



COLLEGE OF DEVELOPMENT STUDIES
CENTER FOR REGIONAL AND LOCAL DEVELOPMENT STUDIES

**Impact of Interventions by NGOs on Women Empowerment in Ethiopia: The case of
ActionAid Interventions in Ilfeta and Semen Bench Districts**

By

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A Thesis Submitted to Center for Regional and Local Development Studies, College of
Development Studies, Addis Ababa University for Partial Fulfilment of the Requirement for
the Degree of Master of Arts in Regional and Local Development Studies

June 2022

Declaration

This is to certify that this thesis is my original work and has not been presented for a degree in any other university, and all sources of material used for the thesis have been properly indicated and acknowledged by means of complete references.

Declared by: Dawit Eshete



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Date: 22 June 2022

Place: Addis Ababa University College of Development Studies, Center for Regional and Local Development studies

This is to certify that this thesis entitled “Impact of Interventions by NGOs on Women Empowerment in Ethiopia: The case of ActionAid Interventions in Ilfeta and Semen Bench Districts submitted in partial fulfilment of the requirements for the award of the degree of Master of Art in Regional and Local Development studies to graduate program of collage of Development studies, Addis Ababa university by Dawit Eshete is an original work conducted by the candidate under my supervision and this project work has not been submitted earlier for award of any degree or diploma to the best of our knowledge and belief.

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This is to certify that the thesis prepared by Dawit Eshete entitled “Impact of Interventions by NGOs on Women Empowerment in Ethiopia: The case of ActionAid Interventions in Ilfeta and Semen Bench Districts” and submitted in partial fulfilment of the requirements for the degree of Master of Art in Regional and Local Development studies fulfils with the regulations of Addis Ababa University and meets the accepted standards with respect to originality and quality.

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Programs Coordinator

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List of Abbreviation

<i>Abbreviation</i>	<i>Definition</i>
ACSO	Agency for Civil Society Organization
CBO	Community Based Organization
HTP	Harmful Traditional Practices
ILO	International Labour Organization
INGO	International Non-Governmental Organization
NGOs	Non-Governmental Organization
SACCO	Saving and Credit Cooperatives
SNNPR	Southern Nations, Nationalities and Peoples Region
SPSS	Statistical Package for the Social Sciences

UN

United Nation

UNDP

United Nation Development Program

Abstract

The study is basically designed to assess the impact of women empowerment interventions by NGOs in the case of ActionAid Ethiopia in two different woredas which are Ilfeta from the Oromia region and Semen Bench from Southern people Nation and Nationalities of Ethiopia.

In most cases, Ethiopian community culture is dominated by patriarchy which gives more opportunity and space to men rather than women. Power and opportunity of resources are compromised. Land and other resource management were mostly given to men while women had no resource ownership and decision-making power both at home and in public, especially in rural areas. Unpaid care is not well redistributed and considered valueless but women spend much of their time caring for the family. Therefore, most rural women in Ethiopia had no time to attend school, employment, or participation in social gatherings and other public events that makes them deprived of their rights.

The research objective is to explore the impact of women empowerment from personal, social, economic, and political perspectives by applying both qualitative and quantitative research methods. A survey questionnaire is used for quantitative analysis whereas focus group discussion and key informant interviews are also used for qualitative data analysis. Survey of 288 was conducted on the targeted women and data was analysed and presented in different forms.

The study reveals that Women empowerment intervention by non-Governmental organizations in Ethiopia is not able to bring holistic transformation. Women's Economic and political empowerment does not meet the desired empowerment level compared with that of social and personal empowerment. The study depicts that women's membership in saving and credit cooperatives is not adequate and micro-level business engagement for sustainable income sources is below the expected status. A political and legal right is found to be insignificant.

The study finding indicates that weak institutional support from the government, population pressure, Harmful traditional practice, widow inheritance, and other factors contributed to low women's economic and political empowerment in the study area.

The study forwarded recommendations to address women empowerment needs by non-Governmental organizations and proposed strategic direction to address the women empowerment gap in Ethiopia

Key Words: Women empowerment, actors, partners, women right,

Chapter 1. Introduction

- 1.1. Background of the Study

The topic of women's empowerment gained its first attention in the mid-1970s with the adoption of resolution 31/136 of the United Nations Decade for Women (United Nations, 1976). The resolution called upon governments to ensure equal and effective participation of women in political, economic, social, and cultural life. Its adoption paved way for other resolutions and international declarations, including the United Nations (UN) Convention on Elimination of all Forms of Discrimination Against Women (CEDAW) in 1979, and the 1995 Beijing Platform for Action (BPfA). In 2000, the United Nations Millennium Declaration set the basis for incorporating women's empowerment into the global development agenda. (Women's Empowerment in Kenya, 2020, p.13).

Ethiopia ranked 116th out of 188 countries (UNDP's Gender Inequality Index in 2016). and in 2018, 123 out of 162 countries. 37% of women have engaged in seasonal employment and absence of job training and another related opportunity. 42% of Ethiopian women are literate compared with that 69% of men. A similar study depicts that only 3% of Ethiopian women engaged in small business compared to 46% of Men. The same study explained that 74% of Ethiopian women lack access to information that they cannot have electronic devices like radio and Television while men have more access to information (Ethiopia Gender Diagnostic report, 2019, World Bank. P 37-48)

Considering the women empowerment Gap in Ethiopia, ActionAid starts its intervention in six different woredas under the four Regional Estates of Ethiopia taking women's rights as a primary program focus area. This research paper aims to assess the impact of the women empowerment program in Ilfeta and the Semen Bench program site. Semen Bench is located in the southwestern part of Ethiopia while the Ilfeta district is located in West Shoa. The two districts were identified as high prevalence of women's right violation and a women's empowerment gap. The program feasibility study depicts Those districts with a high prevalence of harmful traditional practices, patriarchy, violence against women and women economic power deprivation, etc. This research has therefore assessed the impact of women empowerment in the two districts in terms of personal, social, economic, and political dimensions. Conclusion and recommendations have been given based on result analysis and findings.

- 1.2. Statement of the Problem

Ethiopia is a country where women experience several challenges in relation to personal, social, economic, and political perspectives. According to the World bank Gender Diagnostic report, significant unemployment rate (50%), unpaid care work (58%), lack of opportunity in education, health, and human right ((Ethiopia Gender Diagnostic report, 2019, World Bank.P. 8). Several socio-cultural factors hinder Ethiopian women exercise their right and ensure holistic development in several ways. women empowerment issues become more severe for women living in rural areas where little access to education, health, institution, and other infrastructural facilities. Ethiopia got 109th from a total of 144 countries in the world on gender disparity in economic empowerment and participation (World Economic Forum (2016). On the same data, Ethiopia ranks 42 in labour force participation, and 105 out of 144 on labour equality for identical work. The country also ranks 45 out of 144 countries on the women's political empowerment index. The result presented only manifest gaps of disparities between men and women in Ethiopia. (World Economic Forum, 2016).

Based on a Program feasibility study by ActionAid Ethiopia 2016 GC on Ilfeta and Semen Bench District, only 6% of women had access to primary education, and almost 90% of women did not have credit and saving access. The culture of the micro-level business is below 5%. Due to unpaid care work and Harmful traditional practices, women and children were not able to attend school regularly. Political participation of women was very minimal due to the patriarchal social system that hinder women remain home and performing household chores. (AAE, program feasibility study, 2016)

Considering the mentioned challenges above ActionAid Ethiopia has launched a women empowerment program in the two areas since 2016 to address the women empowerment gap. Despite abundant resource mobilization and program support in the area, there is no research that has been conducted to measure women empowerment program effectiveness on personal, social, economic, and political dimensions.

The study thus inquired whether the Action-Aid program intervention in Ilfeta and Semen bench Bench districts effectively improved beneficiary women's empowerment in personal, economic, social, and political dimensions on the ground.

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- 1.3. Research Objectives

The very basic objective of this research is to assess the impact of NGO interventions on women empowerment by taking practical cases and comparative evidence from two districts. The specific objectives identified were to:

- Explore the contribution of ActionAid Ethiopia program intervention on women's personal development.
- Explore the contribution of ActionAid Ethiopia program intervention to women's economic development
- Explore the contribution of ActionAid Ethiopia program intervention on women's social participation
- Explore the contribution of ActionAid Ethiopia program intervention on women's political rights, positioning, and participation

- 1.4. Research Questions

- In what ways has ActionAid Ethiopia program intervention improved women's personal development.
- In what ways has ActionAid Ethiopia program intervention improved women's economic development
- In what ways has ActionAid Ethiopia program intervention improved women's social participation
- In what ways has ActionAid Ethiopia program intervention improved women's political rights, positioning, and participation

- 1.5. Scope of the Study

The research encompasses on women targeted by the ActionAid women empowerment program in two different regional states that are located in Oromia and Southern regions. Ilfeta is located in the western part of the capital Addis Ababa while Semen Bench is located in the southwestern part of Ethiopia. The research targeted Women participating in the ActionAid women empowerment program since 2016 in the three different kebeles that ActionAid is operating.

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- 1.6. Significance of the Study

Since such research is new to Ethiopia, it is very fundamental to trace and measure the effectiveness and program impact of NGOs working on women empowerment in Ethiopia. The research is quite significant in tracing limitations and program gaps for further improvement of service delivery. The final research finding and recommendation help NGOs revitalize their women-based programs to achieve the intended purpose. On the other hand, the research findings can contribute to policymakers and Civil Society Organizations on how women-related program is undertaken to help them draw appropriate policy and approach in a way that addresses women's empowerment need.

Chapter 2. Literature Review

- 2.1. Conceptualization of women Empowerment

The concept of women's empowerment has gotten the attention of different governments and is considered as a tool to ensure equality (Rowlands, 1997). Empowerment is the process that creates supremacy in individuals over their own lives, culture, and in their communities. Individuals feel empowered when they are able to gain the prospects available to them without boundaries and restrictions such as in education, profession, and lifestyle. Making own decisions creates a sense of accomplishment. The process of raising the status of women through education, raising awareness, literacy, and training can be termed women empowerment. It is defined as the process through which women acquire the ability to make strategic life choices in a context where this ability was previously denied to them. (Kabeer, 1999). It can be as simply said as empowering the rights and decisions of women in economic development. Women's empowerment is the most vital point to be noted for the overall growth of a country. (Women Empowerment, Anitha K. 2021.P2)

Different waves of the feminist movement that has brought radical change to the area of women empowerment that attracts several stockholders to work and invest on it" There are four waves of the feminist movement (Muhabub 2021). The first wave occurred in the 19th and early 20th-century movement for women's right to vote. The second wave in 1960s and 1970s moved for equal legal and social rights. The third wave began in the 1990s and refers to a continuation and reaction to the second wave. The fourth wave which began in 2012 and continues till now, talks about women's empowerment. The fourth wave seeks greater gender equality by focusing on gendered norms and marginalization of women in society." (Mahbub Mahbub, 2021; p.4)

The concept 'women empowerment' emerged rapidly as a significant arm and slogan for the 1990s. Women empowerment is an active, multidimensional process that should enable women to realize their fully progressed identity and use their power in all spheres of life. It would consist of greater autonomy in decision-making, greater ability to plan their lives free them from shackles imposed on them by customs, beliefs and practices" (Devi: 1998: p. 44).

According to UN research on women empowerment, it defines the subject as "Empowerment refers to the process of enhancing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. The empowerment of rural women is about expanding women's assets and capabilities to participate in, negotiate with, influence, control and hold accountable the institutions that affect their lives. (UN reserch:2015: p.7)

The UN women's report on women empowerment affirms that Women's access to resources including education, skills, land, and productive resources is an important starting point for advancing their economic empowerment. For example, girls' and young women's access to education at all levels is fundamental, but this alone cannot guarantee favourable outcomes. The world labour force participation rate for young men in 2019 was higher than for young women, at about 50 percent compared to 33 percent. In IORA countries, the gender gap in labour force participation for those aged 15 to 24 averaged 19 percent. The situation is acute in South Asia, the Arab States and the Middle East, and Northern Africa, where the gender gaps for young women and men are over 30 percent, despite the rising educational attainment of young women in these regions. This indicates that education and training cannot by themselves surmount structural barriers to gender equality in labour markets. In the Islamic Republic of Iran, women make up half of all university graduates but only 17 percent of the labour force due to laws and social norms that limit their labour force participation. Education also has an immense role to enhance women's economic empowerment. Without the necessary skills and training, women will not enter the workforce on an equal footing to men nor will they be able to enter the field of their choice. Worldwide, education gaps are narrowing, and, in some countries, girls are overtaking boys. However, despite their rising enrolment and increased retention in school, particularly in tertiary education, this has not necessarily led to more work opportunities or better work options across the board, a quandary that points to other structural barriers and gender discrimination in labour markets. (UN Women, 2020, P. 26). Based on the Central Statistical Authority (CSA, 2004), the number of women is below 22% compared with that of men employees which is 78%. The same research depicts that unpaid care work done by women is 59.3. About 58% of women engaged in the informal sector whereas the percentage of working men in the informal sector was 37.7%. Therefore, women are less likely to involve in the formal sector but in high-level intervention in the informal sector.

- 2.2. Theoretical framework
- There are several NGOs applying several approaches to change the lives of women and following diverse ways based on their theoretical views. Hence there are different theories that explain the proper way to address women empowerment and among these four theories, according to the journal on **Empowering Women**, Amy C. Alexander, P.5-12) there are four different types of women empowerment theories the scholars propose empowerment approach that to help transform the lives of women. These theories are mentioned below as part of the research theoretical framework.

- The classical development theory basically explains and believes that Focusing on Women's economic development, the classical directly contributes to increases in democracy and human choice as a direct outcome of economic development. This theory believes that such an approach (Working only on women's economic development) is central to increasing the pool of women eligible for positions of social power. These scholars establish that increased economic development is associated with a more broad-based distribution of educational and occupational resources. Greater access to educational and occupational resources increases women's chances of professional development, creating a larger pool of women eligible for power positions such as a political office.
- The other theory which is The Human Development Perspective explains that more attention to the cultural process of human development will be effective to give rise to an emancipative worldview, reflected in self-expression values that emphasize human choice and autonomy, including the choices and autonomy of women.
- **Historical Legacies theory** believes that the human development perspective and the classical modernization perspective offer theories to explain why modern societies are more conducive to gains in gender equality. This section on cultural and institutional path dependency presents historical legacies potentially capable of affecting the improvement modernization brings to women's social and political status.
- **The Institutional Design Perspective.** While theories of modernization emphasize the impact of economic resources and values on women's empowerment in society and historical legacies emphasize the impact of cultural and political traditions, researchers typically stress other factors to explain the representation of women in government. These researchers highlight the relevancy of the characteristics of political institutions as causal factors. That leads to the holistic women empowerment approach. Having the four-women empowerment perspective this research believes that unless we work on holistic women's development with respect to a personal, social, economic, and political perspective, we cannot ensure comprehensive women empowerment work to change the lives of women for the better.

- 2.3. Empirical review

Among research on women empowerment conducted Ackerly (1995) studied Bangladesh women empowerment by considering dimensions of empowerment such as accounting knowledge, ability to provide information on inputs cost, product field, and profitability of the loan funded activity through studying the factors, the loan characteristics and women 's involvement in market activities funded by loans. They pointed out that women gain knowledge and empowerment through market access, but it rarely occurs.

Meanwhile, Hashemi (1996) studied Bangladesh, the indicators of empowerment used are empowerment in household and community spheres by taking the independent variable as microcredit participation and women's contribution to the household. He is of the view that microcredit empowers women by giving them greater economic value in their life. Mathura and Mather (1997) studied on women's empowerment in Sri Lanka and the indicators of empowerment undertaken by them are women 's role in household decision-making and control over money matters. The independent variables are women and husband 's education, participation in waged work, family structure. The findings are, work for pay and education increase decision making input in financial, but not in the social and organizational matters in the household.

Manson (1998) also studied on probability samples of urban households in Pakistan, India, Malaysia, Thailand, and the Philippines, regarding women empowerment. The dimensions of women's empowerment are women 's role in household expenditure and decision-making. The study has taken independent variables as the social context in terms of gender and family systems, women 's land assets, participation in waged work, and the wife 's rank relative to the husband. They found out that social context has a direct and indirect effect on women 's economic power.

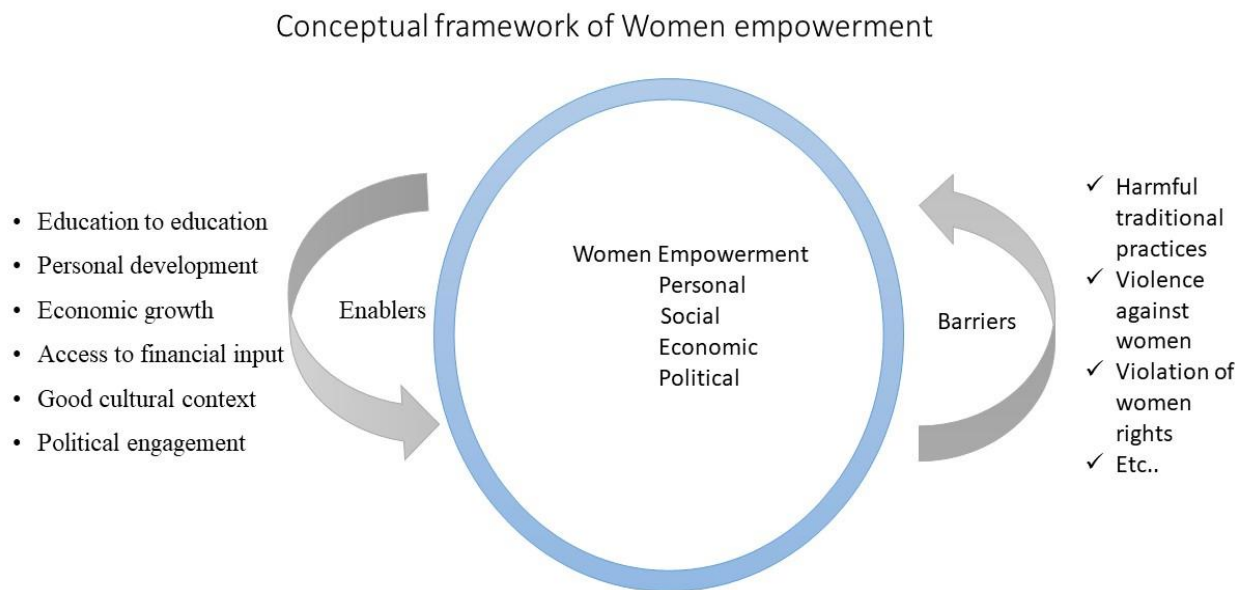
Jejeebhoy (2000) has made a study on India in three dimensions the role of economic decision-making, the role of child-related decision-making, and the freedom from threat. The independent variables used are religion, education, participation in waged work, dowry size, marriage endogamy, spouse age difference, and household economic status. He found out that some dimensions of empowerment are more closely related than others. Frankenberg and Thomas (2001) studied women's empowerment in Indonesia, the indicators of empowerment used are women's role in household decision-making, control over cash, spending, and time use. They have taken independent variables as the relative status of husbands and wives at marriage, e.g., education, age, and social status of the family of origin. They have found that status influences financial arrangements and decision-making power.

Different scholars agreed on the importance of women empowerment programming to improve the role of females in society. Accordingly, Journal published by international business economics and Law in 2019 depicts that, the strategy of empowering women will improve the welfare of society as a whole. Because women have two roles at once. In addition to the interests of himself also other family members. The networks that are formed need to be strengthened in order to provide a business foundation for women and their groups. The group with its members is expected to have the spirit to build to face a better future. Collaboration needs to be initiated and carried out with many parties, especially with non-governmental organizations at the regional level so as to enable a joint business network to be formed. Cooperation is carried out to give a maximum role to the community in decision-making. Empowerment of women is needed as an effort to increase and actualize their potential so that they are more able to be independent and work, alleviate limited education and skills, and oppression due to discriminatory treatment from various parties both in political, economic, socio-cultural, and law. In addition, it is also necessary to increase the absorption and adoption of technology as a strategy for empowering women in all development processes through improved education, training and skills training, and appropriate and innovative technology. (International Journal of Business, Economics, and Law, Vol. 18, Issue 5. Feb 2019. P 7)

Some of the research done in India by Abdul Azeez N.P. 2020 Depicts that women empowerment work from an economic perspective never alleviates women's challenges rather it needs to consider social and other areas” self-sufficiency is necessary, though it is not a sufficient condition for the empowerment of women. One of the limitations of this index is that it didn’t include the social factor, although it contributes more to women's empowerment. Public policies are extremely important to strengthen the legal institutions that guarantee equal rights and opportunities to women. The recent policy framework of international agencies such as the World Bank that emphasize institutional reforms along with human development is a positive step in this direction. Although some variable has no significant relationship, it is advised that future research on women ‘s empowerment in India can concentrate more on variables that have a positive impact on women's empowerment. The government and non-government agencies can work on enhancing women ‘s traits and capabilities. Participation in seminars and lecturers and encouragement for taking waged employment would help or strengthen the role of women in decision making. (Abdul Azeez N.P. 2020: p.14

- 2.4. Conceptual Framework of women empowerment

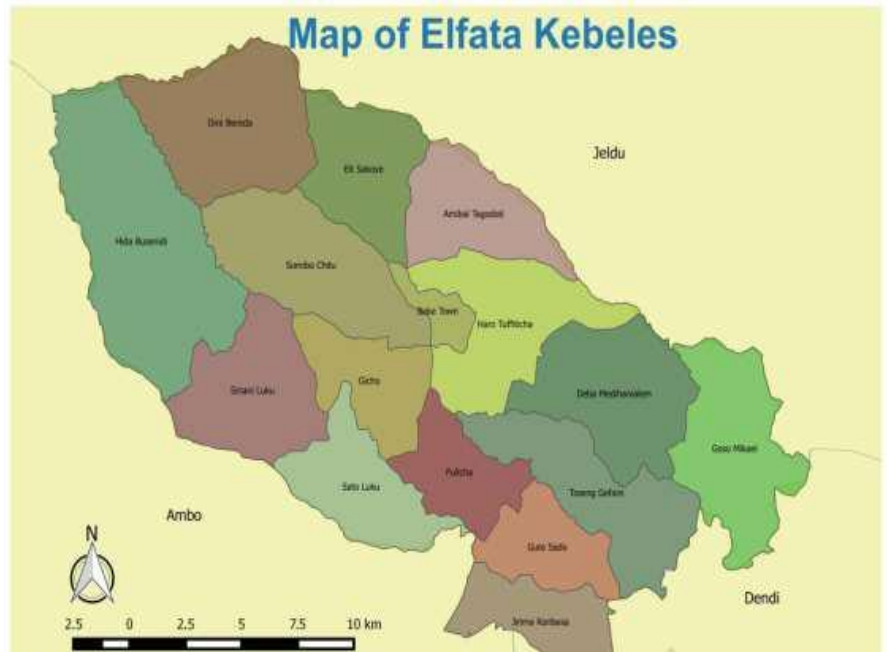
There are several factors that contribute to women's empowerment and make them have their access to education, social institutions, economic development, financial access cultural context that suit women, and political and women's rights are basically indicated as enablers of women empowerment. However, HTP, VAW, and women's rights violation issues are barriers to bringing women empowerment from personal, social, economic, and political perspectives.



Chapter 3. Research Methodology

- 3.1 The Description of the Study Area

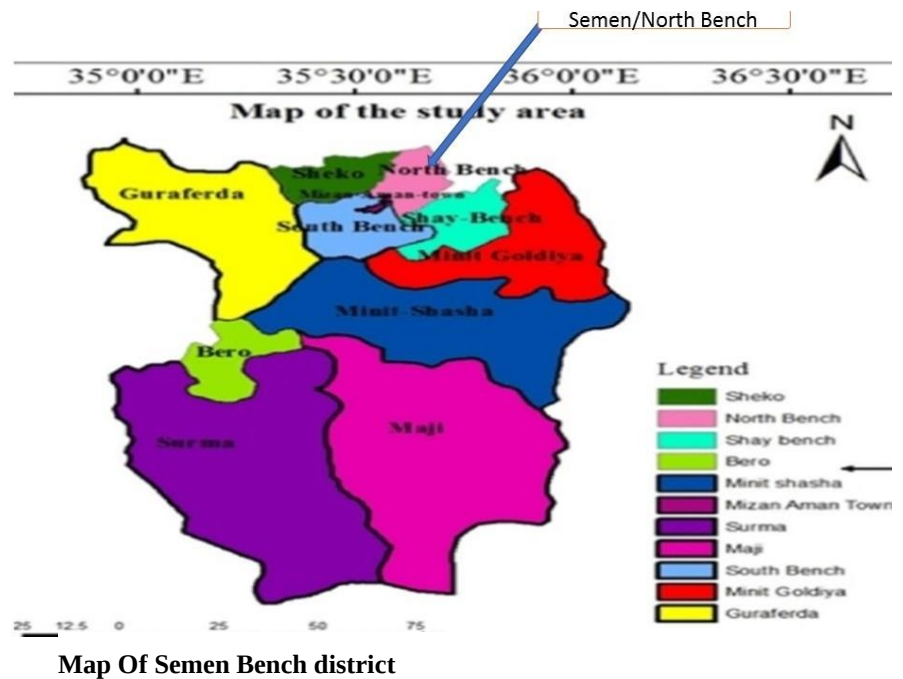
Ifleta Woreda is one of the 16 Woredas in West Shoa Zone of the Oromiya Regional State. Ifleta was under Dendi Woreda before it became a self-governing Woreda 9 years ago. The three Agro ecologies found in the Woreda are highland (45%), midland (15%) and lowland (40%). The total land covering of the Woreda is 39,341.5ha. It is analysed that 65% of the total land is allocated for crop production, 6.4% for forest, and 20.7% for grazing. The remaining 7.3% is rocky, covered by water and some part is degraded.



Map of Ifleta District

As per the 2014 population projection of ACSO, the total population of the Woreda is 68,680 (M: 34,173; F: 34,507). The population is distributed in 17 Kebeles where two of them are rural towns. Likewise, the urban population in the Woreda is 2,792. The population is homogeneous Oromo ethnicity, almost 100%. It is reported that 75% of the communities are Protestants, 20% Orthodox Christians and the remaining 5% are others, like traditional believers. ActionAid Ethiopia has launched its development program since 2016 GC in the five kebeles namely Beke, Haro tufticha, Goso Michael and Daba Medhanialem.

The second study area is Semen bench or North Bench which is located 559 kms south west of Addis Ababa, the capital city of Ethiopia and 18 kms away from the zonal capital Mizan Aman towards north and 834KM away from Awasa, regional capital. It is bordered with Sheka zone in the north, Keffa zone in the north east, Shey Bench woreda in the south east, Mizan Aman town in the south and Sheko woreda in the west.



As per data obtained from the appraisal report, Semen Bench Woreda (district) has a total population of 139,333 (female constitute 51%) appraisal report, 2017, and the number of households (HHs) is 30,709. This gives an average household size of about 4.5 and gross population density of 354 people per square kilometer.

The people in Semen Bench belong to the three ethnic groups namely, Bench, Kaffa and Manja while Bench is the dominant ethnic group. (96.6%) and Bench is the major language spoken in the district, while Keffigna is the second spoken language in Kaffa ethnic groups. According to the entry period document Menja minority groups are found in 13 kebeles administration of Semen Bench woreda and the total population at Seriti kebele administration alone estimated to be above 500 people.

According to program feasibility study assessment conducted by ActionAid in 2016 GC, there was high prevalence of women right violation in the Woreda and women empowerment perspective does not give much attention by government as well as other civil societies. Both program areas had immense women right violations no access to resource and ownership and no space for them for public and household decision making on resources. There was no financial institution to support women financial empowerment and loosened political and social participation. The areas also identified as high prevalence of various harmful traditional practices, like early marriage, polygamy, wife inheritance, abduction, rape, unfair control over resources, domestic violence, etc.

After ActionAid has launched its program operation in the area in 2016, several women empowerment projects have been undertaken to ensure women empowerment in various perspectives. Specially to enhance women personal, economic, social and political power. Semen bench and Ilfeta districts are AAE primary focus area and with immense women right violation, patriarchy, Harmful traditional practices and lots of power imbalance between man and women. This research is therefore explore program effectiveness and impact on women empowerment and identify gap for further improvement.

- 3.2 The Research Design

Research design is presented below in table

Research design				
S.#	Method	Data collection tools	Participant	Sample
1	Quantitative	Survey Questioner	women targeted in AAE development program	288
2	Qualitative	Key Informant Interview	Respondent selected from sector offices, partners, religious institutions, community members etc	20
		Focus Group Discussion	Respondent selected from sector offices, partners, religious institutions, community members etc	2 groups from the respective woreda and composed of 15 participants each)

- 3.3 Specification of Variable /Model Testing/ Operational Definitions

Specifications indicators and threshold are taken from ActionAid program focus, intervention area and measurement approaches.

-

Women's empowerment dimensions	Indicator	Threshold
Personal	• Participation on household purchase and resource management • Literacy • Level of education	• The woman participates in decisions about big household purchases • women have literacy skill (able to read and write) • Women completed primary education
Social	• Participation on social group leadership • Participation on social gathering • Participation and decision on social issues	• Women has equitable leadership role in the social committee that to decide on social issues • Women participation on social gathering in their community • Women are equally represented in CBO that to make decision in the community
Economic	• Access to saving and credit opportunity • Women who invested the money in business • Employment status	• Women got seed money from saving and credit cooperatives to start small business • A woman engages in private business through support from Credit and saving opportunity • Women in a regular paid employment
Political	• Participation on political issues	• Women participate on political decisions making

	• Claim legal rights given by the government • Representation on government political positions	• Women ask and exercise their political and legal rights that is ratified by the government • Women equally represented in political government positions
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• 3.4 Data Analysis Techniques

The planned IWE formula is tested in India and Kenya women empowerment research on rural women since the context in the two countries are somehow similar whereas agrarian communities' high prevalence of women empowerment issues, this formula used for this research to analyse women empowerment impact. The formula considers values between 0 and 1, zero means the lowest women empowerment and 1 depicts that highest women empowerment. In order to calculate each dimension, the below formula is being used: -

$$D_i = \frac{A_i - m_i}{M_i - m_i}$$

$$M_i - m_i$$

Which means

A_i = Actual result

m_i = Smallest value

M_i = Higher value

Therefore, the above four dimensions are personal, social, economic and political and we can represent by d1, d2, d3 and d4)

The final result of all dimensions will be calculated by the below formula

$$IWE = 1 - \sqrt{\frac{(1 - D_1)^2 + (1 - D_2)^2 + (1 - D_3)^2 + (1 - D_4)^2}{4}}$$

The overall result will be categorized in to three statuses mentioned as follows

$0.5 < IWE < 1$ - High Women Empowerment

$0.3 < IWE < 0.5$ - Medium Women Empowerment

$0 < IWE < 0.3$ - Low Women Empowerment

Source: - Women empowerment, Abdul Azeez N.P, 2020

- 3.5 Data Gathering Tools

This research uses different data collection tools like secondary data review, questioner for the target group (survey), Direct observation also considered as input to examine women development and change in the Woredas. Moreover, one Focus group discussion done from each woreda with Key stockholders selected through purposive targeting method based on their direct connection with women empowerment work.

- 3.6 Sample and Sampling Techniques

The total number of target group in both selected program areas are 1800 individuals targeted for women empowerment program. using Yamane Formula sample size is calculated as 288 Sampling among the total sample size selected using simple random sampling technique.

Accordingly: -

$$n = \frac{N}{1 + N(e)^2}$$

N = Stands for total population

n = Stands for Sample size

e= Stands for level of Precision

Therefore, N= 1800

E= 5%

n=?

Calculation

$$n = \frac{1800}{1 + 1800(0.0025)} = \frac{1800}{1 + 5.25} = \frac{1800}{6.25} = \underline{\underline{288}}$$

$1 + N(5)^2$

- 3.7 Data Analysis Techniques and Presentation

The data analysed through Statistical Package for social Science (SPSS) version 24 and its presentation done through frequency and percentages. Since the research mostly use quantitative presentation to show result, the selected methods are suit to the intended research purpose.

- 3.8 Ethical Consideration

The research conducted in accordance with standard research protocol, in which all data collected with the consent of target group. Consent form prepared with local language, target group read and understand before signing. Confidentiality of the information maintained by excluding names as identification in the questioner and keeping their privacy during data collection. No one access to the non-coded data except investigators, data collectors and supervisor due to responsibilities associated with the study. The final research paper also communicated to Addis Ababa University and documentation also managed keeping the safety of respondent and appropriate channel

4.Chapter four

- 4.1 Data Results and Discussion of Findings

Quantitative data has been collected and analysed accordingly. Location, age, educational and participation related questions are among the questions asked to the respondents. Program impact on personal, social economic and political dimensions were also part of the interview questions for the respondents

-

Location of the respondent

Table 1: - Beneficiary survey data on location

			Percent
		Frequency	
Location of the respondent	semen bench	144	50
	ilifeta	144	50
	Total	288	100

Source: - Survey data calculated in SPSS version 24, 2022

In order to balance number of respondents at each district, 144 (50%) of the respondents were selected from Ilfeta woreda and the remaining 144(50%) of the respondent are from Semen Bench woreda.

Table 2: - Demographic characteristics of the respondent in terms of Age, educational background and years of participation in ActionAid Program

		Frequency	percent
Age of the respondent (in years)	18-30	77	26.7
	31-40	130	45.1
	41-50	66	22.9
	51-60	15	5.2
Educational background of the respondent	Illiterate	135	46.9
	Primary school	129	44.4

	Secondary school	25	8.7
	Certificate	6	2.1
	Masters	1	0.3
Participation in ActionAid programs (In years)	One year	9	3.1
	Two years	12	4.2
	Three years	21	7.3
	Four years	121	42
	Five years	125	43.4

Source: - Source: - Survey data calculated in SPSS version 24, 2022

77(26.7%) of the respondents are aged between 18-30. 45.1% of the respondents are aged between 31-40. 66(22.9 %) of the respondent are aged between 41-50. The remaining 15 (5.2%) respondents are aged between 51-60. In this case majority of the respondent are youth with the age between 31-40 which accounts for 45% from total respondent.

Concerning education level of the respondents, 135(46.9%) of the respondents are illiterate or not engage in formal education. 129 (44.4%) of the respondents have completed their primary education. 25(8.7%) of the respondents are attended secondary school. 6(2.1%) of the respondent have certificate. Only 1(0.3%) of the respondent have Master's degree. In general majority of the respondent are illiterate followed by primary level education status. The data shows that majority of the respondent are not educated (Illiterate) while 44.4 % of the respondents are attending primary education. Very few numbers of the respondents have certificate and only 1 respondent has Master's degree that depict education status of most women in the intervention are is concerning.

Regarding number of years of participation in ActionAid program, 9(3.1%) of the responded stayed only a year in ActionAid program package. 12(4.2%) of the respondent stayed two years in the program. 21(7.3%) of the respondent stayed three years. 121 (42%) of the respondent have stayed four years in the program while 125 (43.4%) of the respondents stayed five years and more in AAE program intervention. In general, majority of the respondents about 43.4% have stayed five years and more in AAE program followed by 42% that stayed four years long.

- Women Personal empowerment

Women empowerment in personal dimension comprises of three indicators which are Participation in household decision making, literacy skill as well as completion of primary education

Table 3: - Beneficiary survey on women participation in house hold decision making

		Frequency	Percent
Women participated on house hold decision making before AAE development intervention	yes	51	17.7
	no	160	55.6
	sometimes	77	26.7
Participation on House hold decision making after AAE development intervention	yes	263	91.3
	no	12	4.2
	sometimes	13	4.5

Source: - Source: - Survey data calculated in SPSS version 24, 2022

Concerning participation on household decision making before joining ActionAid program package, 51(17.7%) of the respondent were participated on house hold decision making. 160 (55.6%) of the respondent were not participated on house hold decision making. While the remaining 77(26.6%) were sometimes participated on house hold decision Making before joining Action Aid Program. The result depicts that majority of the women were not adequately participated in the household decision making. Most decision at house hold level was done by men (Husbands)

Women participation status after joining ActionAid development intervention in the area depicts that 263 (91.3%) of the respondent have confirmed their participation on House hold decision making after they joined AAE program. 12 (4.2%) have not yet participated in house hold decision making equal to men, whereas 13(4.4%) of the respondent sometimes participate on house hold decision making. Therefore, significant progress has been shown in the area of women participation in household decision making. The former 17% participation rate recorded before AAE development intervention has been increased to 91.3% which is very significant change.

Table 4: - Beneficiary survey on women literacy skill

		Frequency	Percent
Literacy skill before joining AAE programs	yes	114	39.6
	no	174	60.4
literacy skill After joining AAE programs	yes	153	53.1
	no	135	46.9

Source: - Source: - Survey data calculated in SPSS version 24, 2022

Women literacy skill survey before ActionAid women empowerment intervention the area depicts that, 114(39.6%) had literacy skill before joining AAE programs. 174 (64.4%) had no literacy skill. The result depicts that majority of the respondent had no literacy skill before AAE program intervention.

From the total respondent, 153(53.1%) acquire literacy skill after joining AAE program while 135 (46.9%) remain illiterate even though they are participating in AAE program. In this case number of literate women increased from 39.6 to 53.1% after joining AAE women empowerment program. Which means number of women improved their literacy skill by 14% after joining AAE development intervention in the district.

Table 5: - Beneficiary survey on women status on completion of primary education

		Frequency	Percent
Complete primary education before joining AAE programs	yes	37	12.8
	no	251	87.2
Complete their primary education after joining AAE	yes	63	21.9
	no	225	78.1

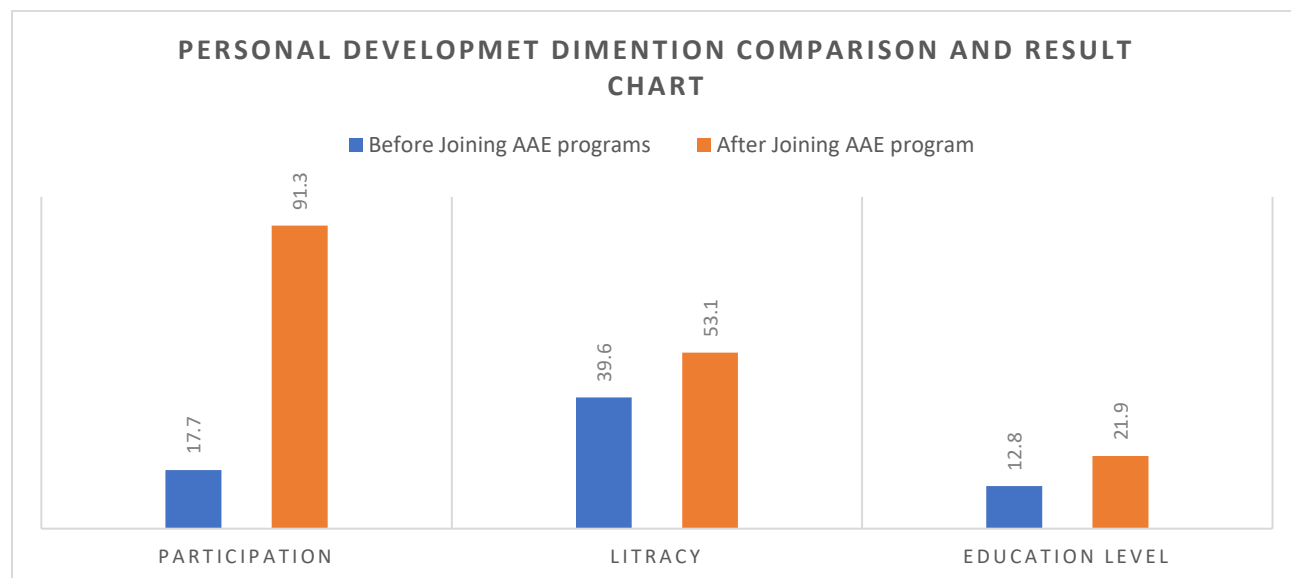
Source: - Source: - Survey data calculated in SPSS version 24, 2022

The result depicts that 37(12.8%) of the respondent completed primary education before joining AAE programs while the remaining 251(87.2%) were not completed their primary education. Which means, majority of the respondents were not able to finish their primary education due to various reason before ActionAid development intervention their district.

Survey result that shows women status on primary education after they joined ActionAid program package shows that, 63 (21.9%) of the respondent complete their primary education after joining AAE program while the remaining 225 (78.1%) of the respondent do not complete their primary education

yet. Even though it is not significant, number, of women completed their primary education have been increased by 9.1% compared with that of the previous status of women.

Graph 1: - Summery of women empowerment in Personal dimension



Source: - Survey data calculated in SPSS version 24, 2022

Women empowerment index in terms of personal development shows that women were under empowered in personal development before ActionAid women empowerment program intervention in the area, which means only 0.2% or 20% of women were ensured their empowerment in personal dimension. However, after ActionAid women empowerment program participation the status changed to 0.55% or 55% which is categorised under high empowerment rate through IWE measurement.

In this case the cumulative average result depicts that AAE women focused program on women personal empowerment ensured high empowerment result.

- Women empowerment in social dimension

The second dimension is **social empowerment** which has three dimensions comprises of social participation, leadership role and membership in community-based organizations in the given locality. Accordingly, the finding is presented as follows

Table 6: - Beneficiary survey on women status on participation on social gathering

		Frequency	Percent
Women participated on social gathering in their community before AAE development intervention in the area	yes	18	6.3
	no	226	78.5
	sometimes	44	15.2
Women participating on social gathering after AAE development intervention	yes	211	73.3
	no	55	19.1
	sometimes	21	7.2

Source: - Survey data calculated in SPSS version 24, 2022

The result depicts that only 18(6.3%) respondents were participated on social gathering in their community before AAE women empowerment intervention in the area. Meanwhile 226(78.5) of the respondents were not participated in social gathering. Only 44(15.2%) of the respondents were sometimes participated on social gathering in their community before involved in AAE women empowerment program. In general, highest potation of the respondent were not participated in social gathering in their locality before AAE has come to their community.

On the other hand, 221(73.3%) of the respondent start participating on social gathering after participation in AAE women empowerment program in their locality. Meanwhile 55(19.2%) are not participating and 21(7.2%) are sometimes participating in social gathering. The result shows that there is high level change on women participation on social gathering after ActionAid has come to their community. Majority of the respondent about 73.3 % start exercising their social engagement in which it has 67% increment compared with the former status.

Table 7: - Beneficiary survey on women status on leadership role in social affairs

		Frequency	Percent
Women had leadership role in social affairs in their community before AAE development intervention	yes	18	6.3
	no	235	81.6
	sometimes	35	12.2
Women had leadership role in social affairs in their community after AAE development intervention	yes	203	70.5
	no	76	26.4
	sometimes	9	3.1

Source: - Survey data calculated in SPSS version 24, 2022

Based on the survey result, 18(6.3) of the respondents had leadership role in social affairs in their community before targeting AAE women empowerment program. However, 235(81%) of the respondent had no leadership role in social affairs. 35(12.2%) of the respondent had sometimes played leadership role. Therefore, significant number of women which is accounted for 81.6% had no leadership role in their social offers.

On the other hand, 203 (70%) of the respondent have leadership role in social affairs in their community after ActionAid women empowerment program in the area. 76 (26.4%) of the respondent not yet participating on leadership activity. Meanwhile 9 (3.1%) of the respondent has sometimes played leadership role their social affairs. Therefore, the result depicts that number of women participated in leadership role in their social affairs has been increased to 70.5%. Which means it has bought 64.2% growth rate compared with that of data collected before AAE program intervention in the area.

Table 8: - Beneficiary survey on women status on membership on Community based organization

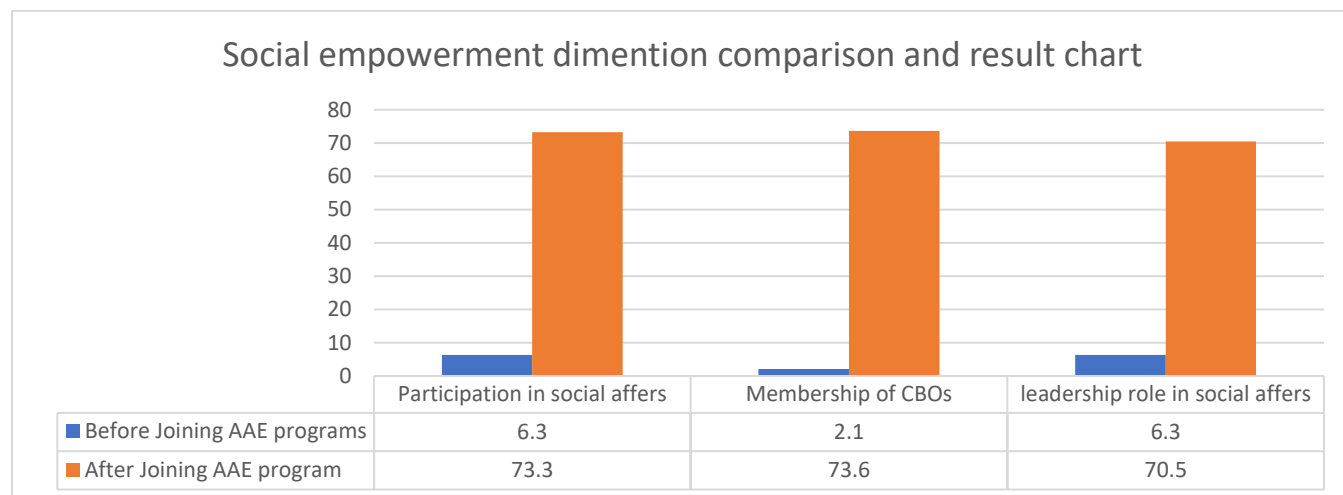
		Frequency	Percent
Women had membership in CBOs before AAE women Empowerment program	yes	6	2.1
	no	248	86.1
	sometimes	34	11.8
Valid Women had membership in CBOs before AAE women Empowerment program	yes	212	73.6
	no	63	21.9
	sometimes	13	4.5

Source: - Survey data calculated in SPSS version 24, 2022

Only 6 (2.1%) of the respondent had membership in CBOs before AAE women Empowerment program in their locality. 248(86.1%) had no membership while 34(11.8%) of the respondent sometimes participated. Therefore, the survey result shows that women membership in community-based organization is very low before AAE women right program intervention in the two districts.

On the other hand, 212 (73.6%) of the respondent are members of CBOs after AAE women empowerment activity in their locality. 63 (21.9%) of the respondent are not participating while 13 (4.5%) become membership on CBOs in irregular bases. The analysis report shows that there is significant change in women participation in community-based organization after ActionAid start women empowerment program in the given locality. The growth rate s from 6% to 73.6% Which is significant change observed.

Graph 2: - Summery of women empowerment in social dimension



Source: - Survey data calculated in SPSS version 24, 2022

The graph on women empowerment index in terms of social development depicts the overall rating on women social empowerment was 0.1% before ActionAid women Empowerment intervention in the area. This result has now been changed to 0.72% which is the highest women employment status considered in IWE measurement. Therefore, we can conclude that AAE women focused program on women social empowerment has positive result.

- Women Empowerment in Economic dimension

The third women empowerment index is represented by economic dimension that is manifested through membership in women saving and credit associations and access to financial support, changing the financial asset to business and having regular employment and consistent income

Table 9: - Beneficiary survey on women status on access to saving and credit service

		Frequency	Percent
Respondent had been participated saving and credit service before AAE development intervention	yes	8	2.8
	no	280	97.2
Respondent had been participated saving and credit service After AAE development intervention	yes	128	44.4
	no	160	55.6

Women participating in privet business	yes	84	29.2
	no	204	70.8

Source: - Survey data calculated in SPSS version 24, 2022

Among participants targeted for the survey, 8(2.8%) had been participated saving and credit service before AAE women empowerment intervention in the district. 280 (97.2%) of the respondent had no saving and credit service before ActionAid has joined in their locality. The result analysis shows that women had no sufficient access of saving and credit service in both Semen bench and Ilfeta districts.

On the other hand, 128 (44.4%) of the respondents have access of saving and credit service after AAE has launched women empowerment work in their locality. 160 (55.6%) of the respondent has no access to saving and credit service. The result depicts that access to saving and credit service in both districts has been increased by 41.6% which is significant change

Among those respondents who have access to saving and credit cooperatives about 84(29.2%) Women participating in privet business and generate their own income. whereas 204 (70.8%) of the respondent does not engage in privet business to generate income. This shows that majority of women who have access to saving and credit service are not fully engaged in income generating Micro business activities.

Table 10: - Beneficiary survey on women status on paid employment

		Frequency	Percent
Respondents who had regular paid employment before ActionAid women empowerment	yes	17	5.9
	no	243	84.4
	sometimes	28	9.7
Respondents who had regular paid employment After ActionAid women empowerment program	yes	31	10.8
	no	257	89.2

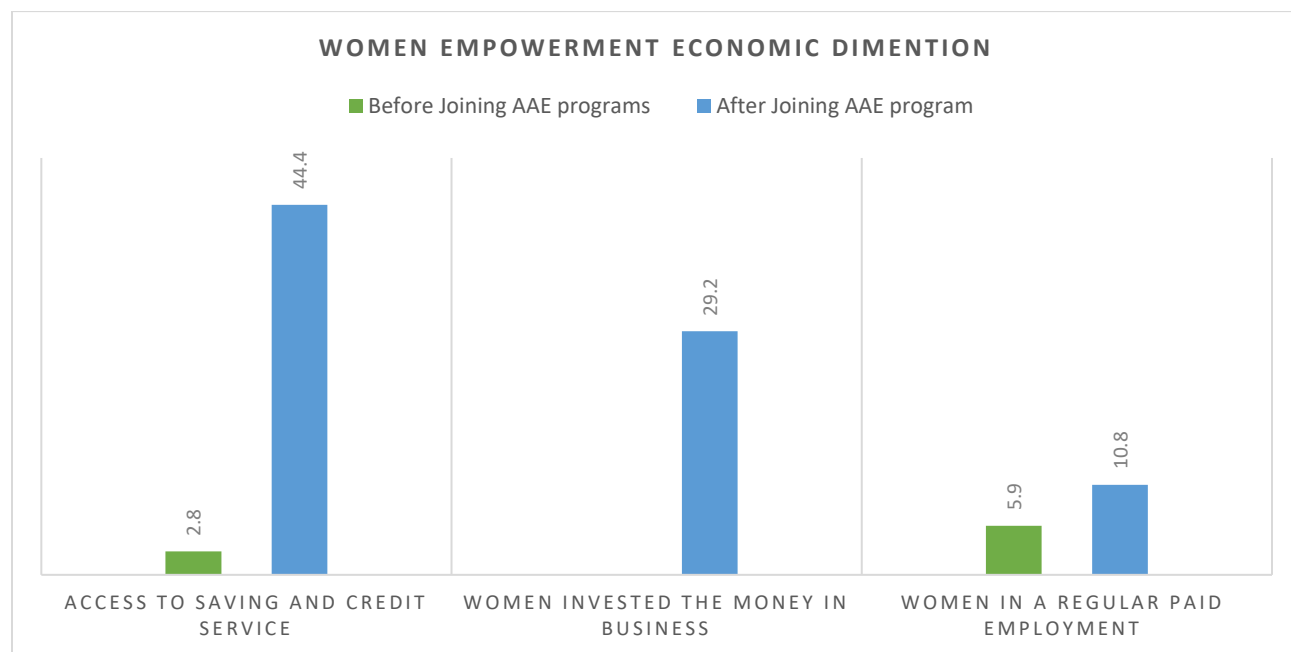
Source: - Survey data calculated in SPSS version 24, 2022

17 (5.9 %) of the respondent had regular paid employment before ActionAid women empowerment work in the area. 243 (84.4%) had no regular income and employment. 28 respondents had employment opportunity some day in their past.

On the other hand, 31 (31%) of respondents have been getting regular employment with consistent income after ActionAid women empowerment intervention in their locality. 257 (89.2%) of the

respondent has no employment or regular income. Therefore, majority of the respondent have no regular income and employment. Increasing effects on this sector is only 4.9% which is insignificant and majority of women in both districts have no sufficient employment opportunity in their locality.

Graph 3: - Summery of women empowerment in Economic dimension



Source: - Survey data calculated in SPSS version 24, 2022

The graph on women empowerment index in Economic Dimension explains that women economic development was 0.04% which is low empowerment before ActionAid women empowerment intervention in the area. The result has been improved to 0.28% after ActionAid women empowerment intervention in the area. However, it is still below 0.3% and low economic empowerment finding on Economic dimension based on IWE measurements. In this case AAE women focused program on women Economic dimension has shown negative result.

- Women empowerment in political dimension

This section uses three indicators to measure women empowerment in political dimensions, which are Participation on political and right issues, exercise political and legal rights as well as having seats in the government structure

Table 11: - Beneficiary survey on women status on participation on political and right issues

		Frequency	Percent
Respondents were participated on political and women right issues before AAE women empowerment program	yes	7	2.4
	no	264	91.7
	sometimes	17	5.9
Respondents were participated on political and women right issues after AAE women empowerment program	yes	60	20.8
	no	228	79.2

Source: - Survey data calculated in SPSS version 24, 2022

In regard with participation on political issues, only 7 (2.4%) respondents were participated on political and women right issues in their locality before AAE women empowerment intervention in their locality. 264 (91%) of the respondent not participated on political and women right issues. The remaining 17(5.9%) sometimes participated. The result shows that women participation on political affairs were insignificant before AAE women empowerment intervention in the two districts.

After ActionAid women empowerment intervention in the area, Participation on political issues has been increased from 2.4% to 20.8% which means 60 respondents start participating on political affairs in their community after AAE launched women empowerment intervention in the selected district. However, 228 (79.2%) of the respondents are not yet started participating on political issues. Therefore, despite there is slight increment in political participation rate compared with that of the previous assessment result, there are significant number of women in the community are not yet participating on political affairs.

Table 12: - Beneficiary survey on women status on exercising political and right

		Frequency	Percent
Respondent exercise political and legal right before AAE development program	yes	11	3.8
	no	263	91.3
	sometimes	14	4.9
Respondent exercise political and legal right after AAE development program	yes	69	24
	no	219	76

Source: - Survey data calculated in SPSS version 24, 2022

From the total respondent, 11(3.8%) of the respondent exercise political and legal right. 263(91.3%) do not exercise their political and legal right. 14(4.9%) or the respondents were sometimes exercising their political and legal rights before AAE women empowerment intervention in the districts before ActionAid women empowerment intervention in the given locality.

However, some increment has been manifested after ActionAid intervention in the area that 69(24%) of the respondent start exercising their political and legal rights but 219 (76%) of the respondents do not yet start exercising their political and legal right.

Therefore, the result shows clearly that there is some progress on political and right practice from 3.8% to 24%. However, the result remains under empowerment category through IWE measurement.

Table 13: - Beneficiary survey on women status on political position in government structure

		Frequency	Percent
Respondent had representation in political positions in the government structure before AAE development program in the area	yes	4	1.4
	no	265	92
	sometimes	19	6.6
Respondent had representation in political positions in the government structure after AAE development program in the area	yes	55	19.1
	no	233	80.9

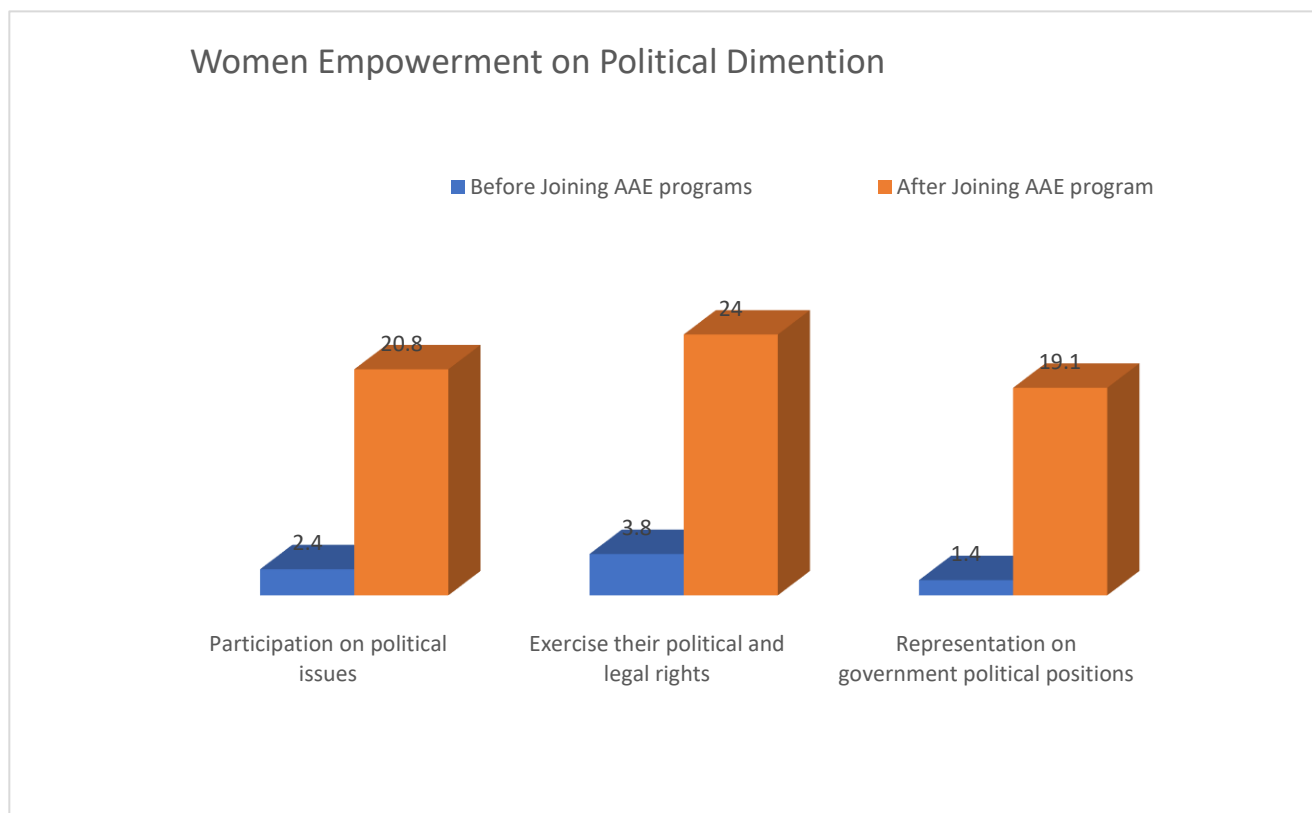
Source: - Survey data calculated in SPSS version 24, 2022

The result analysis describes that 4(1.4%) of the respondent had representation in political positions in the local government structure before AAE women empowerment intervention in the two districts. 265(92%) of the respondent had no representation in government political structure. The remaining 19(6.6%) sometimes had political and legal positions in the government office. This shows that number of women holds political position in the local government is very small.

After ActionAid development intervention the result described as, 55(19.1%) of the respondent have political position in the government structure, 233 (80.9%) of the respondent have no space on government political structure.

Therefore, the final conclusion manifested that there is increment in the number of women holds political seat in the government by 17.1 % compared the past but yet it is not enough to qualify women empowerment in the IWE measurements.

Graph 4: - Summery of women empowerment in political dimension



Source: - Survey data calculated in SPSS version 24, 2022

The graph explains that women empowerment index in terms of Political dimension before participation in ActionAid program package women remained 0.07% which is low empowerment.

However, the rating has been changed to 0.22% after ActionAid women Empowerment intervention in the given areas. Even though there is change comparing before and after status. Low empowerment rating achieved. In conclusion the final political dimension rated on Low empowerment status which means ActionAid women empowerment program in the two district is not achieved desired outcome.

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-
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- 4.2 Index of Women Empowerment result analysis

Based on the finding the two empowerment which are personal and social dimension shadows high women empowerment while the remaining two empowerment dimensions which are economic and political shows low empowerment index.

Accordingly, the overall women empowerment index calculated with

$$IWE = 1 - \left\{ \sqrt{\frac{(1-D1)^2 + (1-D2)^2 + (1-D3)^2 + (1-D4)^2}{4}} \right\}$$

Therefore

$$IWE = 1 - \left\{ \sqrt{\frac{(1-0.55)^2 + (1-0.72)^2 + (1-0.28)^2 + (1-0.22)^2}{4}} \right\}$$

$$4$$

$$IWE = 1 - \left\{ \sqrt{\frac{0.2025 + 0.0784 + 0.5184 + 0.6048}{4}} \right\}$$

$$4$$

$$IWE = 1 - \left\{ \sqrt{1.4077} \right\}$$

$$4$$

$$IWE = 1 - \left\{ \sqrt{0.351925} \right\}$$

$$IWE = 1 - 0.59$$

$$IWE = 0.41$$

Therefore, the final empowerment index result for the four-women empowerment dimension is 0.41 with is moderate empowerment achievement.

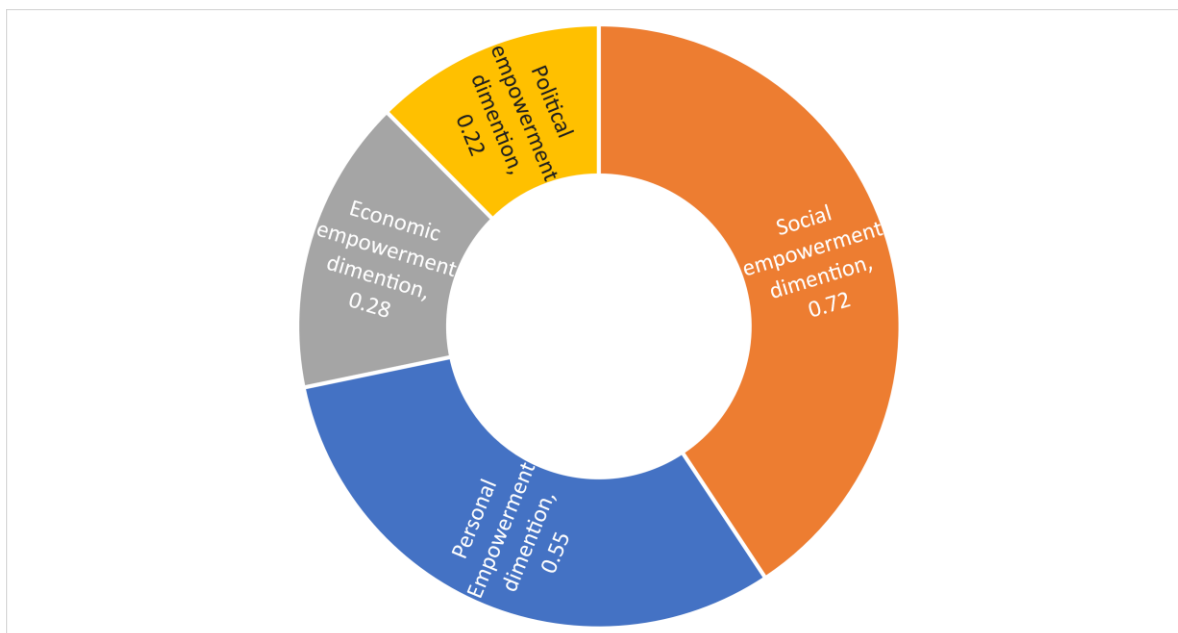
- 4.3 Issues and concerns gathered from KII and Focus group discussion
 - Limitation on women engagement in program programming cycle
 - Program bias which is limited women empowerment work on social and personal development aspects rather economic and political aspect is compromised
 - Cultural hindrance which is resistant community culture that hinder women participate in AAE programs
 - Limited financial capacity that not able to address all needy women in the area

- Reachability of the program is limited to certain Kebeles and women out of program intervention cannot access the intervention
- Minimum amount of loan access and lack of basic skill training that woman are not fully engaged in privet business to maximize income
- Deep rooted patriarchy and religious view of men that consider women as inferior and not eligible to participate publicly
- Resource control is for men and few women have influence this idea and participate in decision making at house and community level.
- Absence of education facility in the districts that hinder women participate in education and life development
- Volume of work for women is much higher compared with that of men so that difficult to attend school and socialize outside.
- Inadequate women participation on program review and reflection programs
- Limited program impact assessment work undertaken

-

- 4.4 Discussion of the finding

the pie chart is the summery of result in each dimension. accordingly, 0.55% achievement in personal empowerment dimension, 0.72% in social empowerment dimension, 0.28% in economic empowerment dimension as well as 0.22% in the political empowerment dimensions.



Graph 6: -Women empowerment analysis summery result

There is empowerment of women in all dimension compared with that of baseline survey. However, the change is not adequate enough and meet standard empowerment index

Almost half of the respondents have scored 55% of personal development in participation, literacy skill and improved in education through the support provided by ActionAid. Even though it is considered as high empowerment based on the standard measurement there are still 45% of the respondent not empowered in the given dimension.

Social empowerment relatively scored higher compared with the rest of empowerment dimensions. 72% of the respondents have good social participation, leadership and membership in Community based organizations. However, 28% of the respondents have not adequately empowered in social perspective.

Economic status of women has been an issue for most developing countries. Access to resource, patriarchy, opportunity and other factors have been stayed as road block for women economic power. In this regard, among 288 respondents participated in the survey, only 28% are economically empowered in terms of having access to saving and credit service, converting seed money to business and having paid employment. The remaining 72% are under empowerment and mostly depend upon their husbands for financial needs.

The last dimension is political empowerment that is measured through the lens of participation in political affairs, exercising political and legal rights given by government as well as holding position in government political structure. Accordingly, political dimension record is categorized under **low empowerment** and indicated with 19% (0.19) the rest are **not empowered**.

The final finding depicts that there is **high empowerment** status in the first two dimensions (Personal and Social) However **low women empowerment** on the remaining dimensions (Economic and Political). The final rating of all dimensions Scores 0.41 (41%) which is **medium women empowerment** achieved by AAE in the sample worded as.

The result shows that even though women are not empowered in economy and Political aspect. It is possible to grow on social and personal development aspects.

- Babington (1999) argues that women access to and control over financial asset improves other dimensions of empowerment. But this research disproof this assumption that women targeted in this research are not economically empowered but yet shows high level of empowerment in

social and personal dimensions. On the other hand, Jeejeebhoy (2000) found out that some dimensions of empowerment are more closely related than others and in this case this research depicts that woman social and personal development are more closely related than that of economic and political dimensions.

- Indian researcher namely Abdul Azeez N.P. 2020 point out that that women empowerment work from economic perspective never alleviate women challenge rather it need to consider social and other areas and yet this research also supports his idea that empowerment can appear separately and having more empowerment in one area may not ensure empowerment in the other dimensions.
- The report produced by ActionAid on women empowerment shows positive change especially in economic and political/right perspectives. However, the research manifested that even though there is slight change from the baseline survey, women are low empowerment status especially in economic and Political aspects. Women who have access to saving and credit cooperative are not fully engaged in sustainable income generating activities, Women participate on political/right issues are below empowerment line. However high empowerment result achieved on women social and personal empowerment. Most women are able to participate in social gathering, become a member of CBOs and take leadership role. Number of women grow in literacy and primary education performance also shows significant development and growth. Therefore, the research result is not consistent with what ActionAid program reports in some case especially on women economic empowerment perception but yet consistent with that of women empowerment in terms of social and personal development.
- The wider women empowerment analysis done by the UN shows that women empowerment in Ethiopia shows improvement overtime. The finding in this research describes that women empowerment was at 6% in 2005 GC and such number has been grown to 11% in 2016GC. The report also reviled that only 15% of women in Ethiopia has saving account compared with that of men leading 25% in 2016. This shows that women economic empowerment is slow growing in Ethiopia. The UN study manifest that woman social empowerment is significantly high that 78 % of women participated in house hold decision making moreover 81% of women in Ethiopia has decision-making power on their own personal issues like health. This research somehow supports the finding by the UN that there is high empowerment in social and personal development of women other than that of Economic and political one. Though the level of empowerment differs.

Chapter Five

- 5.1 Conclusions

Several NGOs are working in Ethiopia and invest significant amount of money in the area of women empowerment since many years. Substantial amount of budget mobilized and invested to empower women in personal, social, economic and political perspectives. However, the finding depicts that there is no holistic women empowerment achieved by the work done so far. Social and personal empowerment shows positive result even though there is more to do in the future. However, economic and political empowerment dimensions is measured **low empowerment**. There are several obstacles that hinder women transformation like socio-cultural factors, inadequate skill and capacity, absence of literacy and knowledge, patriarchy, inadequate resource, low awareness, religious view towards women, dependency, laziness, inadequate space, lack of opportunity etc are among basic contributors for low women empowerment. Moreover, weak institutional support from the government, population pressure, Harmful traditional practice in addition to minimal women representation and participation in both economic and political-cultural are so far considered as contributors for low women empowerment in a study area. Widow inheritance also one of the traditional practices that is implemented in the study area that affects the wellbeing of women which makes women to be considered as property subject for inheritance. Early marriage is the other harmful tradition of the community where girls are forced by their families to marry at early without their consent which lead to forced deprivation of economic and other rights right by men. Even though Ethiopia accepted and signed internationally ratified human right conventions, actual policy implementation gap observed in the study area. Women in the two woredas has no equal opportunity to political sets and narrow space to raise concerns.

This shows that women empowerment work by NGOs in Ethiopia is not effective as expected in achieving holistic empowerment. Therefore, the recommendation below helps NGOs to shape their program to address women empowerment in several ways. The recommendation has considered points mentioned during focus group discussion and KII with selected group in the study area.

- 5.2 Recommendation
- Establish strong organizational base at local level to implement programs, monitor and address gap based on periodic impact assessment work.
- Undertake awareness creation to various levels the community at large, religious leaders, elders and government officials about women economic and political right and other rights, avoid gender discrimination and other harmful traditional practice.
- Create a common position for preventing all forms of women right violation and build local institutional mechanisms for greater influence.
- Empower women with skills and assets that would enable them to confidently claim their right.
- Emphasis should be given on increasing the possibilities for expanding women capabilities through group formation, skills training, income generating activities, awareness creation and formal/non formal education
- Install strong check and balance mechanism between NGOs and Government offices to monitor proper implementation of women right projects.
- Engage women in program planning, implementation and other program lifecycle to empower then to become change agent of women empowerment program
- Support for the establishment of different Community based Organization and equip them with women empowerment trainings
- Establish and empower Saving and credit cooperatives and promote to help women to participate.
- Facilitate business skill training and loan access to women in the community.
- Enforce the government to ensure equity and equity to give more space for women at private and government positions
- Work with the government to share Political position balanced for men and women.
- Enforce policy makers to consider women issues and follow the implementation
- Closely work with the government to apply international and National ratified women right conventions
- Promote women right issues using all possible means like print and electronic media
- Incorporate women empowerment concept in the education curriculum and strengthen schools to play pivotal role in the rights of women and girls
- Create space for women to participate and socialize each other

- Enforce and work with the government to allocate sufficient budget for women empowerment in several dimensions.
- Enforce policy makers to consider women empowerment issues at all level

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7.Appendixes

Participant Consent Form and Questionnaire

Addis Ababa University

College of Regional and Local Development Studies

Dear respondent,

My name is Dawit Eshete and I am a post graduate student at Addis Ababa University, Department of Regional and local Development Studies. I am conducting research on the Effectiveness/impact of Women Empowerment works of NGOs in Ethiopia: The case of ActionAid Ethiopia Local Right programs in West Shewa Oromia and southern regions, in partial fulfilment of the requirement for master's degree in Regional and Local Development Studies.

This questionnaire contains two sections which will take not more than 5 minutes. The first section will be used to collect demographic information and the second section will include questions about the main assessment on program effectiveness.

You are therefore kindly requested to complete each section. Your responses will be kept confidential and is used for academic purposes only. I want to thank you in advance for your time, willingness and participation.

Dawit Eshete.

Email-dawitrlds@gmail.com

- 7.1 Demographic Information

1. Please select your age group.

18-30 ☐ 31-40 ☐ 41-50 ☐ 51-60 ☐ More than 60 ☐

2. What is your level of education?

Primary school ☐ High school ☐ Diploma degree ☐ Bachelor's degree ☐

Master's degree or more ☐

3. How many years you have been targeted in ActionAid women empowerment program

One year ☐ Two years ☐ Three years ☐ Four years ☐ More than five years ☐

- 7.2 Program impact Assessment survey.

This section will be assessing the following women empowerment program effectiveness in the four different dimensions which are personal social, economic and political perspectives Each question provides answers scaled as **1-yes, 2-No, 3-Sometimes**, please read each Descriptions and statements carefully and show the extent of your agreement on the statements.

Respondents' status before Joining ActionAid women Empowerment program				
S#	Questions	yes (1)	No (2)	sometimes (3)
1	Did you participate in decisions about large household purchases			
2	Did you have literacy skill that able to read and write			
3	Did you complete primary education			
4	Did you have equitable leadership role in the social committee that to decide on social issues			
5	Did you participation on social gathering in their community			
6	Did you equally represented in CBO that to make decision in the community			
7	Did you receive seed money from saving and credit cooperatives established by ActionAid			
8	Did you have saving account and save money periodically			

9	Did you have regular paid employment			
10	Did you participate on political decisions making			
11	Did you ask and exercise your political and legal rights that is ratified by the government			
12	Did women equally represent in political government positions in your community			
After Joining ActionAid women Empowerment program				
	Questions	yes (1)	No (2)	Sometimes (3)
1	Do you participate in decisions about large household purchases			
2	Do you have literacy skill that able to read and write			
3	Do you complete primary education			
4	Do you have equitable leadership role in the social committee that to decide on social issues			
5	Do you participation on social gathering in their community			
6	Do you equally represented in CBO that to make decision in the community			
7	Do you receive seed money from saving and credit cooperatives stablished by ActionAid			
8	Do you have saving account and save money periodically			
9	Do you have regular paid employment			
10	Do you participate on political decisions making			
11	Do you ask and exercise your political and legal rights that is ratified by the government			

12	Do women equally represented in political government positions in your community			
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- 7.2 Questions for group discussion and KII

- Do women in your community participate in social gathering in your community A. Yes B. No Sometimes
 - If say No why?
 - What is the social factor that hinder them to participate?
- Do AAE facilitate access to literacy and education access for women in your community?
 - A. Yes B. No
 - If yes, please share us what type
 - If no, what is the reason behind
- Does AAE help and train women in your community to socialize with the rest of community members and participate in Community based organization A. Yes B. No
 - If yes, please tell us how
 - If no, what is the challenge behind
- Does AAE facilitate saving and credit access for women in your community? A. Yes B. No
 - If yes, does most of women community members participated
 - If no, what is the reason for not participating
 - Are most of women SACCO members using the money for income generating activity? What type of business training AAE provided?
- Are most women community members participating on local political structure?
- Are most of your community claim their political right?
- Does community women equally represent in local government positions. If no what is the challenge

Please share us any opportunity or challenge that AAE has done for women in your community.

Thank you for your willingness for the discussion and interview sessions



Participant Consent Form and Questionnaire



Interview and focus



Budget plan and work breakdown.xlsx



Work plan and scheduling.xlsx