coordination platform. Moreover, women and children affairs are constrained by various factors such as lack of budget and financial resource, lack of qualified personnel and employee turnover, poor coordination between other office and nongovernmental organization. In nutshell, unless women and children office at grass root level are not supporting with adequate coordination, budget and working manual and system bringing gender equality and women empowerment could not be confirmed.

Recommendation

Assessing roles, challenges and coordination platforms of women and children affair office in selected woredas of women and children was a principal intention of the research. Based on the finding the following recommendations are forwarded:

- The finding showed that women and children affair's office have not established and functioned strong collaboration and synergy with line offices and other stakeholders to effectively implement gender mainstreaming and women empowerment. Therefore, in order to ensure gender equality and women empowerment as the issues of women and gender is cross cutting women and children affairs should establish and strengthen coordination platform along with integrated action plan which describe clear procedures, role and responsibility for each office.

- The finding of the study confirmed that women and children affairs did not discharge their responsibility and adequately address women practical and strategic needs as a result of multifaceted challenges and mandate. Therefore, concerned governmental organization should clearly demarcate or specify the role of women and children affairs in women economic , social and political participation and benefit domain
- Women and Children affairs office constraining by various factors to effectively address women and gender issues. Lack of adequate budget is one of the major challenges. Therefore, women and child office and city administration women and child affair bureau should mobilize adequate resource to address budget constraint and top level management should prioritize and allocate budget for women and children affairs office
- Existence of weak accountability system also mentioned as a major hindrance factors of women and children affairs office. Therefore, Women and Children affairs should create enabling environment that contributes a play ground for accountability system like gender mainstreaming and women empowerment performance measurement and should conduct adequate mentoring and evaluation regularly to generate evidence that serves as a ground for legislative body to make accountable implementing bodies;
- Lack of sex and gender dis aggregated data also mentioned by the interview participants as one of the constraint. Therefore, women and Child affairs office should place system that facilitate and encourage sex and gender disaggregated data collection
- Lack of office space and equipment /material also confirmed as one of the challenge for the office. Therefore, concerned bodies should provide office which have enough space and separate counseling rooms as well as provide necessary material needed for the tasks,
- Lack of qualified personnel and employee turnover also indicated as a challenge for women and children affairs office. Therefore, federal, city administration and nongovernmental organization should provide capacity building training for the staffs. In addition, Public service office in collaboration with other entities should place any system the minimize employee turnover.
- Lack of standardize and customize manual and guidelines were also confirmed as a major challenge at woreda level. Therefore, woreda women and children affairs office should develop, customize and operationalize working manuals and guidelines . Federal and city

administration women and children affairs should provide technical support for grass root level gender machineries.

- The finding shows that complexity of urban dynamism mentioned as a constraining factors of women and children affairs. Women and children affairs intervention should be planned in line with or considering urban complexity and dynamism,
- Limited number of female staff also identified as one of the constraining factors of women and children affairs. Therefore, women and children affairs in collaboration with human resource development and administration office should deploy female staff through special modalities including recruiting only female applicants

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Annex one

Addis Ababa University

Center of Gender studies

Dear interview participant's this interview checklist questioner is intended to conduct a research on the **“challenges of women and child affair’s sectors the case of Nefas silk sub city ”** for the partial fulfillment of Master of Art degree in gender study in Addis Ababa University. Firstly, I want to assure you the information you will give me in this interview checklist will not be utilized for any other purpose and its confidentiality will be maintained secretly so, keep in mind and feel free in reflecting on the issues raised.

Demographic and personal data

1. Woreda.....
2. Sex
3. Highest educational level completed.....
4. Current position of the respondent in the organization.....
5. Total years of experience in gender and women issues...

Checklist related to system issues on the sector

1. Does the woreda has any sex and gender disaggregated data collection format and system in place?
2. How adequate do you collect gender and sex disaggregated data? if not adequate, what are the critical bottlenecks?
3. What are the main sources of data for the sex and gender disaggregated informations?
4. To what extent is gender mainstreamed across other sectors?

5. Is there any accountability mechanism for ensuring the gender mainstreaming and empowerment? What are the mechanisms in place? If not what are the challenges so far? Do you think it is adequate and ensure sustainability?
6. Do you think the budget allocated for the sector is sufficient enough to cover practical and strategic gender needs and sectorial system?
7. Is there a gender responsive budgeting planning system in the Woreda? If not, what are the main challenges for not having such a planning system?
8. How do you practically manage gender and gender related issues? What systems are in place to do so?
9. Is there any case management system in your woreda? Is there a case referral system for gender based violence and related inflicts?
10. Do you have any standardized communication system? What are the main communication strategies you usually utilize?
11. How do you monitor and evaluate activities? Does your institution have gender specific indicators to be used during monitoring and evaluation process?
12. Do you think the interventions conducted by your organization and across the mainstreamed one's adequately respond to the felt needs and interests of women? How timely are they? How do you measure the effectiveness and efficiency of each program/ intervention?
13. Is there any coordination platform in your woreda related to gender issues? if yes mentioned? if not why? Does it constrained your office to discharge your responsibility?

Checklist related to organizational capacity/ structure and challenges

1. What are the practical challenges women faces in your woreda?
2. Do you think that your current capacity and structure is adequate enough to respond to the needs and demands of women? What are the basic strategies employed to respond to the needs and demand of women?
3. Is there a unit or focal person responsible for gender mainstreaming across each offices in the Woreda? if yes how it setup and if not why?

4. Do the woreda staff and leader have the necessary knowledge, skills and attitude to carry out your work with gender responsiveness?
5. Are there updated and sufficient working manuals and guidelines to be used for evidence based planning, implementation, monitoring and evaluation?
6. How do you evaluate the coordination system with other stakeholders, partners and the community based structures?
7. What are the practical constrained factors that hinder your office to discharge their responsibility?

Focus group discussion (FGD) checklist

The FGD mainly aims at bringing women (the beneficiaries) and related community based structures to reflect their views about how they are benefiting from development programs, the challenges they are facing, their experience, skills and related issues.

1. How do you express the role of women and Child affair's in your woreda?
2. What about your perception towards women and child affair's office?
3. Do you know about gender? How do you understand gender?
4. What programs are in place in your Woreda which are aiming at promoting gender equality and women empowerment?
5. What are the critical challenges women are facing in your Woreda?
6. Do you work closely with the women and children affairs office? What supports do the office avail for the promotion of gender equality and women empowerment?
7. Does women and child affair's office respond to your demand? If not why??
8. Do you jointly plan, monitor and evaluate interventions related to women's affairs? Does the office engage you during these stages?
9. In your opinion, what are the major problems related to coordination between different sectors and community based structures?
10. What should be done to enhance gender equality and women empowerment? What should be the responsibility of government, the non-governmental actors as well as the community based structures?

Checklist related to role and perception towards gender equality, gender mainstreaming and women and child affair's machineries

1. How do you express the role of women and child affair's machineries? Do you think that women and child affair's have given clear mandate ? if no explain it
2. What is your view towards gender equality? Do you accept existence gender equality in all aspect? if not you accept in what areas you are reserved?
3. Do you think that women and child affair's machineries discharge their responsibilities? If no what are the reason?
4. What do understand by gender mainstreaming? Does high level official support women and child affair's office? Is your woreda administration support gender mainstreaming and women empowerment activities ?