

RUNNING HEAD:

STRENGTHS APPROACH FOR COMMUNITY LIVELIHOOD BUILDING

**Strengths Approach for Community Livelihood
Building in an Urban Context in Ethiopia:
A Study on Female Headed Households
in Arada Georgis, Addis Ababa**

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**Strengths Approach for Community Livelihood Building in an Urban Context
in Ethiopia: A Case Study of Female Headed Households
in Arada Georgis Seffer, Addis Ababa**

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List of Abbreviations/Acronyms

ABCB	Asset-Based Community Building
ACSI	Addis Credit and Saving Institute
BICDO	Birhan Integrated Community Development Organization
Arada Georgis	Gedam Seffer or Kebele 03/09 Administration
CBOs	Community Based Organizations
CCF	Christian Children Care Fund
CRDA	Christina Relief and Development Association
CSA	Central Statistics Authority
ECDP	Arada 03/09 Eco - City Development Project
ESRDF	Ethiopian Social Rehabilitation Development Fund
ETB	Ethiopian Birr
FEMNET	African Women's Development and Communication Network
FHHs	Female Headed Households
GDP	Gross Domestic Product
GOs	Governmental Organizations
GSSW	Graduate School of Social Work
IHS	Institute for Housing and Urban Development Studies
ITC	International Institute for Aerospace Survey and Earth Sciences
LDCs	Less Developed Countries
MD	Millennium Declaration
MDGs	Millennium Development Goals
MNCD	Ministry of National Community Development
MoFED	Ministry of Finance and Economic Development
MoWUD	Ministry of Works and Urban Development
MSEs	Micro and Small Scale Enterprise
NGOs	Non-Governmental Organizations
SDPRP	Sustainable Development and Poverty Reduction Program
Strengths	Indigenous knowledge, skills, capacities, natural gifts...
SWAA-E	Society for Women in Africa and HIV/AIDS – Ethiopia
TYSP	Three Years Development Plan (2004 – 2006)
UNCT	the United Nations Country Team
UNCHS (Habitat)	United Nations Center for Human Settlement
WB	World Bank
WMU	Welfare Monitoring Unit

ABSTRACT

ABSTRACT. It is assumed that human strengths or human capital is significant in building community livelihood in an urban context. However, available information indicates that this strength is unable to be converted into money for better lives rather hidden in poverty. Absence of research specific to strengths in the Ethiopian context is thought to be one cause. The purpose of this study is, therefore, to analysis strengths [skills, capacities...] approach for community livelihood building among female headed households (FHHs) in an urban context and in addition a gap in research would be minimized.

To this effect, primary data was collected through in-depth interview of fifteen cases by taking five from each of the following categories: successful; unsuccessful and their adult children. The same was brainstorm and supported by statistical data from skills inventory survey of 100 FHHs. In addition, key informants, direct observation and literature review methods were also used to increase the validity and reliability of the data collection process and its outputs.

This study finds that poor FHHs are endowed with a minimum of six indigenous skills and capacities or human capitals. However, some skills mobilized/utilized for enterprise making while others are not. In this regard, due to different reasons, there is a different among successful and unsuccessful cases in utilizing these strengths into income generating activities. The lack in mobilizing, utilizing and transforming these strengths is not limited only to beneficiaries' rather local development partners and adult children gave less attention in mobilizing and utilizing these human capitals.

Existing practice in applying strengths approach for community livelihood building is found limited. However, this research outputs supported this approach has comparative advantages if it is given priority attention as major means and tools to bring change on the life of urban poor in the Ethiopian context. Strengths approach implication on research, policies/strategies, and actions and on social work application has also discussed in detail and some recommendations are forwarded.

KEYWORDS: *Human strengths approach, female headed households, an urban context, sustainable livelihood building, social work application, poverty reduction, local development partners, successful cases, unsuccessful cases, enterprising/entrepreneurship*

**Strengths Approach for Community Livelihood Building in an
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Background to the Study

This study investigates “strengths approach” for sustainable community livelihood building in an urban context in Ethiopia. Poor female headed household (FHHs) communities in "Arada Georgis" [Kebele 03/09] of a slum settlement in Addis Ababa are selected as a study area.

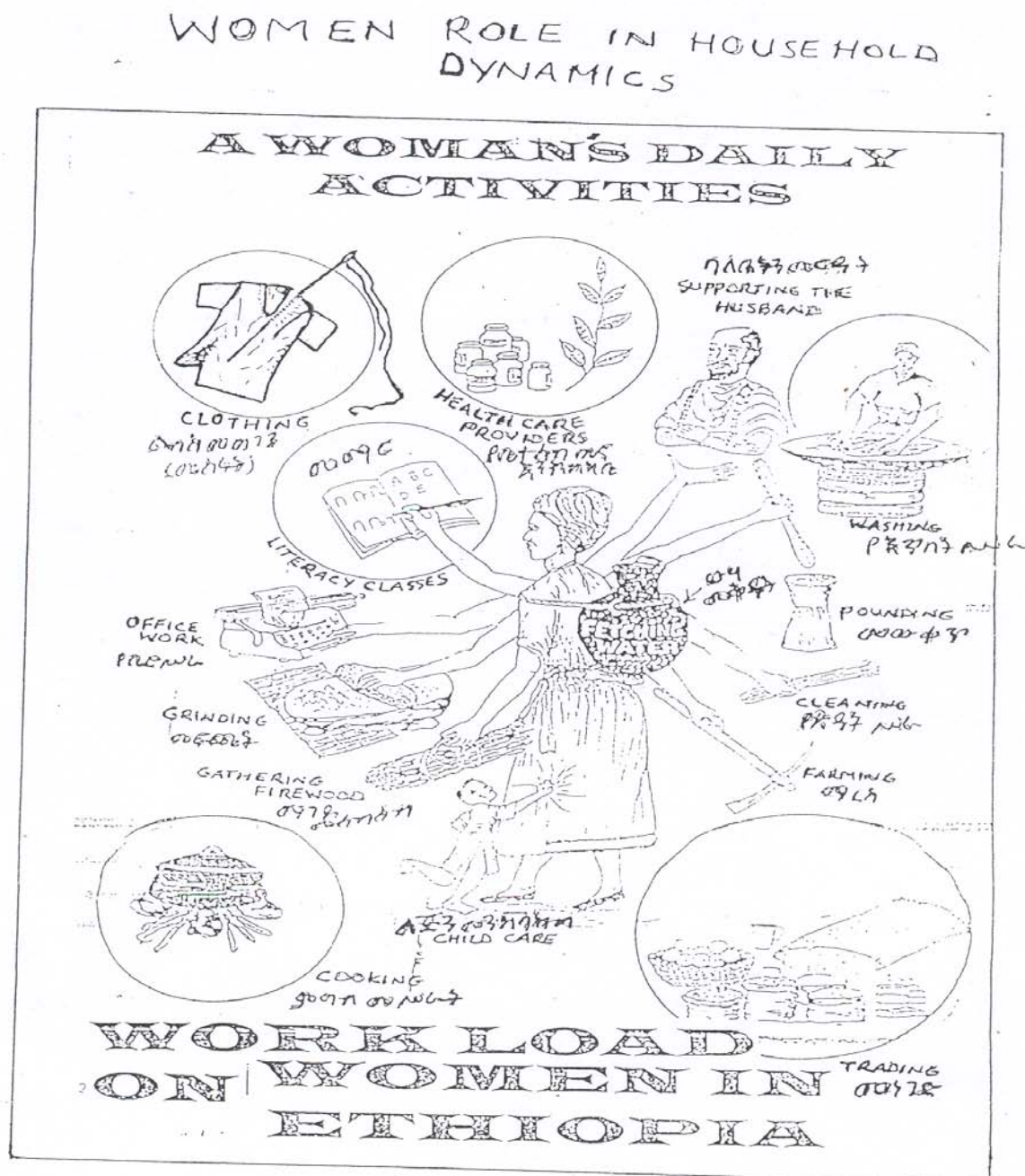
Available information reveals that in developing countries like in Ethiopia cash and material capital or opportunities to enabling the poor to achieve reasonable minimum welfare are deficient. The deficiency is more serious when it comes into poor women in general and slum settler female headed households in particular. According to survey result conducted by Welfare Monitoring Unit (WMU) in Ministry of Finance and Economic Development (MoFED) (2002), poverty and others core factors affect the majority of a low income population. The poor have fewer material/cash resources and less power to use them to their benefit in fighting poverty.

Women of both rural and urban areas have a lot of experience in income generating, shelter building and the provision of care to children, elders and the families in household settings since long time ago (Africa Region WB Report, 2005; Pankhurst, 1990). Such experiences give a chance to women to use varieties of strengths such as indigenous knowledge, skills and capacities. Filmon Hadaro (2001) indicates that women in Ethiopia are still doing a lot of activities. However, women themselves and others don't appreciate and consider these activities as strengths or skills and in most cases they don't try to change them in to a marketable goods/services (See figure 1). Figure one shows that there are no areas of activities in which women don't involve. However, women are still being suffered

with poverty. By implication it is to mean women's effort in changing their strengths into marketable values so as to improve lives is showing insignificance performance.

Despite the fact that women are accomplishing huge number of activities, efforts to recognize, mobilize and use these strengths into meaningful income generating activities to improve their lives among poor are limited. The cases of poor FHH communities living in Gedam Seffer are evidence. FHHs are endowed with many skills and capacities but because of educational, cultural and other related problems they are unable to change these strengths into marketable goods (Johnson Butterfield, Andom Gessese & Wassie Kebede, 2005).

Figure 1.1: Women's Strengths and Their Role in Household Context in Ethiopia



Government sectors, NGOs, Kebele Administration and other concerned local development partners are trying to advocate, develop and implement urban poverty reduction and household livelihood improvement strategies to address problems of women and their children. Provision of imported¹ skill training models, credit facilities, health and HIV/AIDS related social services provision activities are some ways among many women targeted efforts. Addis Ababa City Administration has, for instance, tried to formulate and implement a Micro and Small Enterprise (MSEs) and Eco - City Development projects since 2002. The main purpose of these projects is to create employment and income generating opportunities among youth and poor women. Like any other group of communities, some FHHs in Arada Georgis are considered as one element of MSEs' potential beneficiaries. Based on MSEs' strategies in kebele 03/09, about 135 women are organized under seven business cooperatives, i.e., three cooperatives are involved in dry food stuff selling [Baletina] and four in solid waste management (Kebele 03/09 Report, 2006).

Achievement performance evaluation report on Millennium Development Goals' (MDGs') poverty reduction strategies shows some changes are brought in GDP in general but there is insignificant change in improving a livelihood at a household (MoFED & UNCT, 2004). One major reason, as mentioned in the Siddhartha-Ethiopia Foundation' guideline (2004), is because "richness is hidden in poverty, and that we, the rich, are very poor sometimes because of our limitation to convert a hidden richness - strengths we have - in to money..." (P. 1).

What does this imply? Local development agencies and the target beneficiaries themselves are not giving attention to appreciating, mobilizing and linking own personal human strengths such as human capital into a meaningful economic benefits so that poor

¹ A training model that tries to empower poor people with skills and techniques brought from outside without giving a focus on their personal attitudes, strengths, skills and way of living experiences including their learning capacities

women can build own livelihood at household and community level. Why these participants do lack to do so?

The human strength approach is believed to be a determinant factor in enhancing the capabilities of poor people to revitalize and utilize own strengths to build livelihood through creating own employment and income generating opportunities. The main purpose of this study, therefore, is to investigate whether or not FHHs' have human strengths at the individual and community level. Furthermore, these strengths, vis-à-vis needs/deficiencies driven outside support, could better contribute or link to improve the socio - economic status and building own livelihood among FHHs in an urban context in Ethiopia.

Significance of the Study

Does strengths approach application is important in filling gaps to build livelihood and reduce poverty in an urban context and in other areas of intervention in Ethiopia? Findings or feedback of this research will be helpful tool to fill gaps in applying strengths approach in building livelihood among poor women in an urban context in Ethiopian. It can benefit for those who faced with deficiencies in material and cash resource, working culture...but endowed with personal strengths; it will add knowledge and awareness about strengths approach application in building sustainable livelihood in an urban context; it will bring change in outlook and practice among urban development social or extension workers and target beneficiary themselves so as to try to survive on the basis of own strengths or efforts; finally it can encourage other researchers to do in - depth research in the same city and other urban centers in Ethiopia. This in turn would have a great contribution in supporting the new five years strategic urban development and community mobilization packages implementation process and to support efforts undergoing to build capacities of implementing bodies in using local knowledge for local solutions. Specifically, the study

output will benefit the target population under study to appreciate their strengths as a determinant capital input and to pool towards creating own meaningful income generating enterprise. In addition, Arada Eco - City Project Office, City and Kebele Administrations in Addis Ababa can consult the research outputs of this type to reframe their efforts so as to incorporate strengths approach in building livelihood and self – reliance at individual and community level. The present research also has some practical importance in showing social work application in community livelihood building and in implementing human – oriented urban community development in Ethiopia in general and in Arada Georgis Seffer in a particular.

Statement of Research Problem

In less - developed countries (LDCs) including in Ethiopia, different attempts are being designed and implemented so as to improve poor women’s livelihood and reduce poverty including gender disparities. More attempts were/are given to rural areas. However, nowadays, government and other concerned bodies are seemingly giving some attentions to urban areas. In Ethiopia and Addis Ababa, urban development partners have been trying to implement a range of activities aimed at improving the lives of urban poor and reduce poverty at all levels. HIV/AIDS care and support services; the creation of employment and income generating opportunities; the provision of imported skills and credit services and so forth are some major development efforts designed to benefit unemployed youth and women (Addis Ababa City Administration, 2000). Some one may ask a question “Do improvement results achieved as intended among poor women in a slum settlement context?” When performance is overviewed based on available information and direct observation results are very limited (MoFED & UNCT, 2004 and Alice et al, 2005). It is then inevitable to ask further an extension questions as “Why does performance become

null or limited? Many causes can be mentioned as contributing factors, however, available sources reveal major cause created by the target communities and local development partners in appreciating and mobilizing own personal – internal strengths towards building a meaningful and sustainable livelihood. Such limitations are being manifested in different perspectives.

Vast amount of efforts are being made to improve physical environment in squatter and slum settlement areas. However, much of the efforts disregard to address gender patterns. Most urban planners use a unitary household planning and designing concept and practice when they think about urban development. Consequently, although FHHs and their children are majorities in such area, however, strengths, gender and poverty related special situations of this group of people are neglected (Ambessa Mamo, 2003 and FEMNET, 2001, July).

Besides, most researchers, for instance, fail to explore in – depth and ask question such as "What do you lack and what are your needs?" while ignoring to ask a question like "What strengths do you have?" Such question may lead to a failure in strengthening and mobilizing beneficiaries own human capital as one part urban development effort. Similarly, the typical Non – Governmental Organizations (NGOs) in Ethiopia experienced in the provision of direct services to poor people. In the course of providing services, they appreciate the human strengths approach, in principle, but in practice they fail to use human strengths approach an appropriate tool in benefiting poor people to build self – reliance (Abom, 2004; UNCHS as cited in CRDA Urban Working Group for Addis Ababa, 1996). What is then to be done to narrow gaps/deficiencies and improve strengths – based poverty and gender disparities reduction performance among FHHs and other segments of poor people in an urban context?"

Some NGOs appear to limit or block human and social capital formation because their focus mainly to providing direct services such as care and support to the poor so as to relieve from immediate suffering and to meet short term needs/problems. It is believed that provision of direct service has an impact in hindering poor people to mobilizing social and human capital assets towards building sustainable livelihood (Abom, 2004).

The first issue could be developing mechanisms that enable concerned bodies to explore, accumulate and mobilize resources or capital towards meaningful income generating. In this regard, two routes or approaches could be thought and applicable. Needs/deficiencies – based external resources and own internal strengths-based resources or human capital mobilization and utilization lead approaches are the two alternative options. Both approaches might have their own comparative advantages and disadvantages. However, when the two approaches analyzed from sustainability point of view, a strengths approach has its own comparative advantageous and it is powerful instrument in building livelihood at households and communities level, especially in an urban context (Saleebey, 1997; Delgado, 2000; Rakodi, 2004 and Kretzmann, 1993).

It is, therefore, empirical and more practical to select and test whether strengths approach would be workable among poor women like the FHHs in an urban context in a study area in particular and in Ethiopian in general. In the course of understanding, formulating a conceptual framework, this study tried to consult some relevant models from work of others. These models include: Asset-Based Livelihoods Development; Human knowledge-Based: Formation, Development and Utilization; Asset-Based Community Building (ABCB) (See Figures: 1.3., 1. 4 and 1.5 in the Annex).

Conceptual Framework

A dream to bring sustainable livelihood and meaningful life change among urban poor women could be possible if and only if this group of people including local development partners try to promote and use own strengths such as skills, capacities and talents. To this effect, among others change of approach from "outside - in"² into "inside - out" resources development and utilization approaches could be helpful in achieving such dream. If dream is left as a dream and human capital or strength left as strength it might not have significant & practical value in building and sustaining community livelihood. FHHs need to process and change (acquisition/develop, mobilize, utilize and sustain), in fact with some inputs of other livelihood assets, of these human strengths or human capital assets into own job creating and income generating in order to lead the better lives, secure own livelihood without interruption at all times. These group of communities including their slum neighborhood as whole would be empowered in all aspects of life and would be owner of other assets which can enable them to develop own skills and establish/expand their enterprising, e.g. owning a decent house. There may be some deficiencies in this diagram and scope of this conceptual framework. However, it is helpful in understanding and implementing the concept, relationships and process related to the strengths-based livelihood building process among poor FHHs in an urban context (See Figure 1.2). Figure 1.2 illustrates that FHHs acquired many potential strengths [skills and capacities] in the form of natural gifts, social interaction, problems... in their life experiences. The more FHHs initiated and motivated to appreciate and mobilize own strengths towards developing livelihood asset opportunities, the more they can able to build and sustain their own livelihood and lead better lives. Broken line, in this figure, indicates the indirect influence of variables to each other.

² Outside – in approach, as applied in this research, refers that to when poor people believe and try to solve own problems on the basis of resources which are being driven from outsider support; while inside – out approach is the act of improving or solving own problems based on own internal resources. These resources include skills, capacities and other human strengths - capital.

Specific objectives:

- o to investigate if FHHs have their own strengths and cognitive³ views so that they are able to exchange their resources with others to build own livelihood;
- o to examine whether FHHs' have initiative and motivation to utilize their human strengths aimed at improving own socio - economic status in its sustainable manner;
- o to find out if urban development partners have gaps in addressing human strengths when they plan and implement slum redevelopment and urban poverty reduction strategies;
- o to analysis issue of strengths transformation applicability and continuity from FHHs or mothers to their adult children in an urban context;
- o to discuss strengths approach implications and identify major constraints and suggest some recommendations as to how FHHs and local development agencies can use the strengths approach as a means and capital input;

Research Questions

Q1. Do FHHs have available strengths? How they do view or understand about availabilities, acquisition and utilization trends of these strengths?

- 1.1. Do FHHs have own human strengths that can help them to win over the hidden poverty?
- 1.2. What kinds of efforts are made so far by FHHs as to use own strengths in building own lives?
- 1.3. Which endowed human strengths are being in use in practice? How much of it being utilized? Why do FHHs prefer to use only these strengths but not others?
- 1.4. Do FHHs have skills or capabilities that can enable them to use in enterprise making? What are and why are only these skills?

Q2. Is there any positive link between strengths approach and household livelihood building?

- 2.1. Is there any difference in socio – economic status between FHHs who use their strengths in making business and those who don't use to make and what are the reasons behind?
- 2.2. Do local development partners try to convert beneficiaries' hidden richness [skills and capacities] into a capital input so as to sustain efforts undertaking in building livelihood and reducing poverty? If yes how do they address? If no why?

³ Cognitive views refer to a mental process that includes power of sensing, perceiving, remembering, imagining, judging, or deciding about own human capital development and utilization in satisfying own survival needs or building livelihood.

- 2.3. Do FHHs and their adult children try to transfer (teaching and learning) strengths so as to appreciate, use and lead their future lives based on these strengths?

Q3. What possible implications and mechanisms do have own strengths approach utilization in livelihood building and in other areas of applications?

- 3.1. What implications does a shift from needs/deficiencies into strengths approach application have on research, policies/strategies, actions and social work application?
- 3.2. What mechanisms do applicable in energizing and changing own strengths into a meaningful participation and private income generating activities (enterprising)?
- 3.3. How do poor women/adult children and local development actors able to link traditional skills with modern techniques so as to break down dependency syndrome attitude & build/sustained own way of life?
- 3.4. Which skills adult children and their mothers do prefer to have, a traditional or modern ones? Why and how do these communities able to appreciate & use traditional skills in accordance with modern settings in building own sustainable livelihood?

Organizational Setting of the Paper

In order to achieve the aim and objectives of this paper is organized under five major sections and other sub - sections. Section one deals with the introduction. This include background to a research work and its significance including the organizational setting; statement of research problem; research objectives and questions; Section two addresses the literature review to understand concepts, theories and practical application related to the issue under investigation.. In this section several key concepts or terms defined as to strengthen the magnitude of understanding of conceptual and contextual settings about an issue under investigation. Section three deals in describing research methodologies, i.e. data collection methods including data analysis tools. Section four gives a focus to analysis and interprets the raw data collected from different sources. These outputs are interpreted into a meaningful results or findings. It also provides a summary and discussion based on research results. Finally, based on findings and discussions, section five highlights some concluding remarks and the implications strengths approach on research, policies/strategies, action including social work application.

LITERATURE REVIEW

Understanding to Concept and Practice of Strengths Approach: General Context

According to Delgado (2000) and Saleebey (1993) a concept of strengths perspective is not a new phenomenon in the area of social work practice. The concept and practice of strengths approach goes back to the late 1960s - 1970s, in which at first it was started as a response to create awareness and appreciate the importance of using indigenous resources to improve livelihood situation among the African American families.

Delgado (2000:30) argues that such initial work in strengths approach has benefited recent scholars in understanding and advocating its importance in enhancing capacity and improving livelihood situation among poor communities of African Americans. The same reference indicates that through time, the concept was being widely applied in other communities in the USA and other countries. The efforts were made so as to enhance skills and capabilities of communities of color were evidence. Following this, in the 19 - 20th century, as noted by Kretzmann and McKnight (1993), a model called as “building communities from inside-out” which the strength approach was familiar within American communities.

How is strengths approach being defined? The strengths approach is defined in different ways, although most definitions incorporate key elements which are common among all:

Resilience as resilience refers to the continuing growth and articulation of capacities, knowledge, skills, insights and virtues derived through meeting the demands and challenges of one's world however chastening; and knowledge base as it is a sense of optimism and hope; allows to anyone to work within a troubled situation; a confidence and ability to manage a complex world in their future (Saleebey, 1993, p:9, 17).

Delgado (2000) has defined the strengths approach "powered by a...faith; you can build little of lasting value on pathology and problem, but you may build an enduring edifice out of strength and possibility inherent in each individual... no matter how a harsh environment tests..." (P: 30).

Rakodi (2004) defines strengths approach as:

Human capital refers to people's health status; attitude and indigenous knowledge; initiation & confidence; skills and capacities; abundant time and labor resources; better social relationships, availabilities of some natural and cultural assets around them (p: 10).

Strengths Approach: Concept and Practice in the Ethiopian Context

How is the strengths approach defined in the Ethiopian context? How local people do understand and define the strengths approach in practice? In Ethiopia literature related to the strengths approach is scanty. However, this doesn't mean the concept in the Ethiopian context is totally unknown. The concept is expressed in an indirectly with terms such as: entrepreneurship, capacity building, human resources development, handicrafts development and so forth and it was/is being in practice since a long period of time. For example, Pankhurst (1967) notes that:

Like the European, before the industrial revolution, the Ethiopian people at the beginning of their civilization evolved a handicrafts⁴ industry which met the basic every day needs of the people. While unlike the European, Ethiopia handicrafts remained a thing at home, a work still done by hand (p: 1)

Entrepreneurship is an effort designed to encourage people to strengthen, use and mobilize their own human strengths as to make a business. The enterprise skills in the Ethiopian context relate to the use of talents, creativity traditional techniques are still in the

⁴ These handicrafts include: metal work, rug weaving and embroidery, national dresses making, painting, music and musical instruments, weaponry, horn-work, basketry, wood-craft, pottery, crosses and so forth.

infant stage. This doesn't mean enterprise skills did not exist and exercise in previous areas. The enterprise skills were undergoing in a traditional setting. There were many traditional entrepreneurs. “Tibeb” makers (national dress- e.g. ‘shema’), black smiths, basket weavers (e.g. ‘Messob’) and the like could be examples (Addis Ababa City Administration, 2004).

Even so the level of small scale business development is limited, concepts in enterprising in its modern sense in Ethiopia developed/defined, as a strategy since 1997 in the form of Micro and Small Enterprise (MSEs). It is defined as one helpful instrument to facilitate and achieve the process of poverty reduction strategies in an urban context (ibid, 2004).

Nation New Letter [Saturday 15 October 2005 vol. 3, No 171] as quoted from Woretaw Bezabeh (2004), for instance, further indicates the practice that in America about one out of thirteen (77%) people own their own business, while in Ethiopia about 220/1000(22%) own their own business. Some studies reveal that one of the reasons why the rate of creativity in Ethiopian becomes low is mainly due to cultural, religious and socio - economic barriers. Cultural determination and gender bias are two factors. Women, for instance, have limited participation in diversified skills or jobs. Skills or jobs such as technicians, mechanics business entrepreneurs, drivers, managers are some in which women are discouraged to work in (FEMNET, 2001). Lacks of a working culture as well as lack of access or control over land and housing including unplanned time utilization by women have reduced creativity and women’s participation in business or meaningful income generating activities. In addition, when traditional skills development compared with the modern skills training approach, the trend is being dependent more on imported training techniques and supportive tools (Buckland as cited in Abom, 2004).

How local people do understand the concept and practical application of strengths approach in the Ethiopian and in a study area context in particular? Dwellers, in the study

area, try to understand or define the concept and practice of strengths approach in many synonymous or equivalent local concepts like:

"Kihilot," "Tiret," "Tibeb," "wegesha," "Awaki," Anteregna," "Tegagnie," "Awutista," "Akatari," "bilhategna," "kommarit," and so forth are some categories of Amharic names that represent skills, hard work, weaving, health care skills, knowledgeable, metal work or repairing (smiths), maintenance work, transport skills, broker, planner/advisor, local beer makers and sellers, and so forth respectively.

Understanding Strengths Approach Application and Importance

In general, based on available information, the strengths approach for sustainable livelihood building among the urban poor has many advantages. It encourages (i) local people to commit and invest themselves and their resources into self - reliant development; (ii) beneficiaries and development partners to build a community livelihood from inside – out approach on own assets-based such as gifts or talents, skills, capacities, and relationships (Kretzmann, 1995). A strengths approach is assumed to be more significance for urban poor than to their rural counter parts. It is mainly due to that rural sustainable livelihood building is more dependent on natural resources like on fertile land; where as the urban livelihood predominantly relies on the formation of own strengths or human capital accumulation and utilization (Rakodi, 2004).

Strengths approach helps to appreciate and put into practice the idea of “every member of a given community is a valuable resources and each community member has a capacity to pool these resources so as to strengthen and rebuild its own livelihood at individual and a given group of communities” (The Annie E. Casey Foundation, 2004, p.3). Furthermore, these arguments give theoretical and conceptual background to understand

strengths approach in strengthening the achievement of MDGs' targets⁵. The use of indigenous health care skill, the case in Uganda, for instance, has had its own contribution in reducing HIV/AIDS - health problems in which this is one target of MDGs (African Region WB Report, 2005). Such experience can serve as a lesson in poverty reduction and livelihood building in the Ethiopian context in general and in the study area in particular.

Strengths Approach in Community Livelihood Building: A General Overview

Laquian (1971) notes that women in a slum settlement are major stakeholders and endowed with talents and skills. However, slum relocation policies and practice seems to negatively affecting women in general and FHHs who are living in a rental house in particular. It is because poor women (e.g. FHHs) don't have material and cash capital to cope with eviction problems and to benefit from the intended outputs of the redevelopment program. If there are favor consequences at all, (e.g. compensation for houses), the benefit goes to owners rather than to poor FHHs who live in rented houses.

As mentioned above, however, MDGs performance report for Ethiopia, as reported by MoFED and UNCT (2004) indicates that the overall per capita expenditure showed the growth rate by 5.5% in between 1992/93 and 1998/99"; while level of urban poverty in general and in Addis Ababa in particular did not decrease.

UNCHC et al report (2000) on urban poverty in Addis Ababa, for instance, indicates that about 51.4% of the population of Addis Ababa lies below total poverty line. UNCHC report further illustrates dwellers low participation in investing themselves and their resources, low performance in reducing gender disparity were reported as major contributing factors for the problem. What gender disparity does mean and implying?

⁵MDGs' targets refer to: eradicate extreme poverty & hunger; achieve universal primary education, promote gender equality and empower women; reduce child mortality, combat or reverse HIV/AIDS, ensure environmental sustainability; develop a global development partnership ...till 2015.

Narrowing gender disparity is to mean enhancing women to have power over resources and to mobilize their own human strengths towards fighting against poverty. The fight against poverty in turn is to mean improving own socio - economic status in its sustainable manner.

Development Intervention and FHHs' Livelihood Building in the Study Area

In recent years concerned bodies such as government sectors, NGOs, kebele administration, beneficiaries are carrying out different activities so as to improve socio - economic status and well being of the communities. Micro and Small Enterprise (MSEs) associated with credit scheme; capacity building and TVET and poverty reduction strategies are some among on-going efforts (Woretaw Bezabeh, 2004). In the study area the Three Years Development Strategic Plan (2004 - 2006) and Arada 03/09 Eco - City Projects are some other efforts which being implemented in Arada Georgis by Addis Ababa City Administration, Office of Kebele 03/09, ESRDF, ACSI, Agency for MSEs, BICDO, SWAA-E, Siddhartha-Ethiopia foundation, CCF, MSDAE, LEADO and so forth are some agencies that involved in implementing the above ongoing activities in kebele 03/09. Almost all of these understand, appreciate and advocate the importance of community participation and local resources mobilization in benefiting self - reliance. Nevertheless, development agents don't have plan of action so as to how to undertake a skills inventory and strengths mobilization and utilization strategies (Arada Eco - city project office, 2004). Why? It can be reasoned that most NGOs are mainly involved in activities related to health although HIV/AIDS prevention and care giving activities has its own contribution in human and social capital formation

In general the above literature review shows that strengths approach has a determinant role to build sustainable livelihood at all levels so as to improve lives of the poor. Based on the basis the above theoretical and conceptual foundation, this study

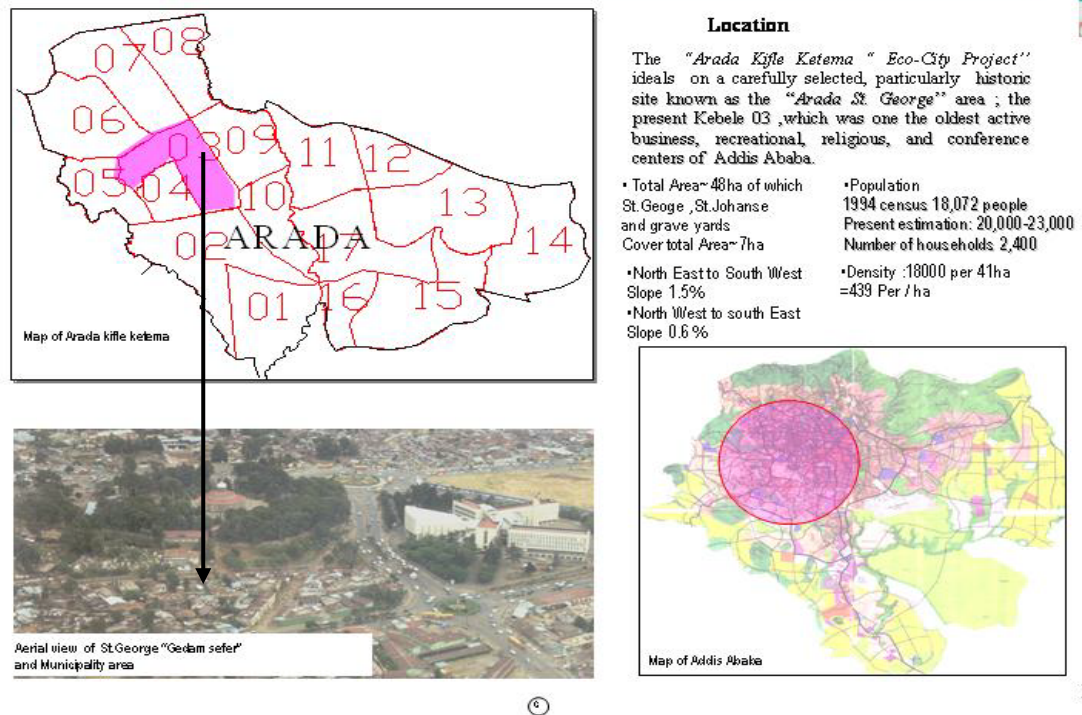
investigates the causal relationship between the strengths approach and livelihood building strategies aimed at reducing poverty at household and community level in an urban context.

RESEARCH METHODOLOGY

Study Area and Target Population

Kebele 03/09 (Arada Georgis) in Arada Sub – City of Addis Ababa is selected as the study area (See Figure 1.3, Background on Study Area Location and Population). The study area is selected based on the following reasons: (i) it is one of a slum settlement inhabited by large proportion of poor female population (54.6%); (ii) there are many urban redevelopment intervention activities under implementation in the area; (iii) the researcher had interest and previous experience in undertaking research in the area and target population; (iv) in addition, the researcher had desire to apply strengths-based social work community development practice and methods in the area of housing and urban development context.

The target population is slum dweller female headed household communities living in Arada Georgis (k03/09) Seffer of Addis Ababa. Out of a total 2,400 household heads in the kebele about 964 were found to be female headed households (Kebele 03/09 Residents' Registration Book, 2005). Previously, 100 sampled randomly respondents were interviewed in a survey study for skills and capacities inventory process which was done on summer 2005 for another purpose. Indeed, fifteen respondents [ten from FHHs and five adult children] are drawn from 100 cases for this in-depth interview purpose.

Figure 1.3: Study Area, Gedam Seffer (Kebele 03/09) Location and Population Background Info.

Source: Arada Kifle Ketena Eco – City Project Study Report, Addis Ababa (2004)

Data Collection Methods

Primary source: An in-depth interview of 15 (15% of the 100 cases) individuals and direct observation methods were employed. The case study method was proposed to generate in-depth insights into some detailed facts and relationships about the issue under investigation. The study uses an integrated case study method (Yin, 1994, p. 86).

Data collected using this method is analyzed in conjunction with the skills inventory database evidence that was collected using a sample survey method. The analysis is conducted under the assumption that a case study would benefit understanding about availabilities of existing skills and capacities. The sample cases for the in – depth interview were selected using some general spatial and social criteria; (i) FHHs who are residents of Kebele 03/09 or Arada Georgis seffer of Addis Ababa; (ii) one among the target population interviewed in a skills inventory survey so as to get reliable insights from well informed

respondents; (iii) among the fifteen (15) sample cases: five each selected from individual who have a successful⁶ and unsuccessful⁷ experiences in using own indigenous or long existed strengths in generating income from enterprising for better living. Five adult children of subjects under investigation were also selected⁸ & interviewed so as to investigate long existed skills and capacities transferability and to understand whether mother and adult children are trying or engaged in teaching – learning process of these strengths and hence using it to build a female headed household including to lead own new independent way of life in a future. In addition, age, education, family size and income information on sample respondents is also considered as selection criteria to see the link with endowed strengths and socio – economic status in relation to private business making.

Direct observation: Field visits were made to undertake direct observation of day to day activities to generate income for daily lives and to build livelihood in its sustainable manner. Observation was made in to two time frames. The first observation was held during interviewing process on sample respondents. The second observation was made to observe activities undertaken to change residents’ real way of life situation or/and incidence related to the context and to the topic under investigation. The purpose was to see strengths/skills availabilities and utilization trends during working days and weekend or holidays. In addition, some key informants from Kebele Officials, community change agents [e.g. NGOs workers] participating in the Kebele was also consulted.

⁶ Successful women in this study is operationally defined as, “those FHHs who have a capability to earn more than ETB 480.40 or 55.40 USD, above a level of total poverty line per month so as to purchase basic needs and other items to provide essential energy for healthy life of their own and families because of their maximum utilization of own indigenous skills & capacities as major capital input (Mekonnen, 19997, p. 4 – 15 as cited in urban poverty study paper for Addis Ababa, 2000).

⁷ Unsuccessful women refers to those who are getting income below total poverty line because of their limitation in using own personal strengths and hence unable to purchase basic needs so as to secure a healthy life (ibid, 2000).

⁸ Adult children were selected using the criteria; (1) they have to be 18 years and above and are living with their mothers; (2) they have to be more female in sex; (3) and two of each from successful & unsuccessful cases.

Secondary source: secondary data from different sources such as from books, research materials, documents including reports, and other published as well as unpublished materials were scanned, reviewed and included.

Data Gathering Procedures and Instruments

Questionnaire and checklists for data collection was developed. Semi-structured and open - ended questions were used. The questionnaire was prepared to collect data on FHHs' socio - economic background, the availability/utilization of strengths at the individual and community or social level, enterprise skills and enterprising experiences of family members and their role play in household livelihood building and so forth. Direct observation, Photographing and note taking were used to record or store observable facts such as interaction and open ended questions to support the analysis.

Data Analysis and Presentation Tools or Techniques

Data collected was tabulated, analyzed and interpreted using SPSS and Microsoft Office. Data output was interpreted in accordance with conceptual framework, research purpose, research questions and relationships among variables. Frequency and percentage distribution cross tabulations, charts, figures, statistical and Microsoft Office data output presentation techniques were also used.

Data collected from case study of in – depth interview was analyzed and interpreted alongside with survey evidence aimed at incorporating both qualitative and quantitative data analysis and presentation techniques.

Ethical Considerations: Approval and Agreements

Approval and clearance with a support of recommendation letter from GSSW of AAU and of Human Subjects from UIC to collect data was obtained. A permission and assistance were requested and given from kebele 03/09 or Arada Georgis neighborhood administration office and other concerned bodies (e.g. other like SWAA-E, Agency for MSEs). Statement of informed consent [on the basis of Human Subject of UIC] was developed and used so as to address the human subjects and to create better communication with, to develop trust and confidentiality including reducing negative effects on respondents. Questions and answers were conducted in place where it would not be overheard by others. Respondents were asked to agree to participate on the study. Pseudonym names were used to prevent subjects from unnecessary adverse effects or consequences.

Scope and Limitations of the Study

This research investigates the availability and utilization of human capital or personal and social strengths that can help to the individuals and neighborhoods to generate meaningful income for better lives. Geographically, this study has a particular focus on kebele 03/09 or "Arada Georgis" in Arada sub – city of Addis Ababa.

Study limitations include: lack of relevant study documents specific to Ethiopia and in an urban context; the difficulty of matching sample respondents selected from Registration Database – file in actual field work because of change of address and other reasons.

Definition of Concepts

Different studies define concepts in a number of ways. However, for this thesis work the following concepts are adopted (CSA, 2004; IHS, 2004; Mamo, A., 2003; Delgado, 2000; Arada Eco - City Project Office, 2004; MNCD, 1965).

Concepts	Definitions in a context of this study
A Household	A household in an urban context is commonly defined as persons or co - resident group of people who contribute to and/or benefit from a joint core economy in either cash or domestic labor resource constitute a household.
Female heading a household	A household ... where a woman member is the main source of income and responsible for care and organizing a group of people who live and eat together under a responsibilities of a female head.
Slum upgrading or eco - city project	It refers to achievement of neighborhood – based slum improvement and human well being with out displacement, i.e. development intervention that benefit dwellers with out being evicted from their previous settlement area.
Urban social work practice	a practice designed to help urban neighborhoods in developing their livelihood opportunities on the basis of maximum utilization of own personal strengths so as to lead a better way of life
Urban poverty	It refers mainly to a concentration of many passive, deprived and unsecured poor people in urban areas in general and poor female headed households living in a slum settlement or inner cities in particular.
Human strengths	This refers to human strengths [human capital – livelihood assets] available poor slum at personal and community level which include: health status, availability of labor and time resources, attitude and indigenous knowledge, skills and capacities, initiative and confidence, experiences and relationships and so forth. In this research give more focus to human strengths as skills and capacities there are embodied under these terms in other studies.
Sustainable livelihood building	It refers to a livelihood status in which poor people like FHHs earned more than ETB 480.40.00 per month because of their ability to utilize own human strengths available at individual and community level. The ability refers to change of strengths into meaningful income generating activities so as to secure their lives at a length without interruption. On top of this a state of dependency syndrome and stagnation will never exist as well poor FHHs no more will be called as poor residents.
Local development partners	it refers to all GOs, NGOs, and CBOs and forth that participates or involve in planning and implementing poverty reduction, household livelihood improvement and eco – city development strategies in kebele 03/09.
Adult children	It refers to children whose age is eighteen and above and living with their mother whatever they have or not their own sources of income
Needs/deficiencies approach	It refers to a process of addressing target beneficiaries’ problems/needs assessment & identification to serve as means to attract and mobilize external resources aimed at providing direct services to the needy when problems arise.
Social and political capital	It refers to social resources such as rules, norms, obligations, relationships of reciprocity and trust embedded in social relations, social structures, networks, membership in groups, and access to wider institutions of society - social resources.

ANALYSIS AND FINDINGS OR RESULTS

Demographic Characteristics and Socio – Economic Situation

Demographic Characteristics

Demographic characteristics of subjects interviewed in this case study are analyzed. Information gathered from successful and unsuccessful cases alongside with skills inventory evidence⁹ was compared. Out of the interviewed ten FHH respondents, 6, 8 and 6 who are leading a relatively successful life are found under age categories of 41-50, in a range of educational level of grade 1 – 6 and became female heading mainly because of separation/divorce respectively. On the contrary, among five unsuccessful cases 2 are fallen above 50 years age structure, 5 are below grade 6th educational background and marital status of 4 of them are widowed and single women. When demographic characteristics of subjects interviewed in both case studies and survey evidence were compared to each other except some difference, similar trends and consistent results are observed among them. Taking the education status, for instance, many of the respondents in both studies are found either illiterate or at the level of primary education (See table 3.1, and figure 3.1, below).

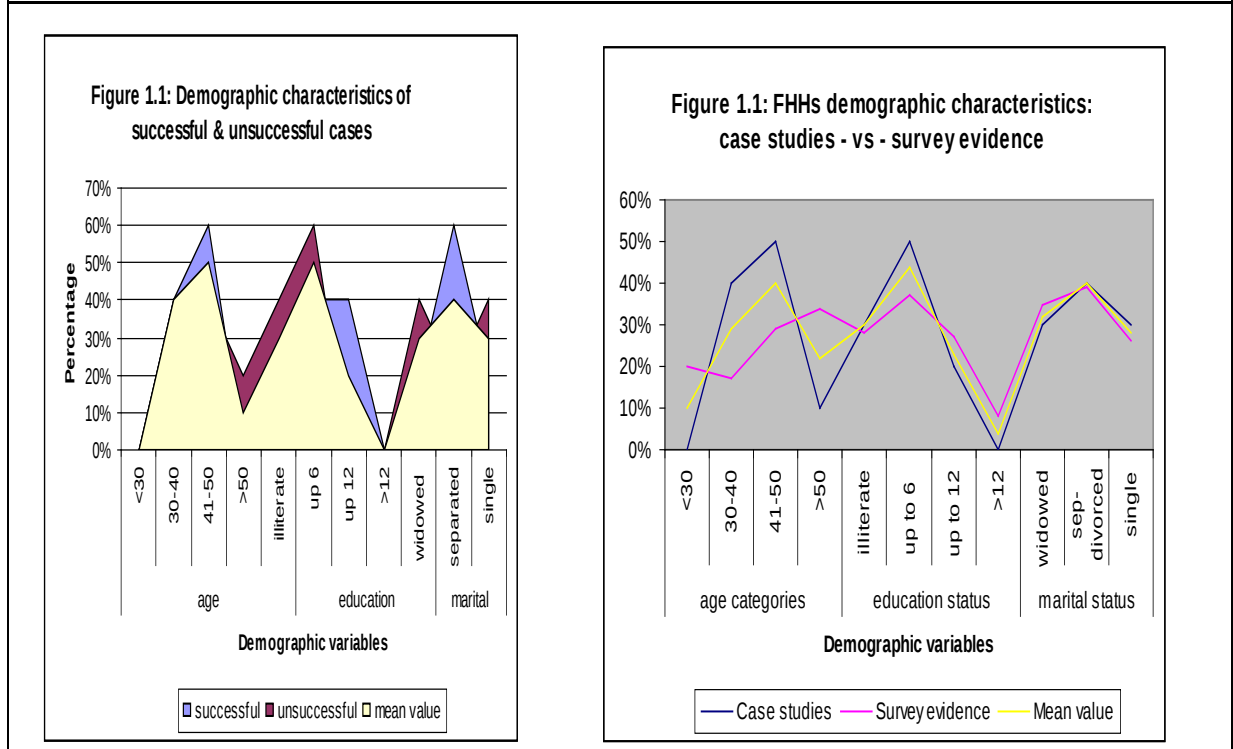
Table 3.1: Demographic Characteristics of Successful and Unsuccessful Cases, 2006

Respondents	Age categories (by year)				Educational status (by grade)				Marital status		
	<30	30-40	41-50	>50	illiterate	Up to 6 th	Up to 12 th	>12 th	Widowed	Divorce & separate	single
Successful	0	2	3	0	1	2	2	0	1	3	1
Unsuccessful	0	2	2	1	2	3	0	0	2	1	2

Sources: in – depth case studies (2006) and skill inventory survey evidence (2005)

⁹ Skill inventory evidence or database is a data organized from a survey undertaken on 100 female headed households in the study area, Gedam seffer during a summer of 2005. The researcher of this study was participating as an assistant researcher in a survey study.

Figure 3.1: Demographic Characteristics of Sample Respondents – FHHs (Age, Education and Marital Status)



Source: case studies and survey result, 2006.

One surprising finding that separated and divorced FHHs are more successful than widowed and single ones in changing their strengths into entrepreneurial activities. A question might be asked as to why it happens like that W/ro Tiru Abeje, one among the successful group of women, expressed that:

In the first place, housewife is insecure way of life in which a husband may have to thrown his wife as simple as a broken material and he made a choice of wives because of his decision power in terms of resources he do have. So, unless a woman tries to develop her own self – confidence and able to empower her- self the same will be applied and she can't make a choice on husbands...and hence this is a reality that pushed/pulled me to mobilize and invest the whole myself - mind, strengths, time so forth into business enterprise so as to sustain my source of income for better lives and to be a successful woman like a man who able to make a decision and a choice in any way of life.

On the contrary,

Case Presentation:

Girmanesh Hailye [age 39 and grade 6th], one of the unsuccessful widowed women, expressed her feeling as:

‘My husband was a worker. As soon as he died I was depressed and felt helplessness moods. At this time, I get about Birr 75.00/month from my husband’s pension. Out of this some amount of money is being used in - memory of deceased husband based on priest’s consultation ...and unable to continue selling tella to support my lives due to different reasons (i) people asked me to engage in making business from commercial sex work but my mind couldn’t accept it; (ii) my children mightn’t able to read and sleep in a house at a time; (iii) un able to bring a bright future in my mind and to consider myself as a resourceful to invest in some other areas; (iv) feel the attitude that if my husband had been alive and/or government helped me to employ, we might (myself and my children) had not been suffered with poverty. In addition, I some times feel sickness and a sense of hopelessness’.

Thursday, 15 March, 2006.

Source: in – depth case interview, 2006.

These findings indicate that issue of being successful or unsuccessful in business making activities has close relationship with marital status. Divorced or separated FHHs show a relative successful experience than widowed ones.

Place of Origin and Reasons to Come and Settle in Arada Georgis Seffer

Respondents were asked their place of origin. Out of ten respondents, 5, 2, 1, 1 and 1 of them were born and grown in Amhara, Addis Ababa, Oromiya, southern region and Tigray respectively. As far as their length of stay in Arada Georgis is concerned, 5, 4 and 1 of them live above 36, 16 and a minimum of 6 years respectively. Questions as to why and how did they come and prefer to live in Arada Georgis were also asked to them. Most respondents mentioned that in previous time, Arada Georgis or Gedam seffer was active

and promising business center for unskilled FHHs to engage in *komurro madder*,¹⁰ and to participate in other related income generating activities like barista ('asselafi') in bars/hotels and related ones.

Respondents noted that they engaged in such activities because in an urban context there were no other better and socially acceptable job opportunities that fit FHHs except to be a housemaid in private households and in other similar activities. On top of this, a chance to remarry again after being FHHs is also rare. Hence, respondents came to live and work in Arada Georgis Seffer, although a process to come to was not a simple challenge. It was requesting to pass through a web of life transition from one way to another (drop out – burnout), i.e., from housewife to housemaid and to *komurro madder*- selling of local drinks - and then to another way of life in order to cope with the problems of living and producing income.

Socio – Economic Situations, Sources and Amount of Income Analysis

Source of income: slum areas in general are poor. Life there is so difficult that the amount of income is very low among FHHs in particular. The findings of this research, therefore, indicate that both successful and unsuccessful respondents have different sources and amounts of income. Home-based [e.g. local drinks preparation and selling] and street sideway small scale and informal petty trade of different types, and daily labor activities (28.2%), support from families and other sources of income (24.6%) and so forth were found out and observed as major sources of income in Arada Georgis neighborhood. In this study, a total of thirteen categories of activities that are major sources to generate income among poor FHHs living in a slum settlement were identified (See Table 3.2).

¹⁰ 'Komurro madder' is one way of a traditional means of income generating activities that socially labeled as a job of female headed households . Main areas, in this regard, include: provision of local drinks services such as making and selling 'Tella', 'Katikala', 'Teji', 'Filter' and so forth associated with commercial sex work.

Table 3.2 Sample FHHs' Major Sources of Income (Skills) so as to Build Own Livelihood in a Study Area

Major sources of income (skills)	Successful respondents	Unsuccessful Respondents	Survey evidence	Case & survey	Skill utilization rates (survey %)
Home made baletina products ¹¹	1	0	11	12	11
cereals/grains...oil seeds selling	1	0	0	1	0.9
Hair dressing/beauty salon	1	0	0	1	0.9
Provision cafeteria service (food, tea...)	1	0	2	3	2.7
Pension and welfare services	0	1	8	9	8.2
House maid & mobile clothes washer	0	1	0	1	0.9
Provision of local drinks services (e.g. Tella)	0	1	0	1	0.9
Prepare & sale different types of handicrafts ¹²	0	0	1	1	0.9
Support from families and other sources	0	2	25	27	24.6
Salaries (employed in Gov't, NGOs, private) ¹³	0	0	18	18	16.4
Informal petty trade activities & daily labor ¹⁴	0	0	31	31	28.2
Kebele & government sponsored MSEs	1	0	0	1	0.9
Leasing out own room & beds for hours ¹⁵ & provision of dealers/brokers services	0	0	0	0	0.0
No responses (but other means observed)	0	0	4	4	3.5
Total	5	5	100	110	100

Source: In –depth case studies (Andom G., 2006) and Skills Inventory Survey Report (Alice, 2005).

Amount of income: Survey result on amount of monthly income among interviewed respondents were found out to be within a ranges of Birr 75.00 – 100.00 up to Birr 600.00 – 650.00 with one exception that earns more than Birr 850.00 in both successful and unsuccessful cases. The average income in this case study showed relatively similar result with a survey evidence in which average income in both studies was found to be within a range of ETB 101 – 400.00. In addition, findings indicate that many unsuccessful cases earn below Birr 200.00 per a month; while the successful ones earn not less than Birr 400.00 (See Table 3.3).

¹¹ Homemade baletina products refer such as to Injera, pepper & spices ('berberie-kimemakimem'), ambasha, 'kello' & 'shero' (dry food) and so forth.

¹² Handicrafts include: basketry, threads – making, embroidery (sewing), tailoring, dress making, crouching, beads making, pottery and grass –based plate making, wood crowing caving, Jewelry & so on

¹³ Most of employed FHHs involved in low paid jobs such as messenger, cleaner, secretary-copy typist, receptionist and telephone receiver and so forth. Their low education has its own contribution to involve in low paid jobs

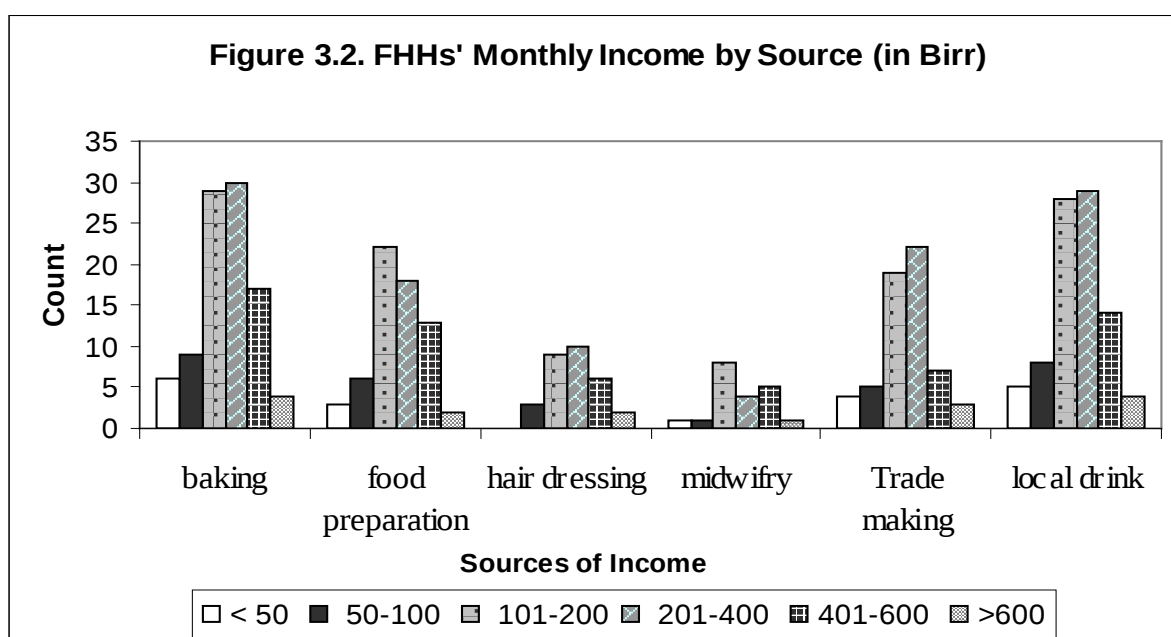
¹⁴ Petty trade activities include activities performed on open markets such as on street and 'Gullit' market areas. Items sold in such area may include small scale fruits & vegetables, households' utensils, textile – clothes and others that have similar nature.

¹⁵ Leasing out rooms and beds – some poor commercial sex workers try to generate income by make partitions and leasing out her room and beds for daily laborers and other street sideway commercial sex work makers and for other visitors for a short period of hours so that they can generate income from it.

Table 3.3: FHHs Level of Monthly Income Categories (Case & Survey Studies)

Source of income categories (in Birr)	Number or percentage of FHHs by monthly income categories			
	successful	unsuccessful	survey evidence	Survey (per cent)
Less than 50.00	0	0	6	5.5
50.00 - 100.00	0	1	9	9.1
101.00 – 200.00	0	2	30	29.1
201.00 – 400.00	1	1	30	29.1
401.00 – 600.00	3	1	17	19.1
above 600.00	1	0	4	4.5
Not applicable	0	0	4	3.6
Total cases	5	5	100	100

Source: In –Depth Case Studies (2006) and Skills Inventory Survey Report (2005)



Source: In –depth Case Studies (2006) and Skills Inventory Survey Report (Alice, Andom & Wassie, 2005)

Further questions were forwarded to subjects to know as to why their level of income is different. Both successful and unsuccessful groups of women have their own thought, perception, experiences and answers.

Unsuccessful cases, w/ro Tirfinesh Teketele and Girmanesh Hailye mentioned that her level of income and standard of living became low income and poorest of poor, because HIV/AIDS threatened to both their health and jobs. They don't have customers to come and to buy local beer and interact with them as before. There is also a great shift in consumption

patterns. People who were using local products (e.g. local drinks like ‘Areki’ and local dress like shema) have changed using modern ones like drinking industrial processed products, e.g. Beer, wearing manufactured clothes and so on. Every household tries to prepare food items (baletina) for sale. It is difficult to distinguish who are the sellers and buyers. As a result many have a failed business experience. Third, the poorest are unable to invest in themselves either to be employed or to be a businesswoman because of lack of education and ‘zemed’¹⁶. Finally, the huge load of family responsibilities associated with the existing gender-biased division of labor creates discouragement and a lack of confidence in them to fight the fear of public opinion “እስከ ደሞ ምን ችሎታ አላትና ነፃ ያለች የምትሰራው ልትሸረሙት ነፃ እንጂ. The English expression equivalent to the Amharic one is “W/ro ‘Y’ open a house and she acts as if she has skills to do enterprise activities, but she has nothing. Her mission is to perform hidden activity, i.e. commercial sex work”. On top of this, unsuccessful respondents mention that they dislike some works because of the boring and tedious nature of work activities. These all affect them to accept the public opinion and hence their income level is very low. One successful case, on the contrary, define successful woman as:

Case Presentation:

W/ro Abayenesh, [age 45 and education level grade 5th] defined her self as she is a successful woman because she has better income to improve her and her family living situation. Reasons that influence her to be good achiever in getting better income from entrepreneurship include. First, a woman can be define as successful when she able to breaking down cultural influence. This is to mean that when she developed positive thoughts/confidence, it enable her to fight backwardness and negative public opinion that appreciate gender-based division of labor, e.g. business making for men. Second, individual woman could be considered as successful woman when she able to solve problems mainly based on own efforts, i.e. on the basis of from inside-out resources mobilization process rather than trying to externalize¹⁷ things and seek solutions from somewhere outside. Third, when she work with the presence of hope as to mobilize own strengths – skills, capacities – towards making a difference in life change by creating diversified sources of income. For example, in my case, I am permanent trader in cereal business and I try to support it with basket weaving and selling. Finally, if a woman tries to be specialized in different types of skills and business activities rather repeating what others are doing, she would be a successful woman in all aspects of life. These are the factors that helped me to be successful woman in business. Wednesday, 22 March, 2006.

Source: In – Depth Case Interview, 2006.

¹⁶ Zemed in this context refers to someone who can able to create job opportunities in government, NGOs and private agencies using whatever means - formal or informal – as to satisfy interest of bureaucrats

¹⁷ issue of externalization is a major hindrance to promote own strengths and to carry out business making responsibilities. Rather , it encourages dependencies and engaging in fruitless time and labor consuming activities and/or it might be a facilitator as to appreciate attempt in saving labor (e.g. depend on support)

There is also the need to create connectedness or networking in the context of enterprising with others who involve in other types of specialization to enable exchanging products and share experiences.

To support what w/ro Abayenesh has said, W/ro Tiru told a story some FHHs faced with failure experiences in establishing a good business plan. It is because, “**አንድ ንግድ ፈቃድ የሚሰጡ ሰወዮ ሁሉም ንግድ ፈቃድ ጠያቂ ሴቶች ...የባልትና ...የባልትና ...የባልትና የቆሎ... የቆሎ... የቆሎ... ሲሉ ምን አለ አንዱዋ ብታደርገው ንፍሮ...** “ አሉ ይባላል በማለት የችግሩን ሁኔታ ለመግለፅ ሞክራለች, i.e., there is no specialization rather everyone attempt to repeat same business activities what others are doing. This attempt doesn’t have any benefit to everyone except facilitating the failure of all business activities together”.

Human Strengths Analysis: Understanding, Availabilities and Utilization

This section has tried to analysis and give answers to research questions related to “whether FHHs living in slum settlements do have own strengths and hence these strengths can help them to disarm a hidden poverty?” Which skills are being used in making enterprise? What type of efforts are being made and problems that are manifested so as to utilize these strengths aimed at improving FHHs’ livelihood?

FHHs perception towards successful and sources of empowerment: Respondents were interviewed in – depth to express how they perceive, define the strengths they have. Accordingly, in this research work, it is found how successful and unsuccessful respondents perceived, understood and defined own human strengths that they have as follows (See Table 3.4).

Table 3.4: FHHs' Perception and Understanding on Meaning and Contribution of Own Endowed Strengths

Perception to strengths	What do understand about the strengths FHHs endowed in particular & people in general?	
	Successful subjects	Unsuccessful subjects
1. Perception, definition on skillful women-FHHs	- o Win over a problem that she do faced in her life; - o Involved in activities outside of home like men; able to make debate & win in front of court ('እንደ የሴት ወንድ እየተባለ የሚጠሩ ሴቶች ጠንካራ ያሰኛል'); - o Able to be out of any form of dependency attitude (struggle to be free from looking hand of others) - o Becoming ready to perform both woman & man role and to be risk taker in investing oneself/strengths into business - o encourage creativity & discourage seating and saving of labor for nothing (ሌላ ሳያምራት), etc	- o able to feed & mange families daily needs; - o able to prepare food – 'doro wat' & local drinks; - o able to washing & ironing of clothes, cleaning houses; - o able to cope with life threatening problems (e.g. like sexual abuse), tella and other local food making to be a perfect wife; - o able to make handicrafts for her household & selling purpose, etc.
2. understanding to own source of empowerment in securing own lives	- o initiation, motivation and active responsiveness in improving family life & able to be self – helper; - o abilities to see own strengths & invest them outside of home in business making; - o widen scope of her need and try to work outside of home like men to satisfy wider range of need	- o having money that enable to initiate to make business; - o having support from families, government, other individuals (they call it as 'weggen'); - o education that enable to be employed within Gov't & private agencies....

Source: In – Depth Case Interview, 2006.

It is possible to observe different perceptions because of difference in experiences and backgrounds. W/ro Tirfinesh Teketele, for instance, defines/understands a woman as skillful when she is able to make local drinks - 'Tella', 'Areki', and 'Filter' - for selling purpose. W/ro Tirfinesh mentioned [with her 31 years work experience] some reasons as to why she said making and selling local drinks them is a profession. Making and selling local drinks like Tella, for instance, has a process. It may need about 10 – 15 days to prepare and sell one round process. Every one may not have and able to perform such skills because many specific skills are embodied within it.

Analysis on individual skill and capacity availabilities: In the skills inventory survey report about 13 major categories and 156 specific types of skills or strengths were listed out from 100 FHHs. This helps to know skills endowed by FHHs. Findings of this study indicate that out of thirteen skill categories, every FHH respondent living in a slum settlement is endowed about six major types of skill categories on an average. Besides, FHHs do have more specific skills and capacities that are listed under each specific

category. In Arada Georgis seffer, the first five top potential and actual categories of strengths or skills endowed by FHHs are found to be more on traditional food and local drinks preparation and selling (more than 79%); child and elders care (more than 73%); health care (more than 68%); minor maintenance work for own household purpose (more than 54%); household management and supervision skills (50%); handicrafts making (more than 34). On the contrary, skills in transportation (6%); machineries and equipment maintenance (8%); security and guards (13%); office work skills (31%); and construction work skills (34%) were also assessed as least endowed skill categories among FHHs in a slum settlement. Like results identified in the survey study, findings of this in – depth case interview showed similar trends in skills and capacities endowment (See Table 3.5).

Table 3.5: Percentage Distribution of Strengths – Skill Categories Endowed by FHHs (Case & Survey Evidence)

Major strengths, skills and capacities categories	Specific skills listed under each category	Percentage distribution of FHHs by strengths categories		
		Cases (N=10)	survey (N=100)	Survey evidence
Health care skills	15	8	68	68%
Office work skills	11	2	31	31%
Construction work	30	4	34	34%
Maintenance work	13	7	54	54%
food & local drinks	11	10	79	79%
child & elders care	5	9	73	73%
transportation skills	7	1	6	6%
Equipm & machineries operation/maintenance	20	2	8	8%
mgt & supervision skills	7	7	50	50%
Small business activities	6	8	22	22%
Music & instruments	4	7	45	45%
security & guards	9	2	13	13%
handicrafts (different types)	18	10	34	34%
Average	(Total=156)	5.9	40	40%
Per individual		5.9	5.2	5.2

Source: In-Depth Case Interview (2006) & Skills Inventory Survey Report (2005)

The above findings further reveal that no single FHH is deprived of human strengths or skills. Although degree of endowment in skills differs among FHHs, however, every one is endowed with some type of skills.

Analysis on social skills and capacities availability: Social skills and capacities are equally important like individual strengths. It is important because it has an ability to support and strengthen human capital to be used as major input in income generating activities. ‘Equb¹⁸’, for instance, can be mentioned as one instrument to accumulate financial resources so that an individual can able to mobilize own human capital - skills and labor into business enterprise making for better lives. Whatever the purpose, poor people participate in different types of community - based social institutions, although level of participation among them is not similar.

Both successful and unsuccessful respondents reported that on an average they participate in more than seven types of community – based social institutions. As a result, these group of poor FHHs acquired some sort of social skills because of their involvement in partnership participation in one way another. Participation in institutions include: Edir¹⁹, Equb, Mehaber²⁰, business cooperatives, religious or church, political and other community based voluntary associations within and outside of their neighborhoods. Their participation and role play expressed in terms membership, leadership & management, properties care & inspection, labor & financial contribution, new members’ recruitment and mobilization. Differences are observed when results evaluated from a context of successful and unsuccessful cases. Successful cases try to frame their participation in terms of economic benefits; while others looked it from religious point of view.

5 Equb is a traditional saving system among a group of individuals who have common interest and trust of each other so that individual members can have some amount of accumulated strengths to perform a special business activities otherwise they cannot be improved through regular income [community bank];

4 Edir is a community-based institution established on mutual interest of members and its primary objective is to support members during the time of crises such as death of family members [community welfare institution–system].

6 Mehaber is a form of gathering intimate by friends or relatives once in a month, which has some spiritual/ethnic characteristics and ritualized after the name of some Saints such as Saint Mary, George, Michael and so forth.

Analysis on time, labor and house as strengths: FHHs were asked to give their opinion on time, labor and a home availabilities and utilization, as one important human capital input and analyzed in terms of supportive assets to poor people in building own livelihood in its sustainable manner.

Analysis was made in this regard so as to understand whether low level of time and labor resources utilization holds true among FHHs in practice. The case study result indicates that successful cases properly use own labor and time resources in making meaningful business activities. On the other hand, more than half use their time and labor resources into other purposes or make it let to be idle; most unsuccessful cases mentioned that their labor and time is employed in requesting assistance, begging, being idle-seating, dreaming/waiting to go abroad and so forth (See Table 3.7, below.)

Table 3.7 Labor and Time Resources Availabilities and Utilization Analysis among Sample FHHs

Type of daily activities performed by FHHs	Comparative analysis on time and labor availabilities/utilization among successful & unsuccessful groups				Meaning & implications
	Successful Groups		Unsuccessful Groups		
	No of persons involved (N= 23)	Time utilized (N=24 hrs)	No of persons involved (N= 27)	Time utilized (N= 24 hrs)	
Income generating (business)	11 persons	12	7 persons	6.6	Search of income ...
Family Care & organization	participation	2.8	Participation	3	Feeding, schooling...
Domestic & social affairs	participation	3	participation	4	Washing, baking, church...
??Rest , recreation, and others	Avg. utilization	6	Avg. utilization	7.4	Time & labor saving...
Idle time: seating (if any)	Avg. utilization	0.2	Avg. utilization	3	Un utilized labor, time
Total	23	24	27	24	

Respondents were also interviewed so as to give their own opinion about large family size in a context of strengths approach. Most of them mentioned that if every member of the family able to work and come with some amount of money to support home of FHHs, it is good to have large family size. Otherwise it is a big load to FHH. For W/ro Aster, for instance, “unless adult children own their own house, whether they earn some amount of money or not is the same and headache”. She further illustrates her feeling that some adult children are participating in some work but the money they get is used for fashions-shoes/clothes, recreation. If they don’t give to their mother and support household

economy, I can't say it has an advantage. According to respondents the economic situation and tradition has its own influence in encouraging adult children to live with their parents regardless of whether they own income or not. The income they earn from other sources out of government employment might not give them a power either to marry or to lead independent household of their own. Some adult children and their mother don't appreciate labor and time resources as productive that is utilized outside of government or/and NGOs employment situations.

Most unsuccessful respondents try to summarize availabilities and utilization of labor and time resources in the following manner. First, adult children [in a context of time and labor resources] unable to involve in benefiting the core economy of the household and in sharing burden of their mothers. Second, when adult children become idle, they try to use their labor and time in some meaningless and harmful activities such as in chewing chat, in waiting activities that would be created by others. Third, the desire to go abroad among most adult children is also strong. It is possible to say such desire might not give energy for adult daughter to think and act towards utilizing own skills, time and labor resources. Finally, if mothers and their adult children develop negative attitude and dislike perception on their own traditional skills, the chance to develop their own personal strengths and use then in poverty reduction is affected at present and in the future.

Home as Significant Element in Adding Value to Human Strengths: Sample FHHs were interviewed to express their perception on housing as one important asset to operate business and generate income from it. Almost all sample FHHs noted that individuals who have own house located in an appropriate site have a comparative advantage in engaging in own enterprise activities in their house.

Besides, respondents reported that there are some problems in using kebele houses to pursue some formal business activities. First, Kebele doesn't allow using a house for

business purpose. Second, in most cases a house has only one room and is found in inaccessible locations. Third, most houses or rooms don't have privacy, but are shared with other households. As a result, these Kebele houses for business making are potential factors to create conflicts among neighbors and in turn the social capital would be affected. Thus, FHHs have a problem to own a house located in an appropriate location as an asset to make business enterprise activities. Absence of such a working place for business has a negative impact on FHHs to think about and mobilize their own strengths towards establishing and performing enterprise activities. Therefore, human strengths application in sustainable livelihood needs to address housing as a personal asset, i.e. part of an overall capacity building development plan.

Analysis on human strengths acquisition process: Respondents were interviewed to indicate about the evolution and development trends of own human strengths. They are asked so as to from where subjects did acquire these strengths – indigenous knowledge, skills, abilities, capacities. Cases in the in – depth interview mentioned that 3, 1, 4 and 2 of them acquired or learnt from a social interaction within a given social environment; formal education/training; families as well as peer groups; and from problems encountered through their lifelong experiences respectively. Respondents were further asked as to “how they did acquire or learn strengths or skills and what kind skills did you acquire from problems?” W/ro Girmanesh Hailye, one of unsuccessful respondents, mentioned a situation as follows:

Before, I didn't have skills in provision of bar service and local drinks selling. Soon after my husband died everything became dark. I didn't have a single coin so as to buy food to feed my children. I tried to search possibilities as how to cope with my problems. One possibility that came in my mind and in which I was able to do [because of a tradition and my level of education] was to employ in a bar house to serve as a barista and other related activities. So, I can say, I learnt skills like working as a barista and other related works gained from a problem I did have before.

Besides, this study identified through direct observation the fact that FHHs have the ability to acquire some new skills in due struggle process for living. A skill in creating an alternative sources of local energy, '*charcoal*', could be an example. Beletech, poor woman in Arada Georgis Seffer is trying to produce charcoal on the basis of mix up of used ash, black soil and water [it is one way of applying a recycling method]. To this effect, this study believe that if poor women are supported or encouraged, efforts they are creating new skills would be helpful in benefiting, (i) poor FHHs in generating income and building their livelihood; (ii) it could serve as a local response in solving energy problem within a slum neighborhood; it would be helpful in preventing problems of deforestation.

Another respondent (e.g. Elfinesh Kebrete) in her part tries to express how she acquired skills in business operation. She mentioned that since 2004 a government sponsored formal cooperative business enterprise skill training was provided to some FHHs. She was part of that training and then she acquired some new skill from formal training institutions in cooperative - based business making activities.

Analysis on human strengths utilization process: This research, as supported by skills inventory survey report, found that of total lists of skills of FHH, only 27.5%, on an average, are being utilized for business making purpose. The rest 31.5%, 29.7%, 23.5% and 23% are utilized for household or home-based, business purpose, social affairs purpose and 23% are remained as idle and being used in meaningless activities when are evaluated from the viewpoint of enterprising respectively. This doesn't mean the use of ones' own strengths in building individual and community level livelihood and social purpose don't have contribution in supporting lives of FHHs. For sure these might have some indirect contribution. However, the issue is when these resources are evaluated in a context of own business making activities, more than 72.5% are not used but these are either being used for social affairs and home-based purpose and/or otherwise beyond that either they might be remained idle or disappeared. The utilization trend is calculated based on specific cases and then generalize to the level of survey. The rate shows facts above 100%. This is because respondents give response more than ones (See Table 3.8).

Table: 3.8. Trend and Level of Human Strengths Utilization in Creating Own Jobs [Business Activities] Among FHHs.

Skills/strengths categories	FHHs endowed with strengths/skills (survey & evidence (%))	with case	Mode & rate of available skills utilization among FHHs (in %)			
			Home purpose	Business purpose	Social purpose	Idle with no purpose
health care skills	74		59	5	44	----
Office work skills	26		0	100	0	----
Construction work	37		9	28	5	----
Maintenance work	62		53	9	2	----
Food & local drinks	90		90	63	54	----
child & elders care	82		55	18	27	----
Transportation skills	8		8	0	0	
Equipm & machineries operation	14		9	5	0	----
Mgt & supervision skills	60		51	26	17	----
Business making & selling	51		0	45	6	----
music & instruments	58		8	8	58	----
Security & guards	17		0	9	9	----
handicrafts (different types)	67		67	40	13	----
Average (in %)	49.7		31.5	29.7	18.0	23
per individual (in number)	5.8		4.1	2.5	2.4	----

Note: * refers average of in-depth case studies (2006) and skills inventory survey evidence (2005)

Why do FHHs become unable to use their endowed skills in creating own jobs? The following reasons were mentioned by respondents as major challenges in changing own strengths into enterprise making. These challenges include: low level of adaptation to modern way of skills acquisition techniques because of low level in education, bad public opinion and cultural influence; low attention of new generation so as to appreciate and utilize traditional skills and products and hence to prefer using modern imported goods and services.

Human Strengths and Enterprising: Linkage Analysis

Strengths (skills and capacities) as capital inputs and tools in imitating and performing enterprising: Skills and capacities are important elements to be used as capital input and tools in carrying out business enterprise. But beyond this function, skills and

capacities are also important in serving as tools (i) in linking and enhancing capabilities of FHHs so that to enable them in developing initiation, motivation and confidence towards creating own jobs or business; (ii) lending and repaying of loans; (iii) in realizing and making readiness oneself to challenge potential business risks or challenges; (iv) in understanding about marketing principles, i.e. integrating products/services with customers within the interest of competitive market environment context.

Both successful and unsuccessful respondents were asked to reflect something about their experience in linking their own personal skills with activities they perform in enterprising so as to understand the issue of enterprise skills in relation to the work they are doing. Four from successful and 2 from unsuccessful sides mentioned that the work they are doing has a close relationship with business enterprise activities. While, the rest of respondents mentioned that they don't believe their work have a relation with enterprise activities. The concept of business enterprise activities for unsuccessful cases owns and performing of big firms that produce and sell goods and services in a large amount, but not doing a simple petty trade and household purpose. Business enterprise for them is making a huge profit. However, when their work is looked from such perspective it is a simple work performed to get only daily bread. They ask themselves as to how their work could be considered as business enterprise. On the contrary, successful individuals seem clearer than their counterpart as to understand concept and link of enterprise with a work that they are actually doing.

The study investigates the issue and such difference in thought and practice so as to link strengths with enterprising. FHHs have much strength in one way another. However, as mentioned above, the problem is to change these strengths into business enterprise making so as to generate better income for better lives. The following factors are major contributing factors. First, FHHs' thoughts and attitudes show the ability transform their strengths into

practice in creating differences among successful and unsuccessful in putting their strengths into the enterprising practice. Second, the issue of demographic and socio – economic background such as education, religion, family work load have their own effect. Third, experience of disliking some traditional domestic work e.g. housemaid negatively influence to develop enterprising. Fourthly, the preference to work in labor saving activities like engaging in selling Areki associated with a commercial sex work have their own impact. Fifth, lack in getting seed money has its own impact on the linkage. Sixth, issues related to networking such the path to participate in business cooperatives enterprise²¹. Finally, lack of knowledge in cost – benefit analysis so as to understand feasibilities of the linkage between own strengths and in enterprise making has a negative effect.

Beneficiaries’ perception: W/ro Aster, for instance, mentioned labor-based metal work gives sense of shaming – like blacksmith. However, when it is being done using a modern machine it is okay and no problem for her.

Another respondent, W/ro Aynalem, illustrates her view as “I don’t feel and public opinions don’t accept activities performed at home - level as to be considered as skills...because no income is being generated from and are routing activities performed by every one”.

FHHs were interviewed to list out activities within a framework of business enterprise making. Successful and unsuccessful sample FHHs, therefore, gave their response or opinion as summarized below in Table 3.9.

²¹ respondents view on business cooperative: it is good in capacitating to start business and to learn some skills as how to make business but not good to continue participating in a group mode of working because there is delay in getting income for daily needs; members’ labor, skills, time ...contribution are limited [due to less cooperation and ‘melegem’], there is risk of failure/separation when support from sponsors stop

Table 3.9 List of business enterprise activities in use and planned to use in the future, as reported by sample FHHs.

Lists of business activities in use and planned to use (as main and supportive sources of income for FHHs)					
Successful respondents		Unsuccessful respondents		Reasons	
Enterprise or business activities being performed at present	Areas of future preference (enterprising add/change)	Enterprise activities or skills in practice or in use	Plan to add or change of enterprise skills (future)	influencing FHHs to think in such a way	
o sale of cereals & other grain	o child & elder care	o Serve as house maid	o Civil servant & office	Experience, Capabilities, Motivation, Networking, Simple/complex, Feasibilities (cost – benefit)...	
o basket making & selling	o modern baletina	dry waste collector	cleaner, messenger		
o cafeteria and related activities,	o shop (selling	o Local drink making	o Pension & support...		
o beauty salon and traditional	household utensils	& selling, petty trade	o To be church servant,		
hair dress making	o Injera making & teff	o Pension & support	children and elders care		
o home made food items (dray	selling	o Informal petty trade	o Tailoring, shoe making		
food – baletina, Injera baking	o Maintenance work	o Care & support ...	o Health care & sanitation		

Source: In – depth case interview, 2006.

What kind of change mechanisms do FHHs use in narrowing differences and breaking negative attitudes? Change of thought and practice from household settings towards an open end vision; undertaking basic education and motivation parallel to strengthening endowed skill; and so forth could be major decisive factors to create dynamism in linking own strengths with business enterprise making among FHHs. See Table 3.10 for some additional information to know about FHHs' knowledge in linking own strengths with business enterprise making.

Table 3.10 Respondents Understanding in Linking Between Own Day to Day Activities & Issue Of Enterprising

Issue of understanding so as to link with...	Understanding a link b/n own skills/works & business enterprise making					
	Successful cases			Unsuccessful cases		
	Yes	No	NA	Yes	No	NA

o Do you assume that your work has a relationship with enterprise activities?	4	1	-----	2	2	1
o What is your mode of work preference?						
- private	4	-----	-----	3	-----	-----
- group	1	-----	-----	2	-----	-----
- others	-----	-----	-----	-----	-----	-----
o Does your work in business have positive contribution in improving your livelihood?	4	1	-----	3	2	-----
o Do you have a plan or thought to pursue business enterprise activities in the future?	5	-----	-----	2	2	1
o Where do you prefer to work? - at home	1	-----	-----	2	-----	-----
- outside	3	-----	-----	2	-----	-----
- both	1	-----	-----	1	-----	-----

Source: in – depth cases interview, 2005.

Strengths Approach and Livelihood Building: Linkage Analysis

Beneficiaries' efforts in making business enterprise to build livelihood: Is there any change in socio – economic improvements among FHHs as a result of depending more on their own strengths? The survey and case study findings shows that 73% of FHHs with a family size of five and above are unable to cover or meet minimum level of their needs [ETB 480.40]; and 75% of them are found below universal primary education [8th]. Out of the total subjects 73%, 57% of them earned below ETB 300.00 per month and 30% of them were found to be illiterate. When this result was compared with standard rate of basic food needs [approx.Birr 300.00] and total [Birr 480.40²²] poverty line, results of this study is very low that can't enable FHHs to improve and build their livelihood at household level and to meet the standard poverty line in its sustainable manner.

These situations were found to be more serious when it comes to among unsuccessful cases that are poorest. One reason could be because they don't mobilize own endowed strengths towards generating income from meaningful activities for better lives.

²² Below food poverty line refers to households with five and below family members who did not have sufficient income to purchase basic food items to provide essential energy for healthy life of family. While total poverty line refers to female headed households who do not have enough income and capacities to buy a minimum food basket and other basic non-food items needs (Mekonnen, 1997, p.14-15 as cited in urban poverty study paper for Addis Ababa, 2000)

On the other hand, more than 80% of successful cases earned greater than Birr 300.00 that is above a standard measurement rate of basic food poverty line.

Why does level of income among same group of female head households became different? One reason mentioned so as to be due to lack of maximum utilization of own strengths or human capital into meaningful business enterprises making. Findings on major sources of income mentioned in this study might be evidence in understanding the situations. Major sources of income for unsuccessful cases found to be support, pension, and some other low paid activities such as housemaid & mobile clothes washer, selling of local drinks and so forth; while engagement in like business enterprise such as in MSEs, producing and selling of goods and services and so forth were identified to be major sources of income generating and livelihood building for successful individuals. On the basis of such findings it is, therefore, possible to suggest that successful cases earned more income because they able to invest themselves (skills, capacities, creativities, labor....) and other resources they do have in hand in making meaningful and profitable works, business enterprise making. What reasons did unsuccessful individuals mention that hindering of them to be a good achiever? Most unsuccessful cases noted that deficiencies in financial and material resources were core obstacles among the many that hinder them to think about and to mobilize themselves into establishing their own business enterprise (See Table 1.2, above). Tsehay Alemu, one of unsuccessful respondents, for instance, stated her view as:

I did never think about availabilities and importance of my saleable strengths and ways to transfer them into a business enterprise. It is impossible to think and mobilize skills, capacities towards making better income without having of enough financial and material resources at hand. For me availabilities or absence of cash and material strengths are core determinant factors or power to motivate an individual to be either energetic or weak in pursuing business enterprise so as to improve own lives. I can say that my poverty and unsuccessful experience has a positive relationship to the absence of material resources rather than a limitation in mobilizing own human strengths towards making meaningful business activities – how do you start business without enough money?

However, deficiencies in material and financial resources, for majorities of successful cases, were not core determinant factors to be a failure or success in business enterprise making. Core determinant or obstacles may be lack of initiation-motivation and positive thought in appreciating ones own self as a valuable strengths or capital. These include lack in readiness to accept risk of enterprising. Successfulness could be achieved if and only if someone is able to consider and make oneself ready as a valuable human resource to be used as input and means. According to this group, human capital is not only to serve as input but also enables individuals to pool material and financial resources into better income generating activities. W/ro Tiru Abeje, one among successful cases, in this regard, summarized her idea as follows:

Case Presentation:

According to w/ro Tiru [age 40 and grade 4th] cash and material resources can not be core determinant factor. It mayn't give a guarantee to be a successful business enterprise maker. Some times people with enough cash resources failed to run private business activities...they themselves are causes for the failure but try to externalize the causes as if it is not own. So, I can say responsible factor to start and/or not to start and to be bankruptcy in performing business enterprise would not be material resources and external causes. The cause is in the hand of individual beneficiaries. Lack of initiation, imagination, confidence and readiness are major killers in pooling oneself to appreciate, recognize and mobilize own human resources into income generating. My own experience could be evidence. When I was thinking about business making I didn't have enough money. At a begging I was not bother about it. In the first place, I was trying to convince and make ready my self as a valuable human resource; and trying to answer a question 'can I make a business? Following this, I started to pursue a traditional hair dress making. At that point in time I have had one instrument called 'Wesfie' and other supportive instruments which were costing not more than some hundred Birr. With a small start up capital, by know, although I have some constraints to expand my business, thanks to God I able to establish this modern beauty salon business center with a capital of not less than six thousand Ethiopian Birr and I able to lead sustained and improved livelihood

situation. So, in my opinion core determinant factor is not cash resource rather it is a human capital that can be used as an input and can serve as means to pool other resources towards establishing enterprising and generating income from and hence to be a successful woman in all aspects of life, in which people called it women empowerment.

Friday, 17 March, 2006.

On the basis of the above findings some one, therefore, can argue that FHHs [successful] do have a better chance to improve own socio – economic status. This could be further an evidence to make argument that strengths approach has a positive link or relationship with socio – economic improvement and poverty reduction strategies. Besides, poverty problem is more observed among FHHs who seem not ready to appreciate and mobilize own endowed human strengths into creating diversified private jobs while who desire to depend on other sources. Results generated from in – depth case interview as supported by skills inventory survey indicates that out of endowed skills not more than 15% are being employed into a life changing private enterprise making. It is then possible to suggest a low level in creating own job or business making on the basis of own human strengths has an effect to be poor and unable in sustaining livelihood among FHHs (See Table 3.11).

Table 3.11: Comparative Analysis on Strengths – Skills Endowed and Skills in Use in Enterprising Activities

Skill categories viewed as a source of income for living (analysis in terms of enterprising)	Skills endowed as reported in (survey evidence and case studies average in %)*	skills in use as compared with skills endowed (used for enterprise making - income)	Idle skills as compared with skills endowed (as seen from enterprise making point of view)
Health	74	0	74
office (salary)	26	18	8
Construction	37	0	37
Maintenance	62	0	62
child care	82	16	66
food items	90	0	90
Transportation	8	0	8
mechanical work	14	0	14
supervision & mgt.	60	0	60
petty trade/sales	51	34	17
Music	58	0	58
security & guard	17	0	17
Handicrafts	67	3	64
pension/support	0	35	0
Not applicable	0	4	0
Average value	46	7 (15%)	39 (85%)

Source: in – depth case interview (2006) & survey evidence (2005)

Efforts Undertaken by Local Development Partners in Shaping Strengths Approach for Enterprising

Beneficiaries are not the only actors in shaping the application of own strengths mobilization towards enterprising so as to build livelihood. Development partners, in their part, have a significant role in designing development activities that can address inside – out beneficiaries’ own personal or human strengths mobilizing into enterprising development. This research work found that different development agents such as government, NGOs including kebele administration in Arada Georgis settlement area are implementing some activities in a context of achieving MDGs target objectives. These include reducing urban poverty and gender disparities and trying to build household livelihood in the name of reducing unemployment rates.

Efforts so far made by Government sectors, kebele and NGOs in introducing Micro Scale Enterprise (MSEs) scheme associated with some credit and training components that have some relation with strengths application could be considered as a step forward towards that end. This step is inevitable in the sense that it shows a road map for poor

women as to how they participate in enterprising activities. Main interest of this study, however, was to understand whether or not concerned bodies try to strengthen – appreciate, explore, mobilize and use – beneficiaries own strengths in designing and implementing activities related to business enterprise making and build sustainable livelihood in a context of urban poverty reduction strategies.

Information gathered from key informants and direct observation methods reveal that out of eleven NGOs working in Arada Georgis [kebele 03/09] eight are involved in direct service provision aimed at solving some deficiencies of communities in need (e.g. in health); one [Siddhartha-Belgium Foundation-Ediget Fanna Project, (see figure3. 7) is involved in FHHs indigenous skills revitalization and development process. Two [e.g. CCF] are involved in providing family-based financial support for destitute children. Some key informants from the NGOs mentioned that direct services provision might be helpful in killing pain but unable to enhance sustainable livelihood building and in reducing a growing number of dependency syndrome.

Some key informants further suggest that strengths approach must be in place in order to reduce poverty at household level in its sustainable manner; and with strong commitment of funding agencies to work towards that end. What does Ediget Fanna Project of Siddhartha – Belgium Foundation is doing? It is working towards strengthening FHHs strengths approach. This agency uses unique methodology in developing or revitalizing FHHs' skills and capacities aimed at changing them from meaningless or hopelessness to hopeful life. There are three phases of training installment. (i) Provision of basic education that include: HIV/AIDS and family planning; attitudinal change; saving and credit associated with risks management; (ii) providing manual and then machine – based handcraft skills training including as to how to sale products produced in this process; and (iii) finally, providing some skills and creating networks for them with credit institutions

and marketing environment. In the course of providing training, trainees encouraged to save some amount of money from incentives they are provided and sales of their products.

On top of this, sample respondents mentioned their feelings about the supports provided by urban development partners in enabling them to explore, strengthen and mobilize own strengths to perform own private enterprising and improving own livelihood. Both successful and unsuccessful cases appreciated the attempts being started to organize women in business enterprise cooperatives. According to them, this might be considered helpful initiation at least in opening women's eye towards thinking and starting enterprising. However, respondents on the other hand express their feeling on kebele sponsored business enterprise activities which might not create significant power so as to build sustainable livelihood among poor FHHs because of some limitations in their fundamental when overviewed from strengths perspective.

These limitations include: (i) insignificant attention was given to explore, strengthen, mobilize own indigenous skills and what strengths target beneficiaries are endowed and as to how these strengths could be incorporated in every area of intervention, including the skills database; (ii) things talked in theories about a way as to how reduce poverty and gender disparities in which they are limited when come into practice. According to opinions forwarded by respondents efforts about the provision of supports, high interest rates and taxation are mentioned as discouraging factors for the poor to develop confidence, start and continue enterprising activities; (iii) people and implementing bodies sometimes are trying to associate establishing/efforts of business enterprise cooperative with some political affiliation.

Respondents, w/ro Abayenesh and Genet W/tensay, tries to express her feeling about business cooperative enterprise as "large portion of inputs are covered from NGOs and government sides and most FHHs who were organized and engaged in business

cooperative enterprise get such prior opportunities because their political affiliation; and hence I thought continuity and sustainability of these business cooperatives would be ceased. To minimize such limitation kebele and other concerned bodies need to develop and design strategies that encourage poor urban dwellers to use own human strengths aimed building sustainable household livelihood.”

Analysis on Strengths Transformation: from Mother to Adult Children

Strengths transferability is another issue of interest in this research work: In this regard mothers and their adult children were interviewed. Mothers noted that more than 90% of their endowed strengths - skills acquired or transferred through a socialization process from families [mainly from mother]. Both mothers and their adult children were asked about their experience in transferring and acquiring skills aiming at to make business enterprise for betterment of life. Half of mother respondents mentioned that they try to enable their children with skills related to food preparation and household management aimed at being good wife but not to be a good business woman. On the other hand, one out of five adult children express their desire to learn skills and techniques related to household management from mothers; while the rest of adult children noted that they don't like to repeat activities that were suffering their mothers for a long period of time (See Table 3.12).

Table 3.12: Mothers and Adult Children Perception on Strengths Transformation and Acquisition Process

Respondents	Level of attempts as to transfer/acquisition and to know purpose of traditional skills or strengths				Reasons why adult children don't use traditional strengths for business enterprise making purposes?
	Household purpose (N=10)	Business purpose (N=10)	To learn as skills (N=10)	Business & household (N=10)	
Mothers	5	2	0	3	- o Children don't like to learn traditional skills (e.g. they consider as it is hard and it is work of illiterate); - o don't believe as means to make business rather it is appropriate only to be used at household & don't want to transfer; - o leave alone to teach I don't appreciate my self to be acquired by my children – it doesn't have value except consuming

	(N=5)	(N=5)	(N=5)	(N=5)	labor and time. I encourage them to get modern work in an office context and to go aboard – find other means;
					o try to advise adult daughters to see how to prepare food for household purpose and sometimes for business...
					o don't like to acquire and to loss time on it rather better to learn modern one (neat to work, productive)
					o it might not have to serve for business except for home purpose and better to learn it in home based context
Adult children	1	0	0	1	o dislike to learn for a reason that if I do it I would feel shameful as if I am girl of tradition and to be labeled as child of kommarit (e.g. to produce local products ; and it may hinder to acquire modern skills
					o If an adult child thought to produce local products who will use except buying imported goods...

Source: in – depth case interview result (2006)

In general, this research found that mothers and their adult children don't encourage themselves and try to teach and learn about traditional skills among each other. The chance of trying to transfer skills from generation to generation seemed impossible for them to preserve these traditional human strengths from being disappeared. What is to be done to preserve and to enhance a giving – receiving [to establish active means of transformation] process and hence to create a link or connection with enterprising development? The human strengths approach can perhaps play an important role in preserving/transforming and connecting traditional human strengths with innovation in a context of enterprising development so that FHHs would have a better chance to be out of poverty.

Linking Human Strengths and Enterprising: Potentialities and Limitations

Respondents were interviewed to give their response about existing elements of potentialities and limitations related to internal and external environment where they are living. The aim is to see their contribution in linking ones own personal and community level strengths towards developing enterprising and hence the effort to build livelihood would be maximized. To this end, subjects forwarded some helpful fundamental opinions on this matter.

Fundamental Potentialities: At a grassroots level there are some potentialities that can help to facilitate the application of human strengths approach in poverty reduction and sustainable livelihood building among FHHs in an urban context. Some potential foundations highlighted as follow:

- o female headed households developed capacities and experience as to how perform triple responsibilities. This capability might be helpful foundation so as to exercise and pool own strengths into business enterprise making activities;
- o on - going urban development activities on poverty reduction, eco – city development initiation can serve as potential foundation to seek inputs of beneficiaries active participation in terms of own strengths contribution in establishing business enterprise making. The need to develop strengths approach among Siddhartha sponsored on-going skills revitalization process, promotion of Government and NGOs sponsored MSEs business cooperatives could be considered as evidence in initiating and up scaling the enhancement of strengths-based business enterprise development;
- o change of attitude in shifting area of work situation from commercial sex work to start searching other alternatives [because of e.g. HIV/AIDS] might also have a positive contribution to think about and apply own strengths in enhancing individual creativities in meaningful income generating activities and building own livelihood;
- o availabilities of household and community level traditional way of self – helper teaching – learning experience among FHHs would be another helpful foundation if it would be geared towards the apprenticeship based strengths training model;
- o Richness in social capital can also be considered as one foundation in creating opportunities to connect neighborhood to exchange and utilize

strengths or/and products from neighbors produced using own indigenous skills and techniques and so forth.

Potential constraints: Constraints that are expected to hinder FHHs in mobilizing own strengths towards making business enterprise were identified as multifaceted. However, for the purpose of simplicity identified constraints analyzed under two major categories. First, most FHHs are unable to gear their attitude/behavior to properly utilize own strengths in life changing income generating activities. What are behind that influences them to be unable to do so? It is because FHHs: (i) lack with basic education and enabling knowledge [awareness] and due to culture/tradition²³ influence; (ii) are influenced with all round dependency syndrome attitudes and practice, e.g. look after male made decision; (iii) have develop some sort of perceptions on as if skill is to mean working in government office that might affect level of understanding and appreciation to accept and practice own personal strengths as skills; (iv) don't feel and consider works performed for household purpose such as food preparation, child care and house management as skills rather they consider these skills simply as routine activities. Second, most sample FHHs know about potential skills and capacities that they endowed. However, they have limitations in changing these strengths into business enterprise. These limitations occurred due to: (i) lack of experience and confidence in pooling them into business making activities because of negative public opinions and lack of supports towards that end; (ii) unwillingness and lack in accepting and to be ready to challenge potential risks in business making both at level of awareness and practice [e.g. to take and repay loan]; (iii) engaging in some sorts of fear so as to carry out triple categories of responsibilities [engaging in income generating to meet daily needs in one hand and to carry out family responsibilities

²³ Culture/tradition, as mentioned by respondents, refers to some gender biased division of labor, traditional work settings, miss conception and practice on enterprise/business practice, socially marginalized skills - handicrafts, conflict of interest in between traditional and modern values (e.g. preference in buying locally produced –vs- imported clothes & so forth).

and involve in some social affairs on the other hand]; (iv) health problems; (v) problems related to physical inputs (e.g. money, work place, labor...); and so forth are some contributing factors to be occurred these limitations. Respondents, e.g. among successful and unsuccessful cases, do not experienced with similar constraints because of their differences in socio - economic background and work experiences. Lack of physical inputs are not, for instance, determinant constraints to be successful in mobilizing own strengths towards starting business activities. Governing problems for successful cases are rather lack of self-confidence and mental readiness to see alternative ways of income generating activities taking into consideration oneself as a major input.

DISCUSSIONS SECTION

Discussing Results on Human Strengths Approach Analysis

Discussion on personal skills/capacities available and utilization analysis: This study discusses and suggests several points about FHHs strengths' against research objectives and questions in an urban context. In this regard, emphasis was given to understand whether research subjects endowed with human capital – strengths - and ways through which they did acquire, utilize these personal strengths in enterprising.

Findings that emerge are that those interviewed individuals [in survey and case studies] noted that, in addition to social skills, time and labor resources they do have, out of thirteen listed skill categories on an average individual FHHs endowed about six specific

skill categories. Besides, findings of this study further identified that under major categories subjects do also have many other specific skills, capacities and strengths.

Some respondents viewed strengths as a knowledge, skills and capacities, if someone could be able to apply these in generating income from enterprising scheme outside of home. Otherwise most FHHs, especially unsuccessful, don't recognize or consider strengths as skills or profession except they are using them for household purpose. Although FHHs do have a lot of skills only some are used as major sources of income for lives. Tella making and selling; street-based informal business activities; and skills in daily labor are identified as major sources of income mainly of unsuccessful cases or poor residents in Arada Georgis seffer (kebele 03/09) of slum settlement in Addis Ababa.

On the contrary, prior area of source of income generating for successful cases are enterprising activities such as cereal trading, handcrafting. Having such prior sources of income in mind, most FHHs don't try to appreciate and consider the rest of potential strengths as skills or human capital to use them as inputs in improving lives, i.e. developing a positive attitude that enable individual to say "I can do enterprising activities."

Someone might ask a question as to why FHHs do have many specific skills in some categories but not on others including their level of participation. It is mainly because of gender biased division of labor e.g. '*awutista*' or driver, still remained as a unique skills or professions of male in the male headship households in an urban context in the study area. If some one can say FHHs are participating in all strengths at a minimum level doesn't seem to perform business but they participate mainly for household purpose. Parallel to this, the study also found out that in Addis Ababa like in any other major urban centers in Ethiopia, nowadays, young male are trying to have a driving license in order to generate income from taxi driving services. However, on the contrary, participation in the area of having driving license to generate income among FHHS is seemingly almost non –

existent. FEMNET (2001) supported this study the fact that except the influence of cultural tradition, otherwise female may not have a problem to learn driving skill to be awutista and hence to use it as one alternative means in generating income for better lives.

Discussion on social or community level strengths analysis: The literature review and findings of this study indicate that many FHHs have skills at social or community level that enable them to participate in some area of social affairs. However, most subjects don't perceive these skills from an economic benefit point of view. They looked them from religious and funeral benefit and obligation point of view. Most of the time even equb and edir institutions are being viewed as a means to fulfill moral and social obligation. FHHs, for instance, participate in both women and men edir because a women edir doesn't responsible to perform funeral activities; and they don't have husband who can takeover such responsibilities or to fill a gap like in the case women who have husbands. Besides, level of participation in edir and equb differ among successful and unsuccessful cases. The reason could be as, in addition to their and moral obligation, successful respondents are using their participation as an opportunity to develop business networking skills so as to get customers to use services and goods from own business firm. For example, a woman who is performing hairdressing business activities would have a chance to get more customers from women Edir, Equb and Mehaber membership and hence she could able to get more income for her livelihood building.

In general, this study argues that participation of urban poor in social institutions has its own inevitable role in creating social capital and personal skills that may be helpful to support in performing better business to build livelihood. Skills expected to be gained in this perspective may include networking, experience and strengths sharing, marketing principles that enable to strengthen connectedness and exchange of goods/services and the like. These skills in turn can serve as an input and tools to generate better income from

diversified activities that can enable an individual FHHs to build their own livelihood and urban reduce poverty in its sustainable manner.

Discussion on labor and time resources analysis: As far as labor and time resources are concerned, some interesting findings were identified. When results viewed from engagement point of view, almost all FHHs don't have free time because they are: (i) serving as a breadwinner; (ii) being responsible in giving care and organization to own family members; (iii) participating in community or social affairs in which such responsibility held by male in a male headship households. A question might be asked as to how much of their labor and time resources are not being utilized in making business enterprising activities; and as to why the relation is becoming more weak among unsuccessful cases.

Low level of education and other reasons could be mentioned as a contributing factors poor FHHs to be less performer in mobilizing their labor and time resources towards establishing business enterprise and to be better achiever in building livelihood and reducing poverty including low level in education. There are also other reasons that may affect the situation. First, there is a problem in revitalizing and mobilizing endowed skills towards creating meaningful private job, i.e. enterprising development. It is because some unsuccessful FHHs developed a feeling of fatigue in generating income from labor and time consuming works. This happens because during pervious time, most of them were being engaged in hard and heavy work loads when they were working in housemaid and in more labor and time exploiting and consuming works. Some perceived the past as it was extremely exploitive situation. Second, some sample FHHs have a limitation in looking meaningful and diversified means of income generating activities. They do plan and frame their labor and time utilization trends in generating income to satisfy own daily needs/breads supported with an idea that 'for tomorrow God knows'. And hence, such

limitations limited subjects to mobilize and utilize own potentialities towards making profit from enterprising activities. Third, this study discusses that at this time in point some FHHs don't prefer to engage in jobs [on pervious work experiences, e.g. in bars] because of a problem of HIV/AIDS. Although this study believe that there is a need to further investigate the issue in – depth, however at this point in time, it seems possible to say this trend in accordance with a provision of lifelong ARV medicine have a positive implication in exploring and mobilizing own potential strengths approach towards researching other alternative means of income generating activities as a strategy for lives.

Discussion on strengths acquisition and utilization analysis: Based on findings, literature review, it is possible to argue that most subjects of this study have limitations or challenges in developing and sustaining their own strengths and hence to use them in creating better job to secure household livelihood: (i) there is a problem in acquiring new skills that are hybrid or integrated the tradition with modern skills training and techniques because of low level in education, influence of public and own attitude so as to think and act in a long term vision; (ii) the more subjects are old and illiterate in terms of their demographic backgrounds the strong is their attachment with a traditional way of life and hence the less would be their ability to change their indigenous skills into a modern way of enterprising making. This, in turn, might affect the opportunities in generating better income and better achievement of sustainable livelihood; (iii) because of some reasons, e.g. unequal labor and skills contribution, mentioned in analysis part, most subjects don't appreciate to participate and work in cooperative-oriented business enterprising; (iv) in some cases trainers have their own contribution whether strengths exploration and utilization process to be effective or not. Some might have a problem in intermingling tradition with a modern enterprising skills and implementing strategies development because of their limitation in having a full knowledge on indigenous skills; (v) a new

generation [as potential producer and customer] doesn't try to appreciate and use goods and services produced using inputs of traditional skills and techniques.

It is, for instance, a common phenomenon to observe when people in an urban context prefer to using imported industrial products, e.g. to wear 'shema' that produced from traditional thread making. So, these are an indication that so much effort is being left so as to encourage people to develop or revitalize their own indigenous skills and to use products produced using these techniques in order to develop strengths approach to benefit livelihood building among poor communities in an urban context.

Discussion on strengths application in enterprising development: Most subjects know their endowment with some strength in one way another. Nevertheless, this study identified that some subjects have a limitation in developing positive thought – attitude - and capabilities in order to apply own thought and strengths into meaningful income generating activities. Such limitations, as discussed above, were reflected more among unsuccessful respondents. One point is important to add in this regard. Unsuccessful cases have strong attitudinal attachment with values of receiving support in any form and desire to be employed in others owned organizations that have positive contribution to favor needs-based approach and promoting value of deficiencies and dependencies.

What other cause are affecting and is better to do in creating positive link in between own strengths and promoting enterprising? Despite its positive contribution, as mentioned in literature review (Abom, 2004) and in this study finding, the discussion shows that support has its own negative implication in suppressing creativities among poor communities. In this regard, the case among unsuccessful respondents whose source of income is mainly from support and pension could be evidence. Differences in attitude, e.g. metal work for male while food preparation for women; less involvement in black smith, pottery making in fear of being marginalized; and so forth are also some other reasons that

affect individual efforts not to be engaged in some area of own strengths-based enterprising development.

Before any other things, the act of breaking down negative beliefs and cultural barriers is a priority. Provision of basic education and creating confidence and motivation among FHHs seemed another important and supportive effort that can enable FHHs to transfer own talent and traditional strengths such as gifts, skills...from a household setting into business making orientation. Consequently, FHHs' abilities in utilizing their own strengths so as to generate income from enterprising would be increased

In addition, a change or reframing of direct supports/services provision in a way that it can benefit creativities among poor communities of sample respondents is an important step to be done like what Siddartha in Gedam Seffer is doing. The aim is to encourage people to develop positive initiation/confidence towards realizing and utilizing own strengths and in finding out other alternative source of income. Findings on problem-driven skills acquisition and enterprise making experience, in this paper could be examples in supporting this suggestion.

Discussion on Strengths Approach and Livelihood Building: Linkage Perspective

Community perception and practice in linking strengths and livelihood building:

A question was formulated as to discuss a link²⁴ between socio – economic characteristics and strengths approach application aimed at achieving better lives²⁵. Here, a central area of discussion is strengths approach application in the context of business enterprise-oriented income generation. One surprising finding is identified the fact that that separated and

²⁴ Link, in this research work, refers to a process of understand own human strengths - endowed skills, capacities, gifts, labor resources...- as a human capital, mobilize to use them, utilize [with a support of other capital] income generation – business, make sure their capabilities in creating better and sustain lives including to empower women (see a conceptual framework model).

²⁵ Better lives, in this research work, refer earning of more than ETB 480.40 per month depend on maximum utilization of own strengths and hence leading healthy and meaningful life at this time and in the future without interruption or shocks. Sense of dependency syndrome and stagnation would not have place to exist.

divorced FHHs were more successful in making business enterprise and achieving sustainable livelihood than their counter part of widowed and single ones. In this particular study some one, however, can ask a question as to why a link between marital status and business making among FHHs in an urban context shows a difference. Differences occurred among them because of differences in socio – economic background situations that pushed to become FHHs; and due to difference in level of efforts in trying to invest own self and strengths in generating income on the context of enterprising activities.

Divorced and separated FHHs, for instance, got a chance to learn a lesson from the reality that their husbands thrown them and tried to make choice of other wives. Indeed, such a situation energizes them to develop initiation and confidence so as to appreciate and mobilize own human strengths towards generating income for meaningful lives like what rich men or husbands are doing. On a contrary, soon after their husbands died, widowed women engaged in depression and hopelessness moods and pushed by a tradition way of thought and practice that encourage saving and mobilizing resources into a provision of memorial services or “yenebse-keleb” of their deceased husbands. These groups of people develop a moral and confident deficiencies as well as lacked to see and appreciate own skills and capacities so as to look at the important of inside out resources mobilization to invest in a business making activities. In addition, observation made in this research work further indicates that the attitude and practice of unsuccessful FHHs in building own lives on the basis of own strengths is found out in a inactive position. The attention is to employ in government offices and other agencies such in a cleaner position; and to be supported by others are main dreams of some unsuccessful respondents. Provision of support in a name of HIV/AIDS care and prevention, in some extent and as it has been mentioned above, has its own negative contribution in attaching people with a highest level of needs approach and hence this trend suppresses people’s creativities and strengths-based livelihood development.

Whatsoever, application of own strengths in developing enterprising - oriented income generating activities is a paramount input in building a core economy or livelihood of FHHs in particular and in reducing poverty in general in an urban context. It is paramount, as supported in literature (Rakodi, 2004) and noted in the analysis part, because poor FHHs' means of income generating situation, e.g. unsuccessful ones, don't depend mainly on seasonal based opportunities like the rural poor people experienced. The income situation in case of urban poor is probably and almost as "unstable" because major sources are generated from informal sectors. Besides these groups of people don't have physical capital that can be sold or consumed at a time of sudden shock; and in addition, they have no asset to use for collateral - credit and other purposes because a house they are living in itself isn't their own. Furthermore, it has been investigated that majority of respondents remain in a level of primary education and as a result of which none of them are able in computing to get better job or employment opportunities in governmental and other agencies (Johnson Butterfield, Andom Gessese & Wassie Kebede, 2005).

The researcher, therefore, argue that efforts are needed to strengthen strengths approach aimed at building a core economy of the FHHs. To this end, there is a need: (i) to solve problems as perceived by sample respondents; (ii) needed to shift from a visionless and moral deficiencies attitude towards a visionary and active self employment in the area of enterprising development; (iii) and to break attitudes that FHHs adhered to dependency syndrome, e.g. attitude depend on supports/pension as well as looking only to be employed in government and other agencies that may be impossible in a context of market economy.

Discussion on strengths application in local development interventions:

Findings and literature review are compatible to explanation efforts so far made by development partners in linking beneficiaries own strengths with development intervention activities. In the study area and in Ethiopia in general a capacities building programs are

launched in a context of poverty reduction. To this end, during a field visit and in a literature review, it was observed and discussed with key informants that represent agencies are following an approach first build own capacities in order to build communities' capacities. Agencies made little attempt so as to enhance participation of urban poor in reducing poverty at household level and to create employment opportunities for unemployed people. The effort made in organizing women in micro business cooperative could be evidence.

However, this study in particular found out that approach has a limitation in linking own skills and capacities mobilization so as to enable FHHs in making business to build sustainable livelihood. Findings reveal that little attention is being given by Kebele and other partners in preparing poor communities to explore and accumulate skills and capacities as a capital in the form of data stocks. Except and mainly sharing information on number of beneficiaries, almost none of local urban development agencies, neither a kebele nor its partners, try to undertake strengths [e.g. skills and capacities] inventory and hence to establish strengths data stock or capital input to have easy access when it is in need to use in any relevant area of intervention. Rather it seems common to observe when kebele and other concerned agencies trying to link external resources with a needy population i.e. first assess needs/deficiencies and hence try to secure external resources and then organize people to establish kebele sponsored micro enterprise cooperatives. This could be one manifestation as to understanding their limitations in addressing strengths approach application to create sustained private micro enterprise and build sustainable livelihood among urban poor in general and poor FHHs in particular in the study area and in similar seffers in Addis Ababa and Ethiopia as a whole.

Hence, this study suggests a shift in attention and intervention approach so as to searching of other sources of capital in an urban area in order to sustain own livelihood, i.e.

human strengths approach (Kretzmann & McKend, 1993). Strengths approach is a paramount than looking at only on physical and other capital forms because sustainability could be attained through a maximum utilization of own strengths. Problem assessment and need identification aimed project formulating so as to attract external resources could play a supportive role. In the first place concerned bodies shall have to give an emphasis in asking questions like “What strengths do you have” rather than focusing mainly on “What do you lack and what are your needs.” A shift in perspective could have its own contribution in changing life. As a result of a change in approach have the following comparative advantages. Strengths approach helps: (i) researchers, development program designers and policy makers able to reframe their work from inside – out approach program development application; (ii) local development program implementers, home-based change agents, mothers and their adult children can able in linking and applying own strengths approach in generating sustainable income for sustainable livelihood building and develop a power to resist shocks in food insecurity including to reduce poverty at household and community levels.

Discussion on strengths transformation and livelihood building

Contribution and continuity: Results in this particular study show that there is a low level of interest and commitment among mothers and adult children in transferring [teaching and learning] indigenous human skills and capacities and hence in using them to create own private job for better lives. Results show that a trend in transforming [teaching and learning] and using of own indigenous strengths is seemingly decreasing. Moreover, perceptions like “I teach a little to my daughter to be a good wife but not to be good business woman? “I don’t like to learn and repeat activities that were/are suffering my mother for a long period of time” have their own negative implication towards decreasing transferability and continuity of these indigenous skills.

It is therefore, possible to argue that among many other reasons negative perceptions on the importance of indigenous skills affect and has a direct a direct relation with a low performance rate in creating own job in the area of enterprising in Ethiopian

(Bezabeh, W., 2004). This trend may not be helpful in securing/building sustainable livelihood at household and communities level. Available information reveals that no one at individual, community and country level become self – reliance and sustained in securing own livelihood without maximum utilization of its own human capital and labor resources. Experience of other countries, as mentioned by Delgado (2000) and Kretzmann (1993) in literature review above, show that indigenous skills development was a basis for the present community improvement and machine including technology intensive industrial development. On the other hand, as mentioned by scholars like by Pankhurst R., (1992) indicate that handicrafts industry one part of human capital development was a basis for European industrial revolution development. Indeed, a strengths approach is, due to many reasons mentioned in this study, important element for poor FHHs in particular and all urban dwellers in general so as to develop an entrepreneurship industry in a study area in particular and in Ethiopia in general.

Discussion on Implications of the Strengths Approach Applications

General understanding about strengths approach implication: Results, literature review in this study supported the importance of strengths approach application in building sustainable livelihood among FHHs in an urban context. Human strengths application has its own significant contribution in reducing poverty in general and enhancing social and human capital formation in particular; and as a result poor people can able to build own livelihood in its sustainable manner. Significance of strengths application further implies: (i) strengths application is a powerful input/instrument in enhancing poor women to be effective achiever in any area of life like in education, health, and so forth. Effective achiever in this context refers to becoming capable to make business enterprise and hence able to earn better income for better lives including acquiring perception of sense of empowerment in mind and practice; (ii) a need in promoting strengths application for

achieving sustainable livelihood at a household level has a comparative advantage for urban poor communities in general and FHHs living in slum settlement and private rented house in particular. Because the only available and accumulated asset poor communities such FHHs have and can able to maneuver in different ways of life is own personal strengths or human capital; (iii) use of strengths approach is believed to be best practice and an effective medicine in treating chronic and potential dependency syndrome and ensuring/sustaining inside – out based livelihood building and self – reliance among poor urban communities and in enabling urban development program designers/implementers to implement a wide range of community participation approach.

Strengths application in an urban context has further many other comparative advantages when compared with needs/deficiencies – based approach. Experiences in becoming effective achiever in income generating and leading better lives among successful subjects could be evidence. On the other hand, a limitation in maximum exploitation and utilization of own actual and potential strengths so as to generate better income from enterprising among unsuccessful cases has an impact in exacerbating poverty situation at all level.

Both needs/deficiencies and strengths-based approaches have their own potentialities and limitations. The need approach is more helpful in treating sign and symptoms of a given problem in its short term aspect. However, this approach has a limitation in enabling poor people to prevent food insecurity shocks and building sustainable livelihood through a maximum utilization of own skills and capacities in a household and neighborhood context.

The strengths approach, on the other hand, has better and comparative advantage in filling gaps appeared as a result of giving more focus on needs approach and hence it enable poor people like FHHs in enabling them to enhance creativities, self – reliance and

facilitating bilateral linkages with external entities in an urban of slum settlement context. However, strengths application might not be best approach in maintaining a traditional way of relationship in a global level setting. Besides, it is also best approach in accumulating assets or capital wealth to satisfy present and future needs. This is because when poor people are becoming self – sufficient and empowered existing unilateral (giving and receiving) based linkages might be minimized or end up and hence as an effect there might be some loss for some concerned ones in getting some benefit, e.g. loss in getting external supports. In addition, fruits of strengths approach, as mentioned by some members of business cooperatives, might not be helpful in fulfilling immediate daily needs of members.

Furthermore, strengths perspective, in general, is an effective path/route in enabling beneficiaries and urban development agencies in achieving MDGs’ targets, creating new employment and sources of income opportunities, building sustainable livelihood at a local level. Hence in the long run and final end, strengths approach would be more helpful in creating empowered and self – reliance communities at all level in an urban context. This strategy could also be helpful to share experiences with other communities and agencies that are in need of using and benefiting from the inside – out capital formation and livelihood building including problem solving strategies.

Strengths approach implication for theories or models: A balance of priority attention must be created in between strengths and needs/deficiencies-based community livelihood building strategies when efforts are designed towards that end. The final effort of any intervention is to give a lasting solution for food insecurity and poverty, and hence maximum emphasis shall be given to strengths application strategies. However, this doesn’t mean needs driven strategies are not important. These are important in playing a supportive role and gap filling when crisis arise and in linking relief and development assistance. It is important to develop and integrate theories and application that enable to strengthen the

balance between the two approaches in the Ethiopian context. On top of this, phased-based strengths [skills, capacities...] evolution, development, mobilization/utilization and transformation trends among FHHs in an urban context seem in need for further investigation in a context of its implication so as to develop unique models or theories towards that end.

Implications for research, policies/strategies and actions: The shift of priority attention in approach is means a shift in research, practice and policies/strategies. The strengths approach to household livelihood building and implementation strategies in this research offer a change [reform] in approaches related to research, policies and practice. The main intention of a reform is to give more emphasis in incorporating personal strengths as major strategic tools and capital inputs that can be applied in any form of intervention in reducing poverty and building sustainable livelihood among urban poor communities like the FHHs. This study believe that in order to give prior attention and implement the inside – out urban community development and livelihood building intervention, some traditional methods being used in the area of research, policies and actions seemed in need of reforming. Despite the fact that the researcher believes that further in – depth research is important to undertake on each areas of intervention which might be subjected for reform. However, at this level, it is also viable to highlight some important issues related to strengths approach implications for research, strategies and actions. These areas of intervention that need some reform aiming at to accommodate strengths approach application so as to build communities' livelihood include: assessment, project, training, micro small enterprise (MSEs) development, human and social capital formation, capacity building, NGOs participation, and the like

Assessment intervention: Equal attention, like the emphasis given to problems identification and need assessment so as to estimate deficiencies, is required to undertake inventory on human strengths in order to use these data as capital inputs and tools in any sustainable life change-oriented intervention. As discussed this paper, researchers need to ask questions like “What strengths or potentialities do you have rather than focusing only to ask on what are your needs/problems? This attempt would have its own positive impact in strengthening strengths approach for community livelihood building.

Project intervention: A traditional way of community - based project planning and implementation was mainly dependent on external resources (seventy up eighty five sometimes ninety percent cost of project). The way development partners trying to promote beneficiaries participation (contribution ten up twenty five percent requested mainly in labor form) has its own implication in thinking and incorporating other forms of the strengths [indigenous knowledge, skills and capacities...]. However, according to key informants recognition is given in maximizing communities’ participation into thirty percent and encouraging Edir leaders to contribute their human capital and technical expertise into the project implementation process. This is a good start when looked from strengthening the strengths approach. Nevertheless, still present project intervention settings seem in need of some reform so as to address a wide range of strengths-based communities’ livelihood building project implementation in any area of application, e.g. health project might need to take under consideration the importance of communities’ health skills. Therefore, aimed at achieving intended objectives of a given project, it is important for both implementers and beneficiaries to depend on strengths approach that in turn enable to perceive slum settler poor people as a valuable resources rather than considering them as problems or evils.

Training intervention: This paper suggests that human strengths approach for sustainable livelihood building need in adopting training values and techniques from the tradition and modern ones [hybrid]. Unless such special training methodologies are adopted, modern entrepreneurship training method alone may not be fully applicable and effective among uneducated mothers who have an adherence attachment with traditional values, skills and techniques. To this effect, this study suggest some training intervention phases that are thought to be effective in accommodating strengths application: (i) first train mothers as to how to develop positive value of attitude and behavior [positive cognitive view - dream, initiation/motivation, and confidence] with the help of basic education. This would help them to appreciate and explore own hidden richness as a valuable resources and a power in improving their lives; (ii) try to undertake a training as to how mothers search or identify own personal strengths – indigenous knowledge, skills, capacities - in the context of own way of living and working situations; (iii) carry out actual and basic business enterprise making and business risk management techniques so that mothers might not have to be out of fear so as to change or to use alternatively of their mind from using, for example, firewood to electricity-based working environment; from individual lender to formal institutions loan borrowing system. Training intervention on technical skills development may include also business goal setting. To this end, a combination of modern entrepreneurship and traditional apprenticeship training techniques seem relevant to use to narrow gaps in between modern techniques in one hand and mothers low level in education and strong attachment with traditional way of life including working experience; (iv) enabling poor mothers so as to link their skills with some specific specialized income generating project objectives and market opportunities. This include enabling them as how to exchange products/services they are producing within a context of their neighborhoods; (v) providing a training on risk management techniques so as to cope

when problems when it being arisen and revitalize own strengths in accordance to a changing environment and technology aimed at ensuring continuity and sustainability;

Micro small enterprise (MSEs) development intervention: on-going political commitment, as mentioned by some respondents and probe through direct observation, in motivating unemployed people to participate in group-based micro small enterprise (MSEs) is a good start by its own. These efforts, however, are not yet creating sense of maximum confidence among target FHHs groups so as to run their own business with a minimum supports of outsiders; and hence to work towards human and social capital formation in the area of enterprising. This effort may be helpful to develop capabilities so as to resist conflict and risks of fragile faced to the business cooperatives.

To this effect the objectives and practice of MSEs development intervention could be more effective, efficient and sustained when priority attention is given, in a context of community mobilization (people and their resources) strategies, to explore and mobilize/utilize own human strengths – human capital in the front line, i.e. የግልና የማሕበረሰብ ሰብአዊ ሃብት ማነቃነቅ ከተቻለ አዲሱ ሁለገብ የከተማ ልማት ፓኬጅ እስትራቴጂ መተግበር ያስችላል). A new urban development policies/strategies and programs that is launched in 2006 might have the opportunities to benefit from strengths-based approach in developing MSEs' and vice'- versa. To this end, in addition to the activities they are doing in practice [organization, land provision and facilitation] all participants (beneficiaries, local development partners, kebele administration) need to give in – depth insight in developing a strategy on [exploration, mobilization and utilization] human and social capital formation for better MSEs development and application in an urban context. This can be realized through the strengths approach application.

Human and social capital formation: Poor women in slum settlement are poor in owning physical, financial, land/house, deposited capital ... assets so as to present them as a collateral and to build own livelihood on the basis of making business enterprise (Rakodi, 2004). However, this and other studies probe that they are rich in and endowed with about six type of skills or human and social capitals categories including abundant time (Johnson Butterfield, Andom Gessese & Wassie Kebede, 2005). Therefore, this paper suggests that when livelihood is thought to build among poor FHHs major attention is required to develop “human” and “social” including a “moral”²⁶ capitals in order to use them as means and inputs to apply in any form of problem solving or/and diversified, specialized and life change income generating and other development interventions (“በዙሪ ስራ ለበዙሪ ሰዎች መፍጠር መርህ ለመተግበር”) rather than focusing on limited categories.

Capacity building intervention: In the Ethiopian context in past years and even today, priority is seemingly given to build agencies capacities on the assumption in order to build communities. This could be considered as one important step towards capacitating or empowering communities. Some agencies, e.g. home-based care givers assigned from Kebele Administration and NGOs try to implement the assumption at a grassroots level. However, many professionals have limitation so as to go and transfer capacities they gained into a grassroots level; and on the other hand when beneficiaries called to participate in capacities building activities, most of them try to use the participation as a means to get financial and material incentives rather than as an end by itself. These all have negative implications on the process of own strengths-based communities capacity building. In

²⁶ **Moral capital**, as one aspect of human capital, is seemingly very strong among uneducated poor women in general and FHHs in particular because of their strong “trust” philosophy. Although the issue needs further in – depth investigation, however this study informed “trust” effective instrument for uneducated poor women to return cash and materials they did borrow. From this information it is possible to suggest that “moral capital” could be investigated as one alternative means of collateral for credit service provision among uneducated poor women in an urban context.

addition, this study identified that there is gap in methodologies. Some times capacity building activities are being undertaken on the basis of limited information on strengths or human capital aspects of target communities while when more consideration is being given to the deficiencies aspect. So, learning by doing capacities building strategy seems cost effective and might be helpful in minimizing the above limitations and in strengthening communities' strengths perspective so as to benefit capacity building among poor communities in an urban context.

NGOs participation or intervention: NGOs advocate concepts of community mobilization, participation, sustainable development, self - reliance and the like. It is believed that such advocacy work has a positive implication in strengthening strengths approach aimed at building community livelihood among poor FHHs in an urban context. However, in practice, some NGOs involve only in provision of direct services in response to problems/needs. In doing this, the attention to mobilize or promote own endowed strengths - human and social capital formation - are observed to be less addressed. Some informants from the NGOs sector indicate the more NGOs involve in provision of direct services, the attitude and number of people that request support increase from time to time. This in turn implies that the more poor FHHs are being affected by dependency syndrome attitude, the less would be their efforts in exploiting own strengths towards creating self – reliance. Some one can ask a question as to how NGOs could able to apply these strengths in their area of intervention. It is possible to suggest that NGOs that involve in provision of health service and slum upgrading, for instance, can exploit and utilizes indigenous health and construction skills owned by target groups. Such consideration could serve as means and input in enabling FHHs or urban poor to be own health care giver and technical supporters at individual and neighborhood levels. Finally, this study, therefore, suggest that

in order to minimize such limitations and maximum self – reliance, NGOs need to depend more on promoting strengths approach in their areas of interventions.

Social work application in strengths approach application: In practice, in the Ethiopian context, social work application in urban community development at local or kebele structure level is less addressed. This is to mean that professionals who are trained with such profession are scarce and the participation of few professionals in supporting local development partners is almost null. Apparently, main of social work application at a neighborhood level remained as responsibilities of local politicians and non-professional people.

Likewise, in this study it is found out that some people outside and program beneficiary themselves either show less desire to appreciate/participate and or try to perceive or understand efforts in a context of politics. Perception of some respondents towards that end could be evidence. On top of this, key informants also admit their deficiencies in terms professional expertise. And hence these limitations might have their own negative influence on FHHs in strengthening own strengths and in using to build own livelihood. On the other hand, till recent years, efforts in human strengths identification and mobilization at individual household and community level in its systematic and organized level was identified to be either at a zero level or less addressed. So at this point in time and in the coming future, social work intervention in strengthening human strengths analysis for sustainable livelihood building is many and inevitable. By virtue of a special knowledge and values bases the profession social work do have, it can play lot of human-oriented roles at a context of grass roots level within Kebele, Gov't, NGOs structures. It is therefore, possible to argue that, in cooperation with other expertise, social work profession would have to play the following roles:

- o **advocacy role play:** playing a role in changing or minimizing a miss - understanding and in maximizing responsiveness of concerned participants in order to strengthen strengths approach in benefiting sustainable livelihood building;
- o **capacity building role play:** social work profession would have the ability to help local development agencies and target communities to enable them as to how they can identify own hidden strengths and use them as major inputs in reducing poverty and improve own lives at individuals, families, and neighborhood level;
- o **renovating, linking and organizing role play:** social work profession can play a linking role available valuable human resource or strength in one hand; and the dreams targets do have on the other hand; and external supports as a third partner on the other hand. One effort could be to carry out skills and capacities or human capital inventory survey and to build strengths data stock to be used in any area of intervention as supportive inputs and means in bringing life change at all level;
- o **awareness creating role play:** social work profession can play a teaching role for local communities in order to create good working culture and appreciate use of own local products. To this effect, poor FHHs would be encouraged to produce local products like 'shema' using own indigenous endowed skills and can able to transfer these strengths and experiences into their own adult children;
- o **community organizer, integrator and developer role play:** social work can play a role in bringing people, their efforts and resources towards establishing a unique kind of community – kebele – university participation [undertake research, developing innovative programs specific to a given targets groups and neighborhood] ; and so forth;

CONCLUSION AND RECOMMENDATIONS

Conclusion

Findings and Literature review supported research objectives and questions in this study the fact that in an urban context in Ethiopian there has been very little research carried out on issues of human strengths approach in community livelihood building. If we can say efforts were being made, most research activities were/are giving more emphasis to undertake research on problem or deficiencies identification and needs assessment.

This type of study, therefore, could be seen as a step forward in giving a clear vision for those who are working or have a plan to participate towards that end. Besides, this research work tries to discuss and concludes some core issues in relation to the assumptions and research questions. Accordingly, all FHHs have no less than six categories of skills. However, only few are being in use in the area of enterprising. Such level of limitation in utilizing own strengths varies among successful and unsuccessful subjects.

By implication, this research work has probed that the better FHHs use their own strengths in making enterprise activities, the more would be improved their standard of living and other issues. Besides this research identified that successful individuals who try to make business using own human strengths was found out to be positively related to: better income and house setting; better chance to have radio and television, regular meal times, self - support attitude; trying to save for better tomorrow; empowered to say thanks to God I am better than others and so forth. In most cases, however, the opposite settings and situations were found out to be true among unsuccessful FHHs²⁷.

²⁷ For the in – depth case interview equal number is used among successful and unsuccessful subjects; however, skills inventory survey studies and findings indicate that majorities of subjects found unsuccessful cases. The successful based on measurements used for this study purpose are few in number or percent (%)

On top of this, the attention of development partners and target communities themselves in developing, linking and utilizing own strengths in relevant areas of problem solving and development intervention was found to be either minimal or null when compared with a focus given to needs/deficiencies approach. These limitations might have their own negative implications on the process of community livelihood building, poverty reduction, implementing newly emerging urban development strategies in a sustainable manner.

Recommendations

Furthermore, in order to strengthen, link and apply a human strengths approach, as an input and a tool in building community livelihood and in other areas of intervention [e.g. in health, housing, good governance...), the following recommendations are suggested to be in place. These include:

The need to undertake a promotion and self – actualization work so that subjects will bring attitudinal change: the basis for human – oriented urban community livelihood building and development is an idea and perception that determine sense of initiation/motivation. If development partners give support and opportunities to poor communities to appreciate and utilize their own human capital and other resources, they could able to be a master to lead their own livelihood and prevent shocks without interruption in this day and in the coming future. An organized/systematic promotional works aimed at bringing about attitudinal and behavioral change are indispensable. In the absence of material resources, this effort would be done in such a way that it brings about practical change in appreciating, mobilizing and utilizing own strengths so as to build sustainable livelihood.

The need to reframe local community development interventions so that strengths approach – application would be addressed: strengths approach could be meaningful capital/asset inputs and tools in building community livelihood if it is only applied or used in practice in different areas of application/intervention. Otherwise, if these strengths-based assets were to be left as unutilized assets, they would have very little practical values for subjects who endowed them and local development partners that involve in poverty reduction, community livelihood building and other urban development activities. To this end, this study recommends that concerned local development partners and target communities like FHHs themselves are in need to use on own strengths as a major strategic input in producing meaningful income to secure own welfare and well – beings.

The need to undertake in – depth further research work: it is important to undertake phase-based further in – depth research work on human strengths – human capital [skills, knowledge, capacities...]’s evolution, development and transformation processes among FHHs in order to develop web of unique models or theories about these groups of communities. In addition, it is also seemingly significant to undertake in – depth research work that would enable concerned bodies to develop and integrate models and application techniques in the area of creating balanced definition, advantages/disadvantages and implications in between application “own strengths – human capital” and “needs/deficiencies” approaches’ application in bringing life change among poor people in a study area in particular and in bigger context in an urban area in Ethiopian in general

The need to create university [social work profession] - local community partnership: it is possible to assume a traditional way of learning process in most universities in the Ethiopian context has some limitations in integrating theories with practice. These limitations hinder professionals to have detail knowledge about community strengths - assets and hence to appreciate and incorporate these assets into their field of

application. Limitations in implementing meaningful field placement or internship and provision feedbacks on research outputs to target communities; there is a gap in linking universities with local communities could be foundations to justify needs. The effort of School of Social Work to start field placement is good beginning in narrowing these limitations. To this effect, this study recommends the importance of linking or creating partnership between universities or research institutions in one hand and local communities on the other hand. By creating such linkage an intended objectives of urban social work application would be in place and hence the strengths approach for community livelihood building would be strengthened.

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²⁸ CSA refers to the Central Statistics Authority, Ethiopia.

²⁹ FEMNET is the name given to the African Women' Development and Communication Network

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³⁰ ITC refers to the International Institute for Aerospace Survey and Human Settlement studies

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Annex 1: Draft Questionnaire and Checklists

Strengths approach for community livelihood building in an urban Ethiopia: A case study of female headed households in kebele 03/09 of Addis Ababa

This questionnaire is prepared to collect data for case-based in – depth interview purpose. The aim is to obtain a full picture of the skills, capacities, talents and abilities of female headed households living in Arada Georgis. Data collection instruments include semi-structured, open-ended questions and checklists.

A. Human strengths - skills and capacities exploration

A1. Individual strengths

Q1. What do think or understand and how do you perception about human strengths - gifts, skills and capacities - why? -----

Q2. How do you define human strengths? -----

Q3: Individual strengths – skills, capacities ... and level of utilization identification

Major skill categories	No of skill items ³¹	availabilities		application				Does it have any contribution to improve livelihood & at what level			note
		yes	no	house	business	social	idle	individual	Social	Other purposes	
Health care skills											
Office work skills											
Construction & repairing											
Maintenance skills											
Food & liquor preparation & selling skills											
Child & elder care skills											
Transportation skills											
Operating & repairing equipment & machinery											
Management & supervision skills											
Services & goods Selling											
Music and related skills											
Security & safety skills											
Handicrafts skills											
Others (if any)											

Q4. How do you measure a contribution of own human strengths in improving your own and communities level livelihood and why? -----

Q5. What problems are hindering you either to use own human strengths in diversified business activities and to let them to be idle and why? -----

Q6. Have you been experienced with transferring and teaching own human strengths to your own families and other people? How and if not why? -----

Q7. From where did you acquire or learn the skills you have mentioned above (if applicable)?
From:

- ☐ lifelong experiences and day to day interaction with others
- ☐ formal education & training of imported skills
- ☐ families and other group of people [transferred]
- ☐ work experience and on job training in government and private agencies
- ☐ other means (specify if any) -----

Q8. List out strengths you do most like and dislike according their priorities as you experienced in your life time

Type of liked & disliked skills (at all level)	Extensively in use (level)			Do you recommend to be used by others?			Do you able to teach to others?			Requiring to learn them			What skills do you dislike more? Why?
	h	m	L	yes	No	Na	yes	No	N	y	No	N	

³¹ No of skill items refer to the specific and detail type of sub – skills in which an individual may have under major categories of skills or strengths

Q9. If you have negative attitude to some types of skills why do you dislike them? -----

Q10. How much of your time is being used for income generating and other activities (time utilization and working culture) in improving livelihood situation – time budget?

What activities do you perform per day?	Number of labor forces engaged	Time budget allocation in a given day	No of hours used/day	Time & labor resources estimated (in Birr)	Level of contribution to improve livelihood	Notes
Income generating						
Domestic works						
Children & families care						
Social/communities work or activities						
Rest and recreation						
Others (if available)						
Idle time						
Notes						

Q11. How do you estimate and evaluate importance of available labor resources & time in improving your own socio – economic situation? -----

Q12. Does it advantageous or disadvantageous to have a large family size in a household and why? -----

A2. Strengths exploration at community or social setting levels

Q13. What skills do you have that enable you to participate at community affairs? How these skills are helpful in improving your livelihood? -----

Q13. Human strengths – skills, capacities ... and level of utilization identification at community or social setting

Possible type of skills at community level	What specific skills do you have under each categories	Do you have (availabilities)		How do you materialized/use skills in each skill categories- application				Does skills have a contribution in improving livelihood		
		yes	No	House	business	social	Idle	yes	no	How & in what level?
Participation in different affairs										
Playing a leadership role										
More interested areas of participation										
Becoming membership										
Connecting capacities										
Building productive relationships-associations										
Increasing number of contacts										
Others (if any)										

Q15. Why do you prefer to involve in both men and women Edir membership? Which one is more helpful to improve your own livelihood? -----

Q16. Are there any special skills in a slum settlement context in which FHHs are using?

What are these and why they become special? -----

A3. Information on enterprise strengths and practices

Q17. Have you ever engage in MSEs? What type of enterprise skills and capacities do you have? -----

Q17. Enterprise or business making skills and capacities (availabilities)

Type of business skills	How do you evaluate your level participation?	Skills relationship with MSEs?	Which mode of working preference to you to participate in MSEs?			Enterprise skills level of contribution to improve own socio-economic status?
			group	Private	Compare	
Making & selling local drinks						
Preparing & selling traditional food stuffs ("baletina")						
Making business of petty trade of different types (informal)						
Engaging in daily laborer of in different forms						
Traditional thread-cloths making & selling ("Tibeb" making)						
Sewing and tailoring						
Fair wood & sanitary materials						
Others (mentioned if any)						

Q14. When do you start to make business and for how long do you involve in enterprise skills?

(a) Less than one year (b) within 1- 2 years long (c) before two years, how do you acquired them? -----

Q15. Is there any change in improving your socio – economic status because you are participating in MSEs? -----

Q16. Have you ever thought to use own strengths in business making in the future? What kind and in what form? -----

Thoughts towards business making plan on the basis of own strengths-based

Future business making plan (own human strength-based)	Do you have a thought to make?		What is your preference and why do you prefer to work as?			Where do you preference to work & why?		What end outcomes do you plan to achieve?	Why do prefer to engage in?
	yes	no	alone	group	family based	at home	Outside home		
Preparing & selling food items									
Preparing & selling local drinks									
Retailing different goods									
Masonry activities									
Others (if any)									

Q17. Do your enterprise skills and participation have a contribution to create economic benefit & improve own lives (explain how and why)? -----

Q19. What major obstacles do hinder to you to mobilize own strengths towards making diversified business activities so as to improve your own livelihood (describe them in the table below)? -----

Identify all potential and major obstacles	How do you measure their impacts to use own strengths in making business?			What type of coping mechanisms do you use to mitigate them?	
	serious	Moderate	minor	Traditional way	Modern way

Q20. If you think lack of skill is one obstacle, don't you consider the works you are doing are knowledge, skills and capacities? If not why? -----

Q21. Do local development actors try so far to incorporate target beneficiaries' human strengths and to see inside - out resources mobilization aiming at improving livelihood? How and why? -----

B. Sample Cases Demographic and Socio - Economic Data

Q22. Information on education, age and marital status of cases under investigation

Education status	Age categories in years				Marital status					remark
	<30	30- 40	41-50	>50	widowed	separated	Divorced	single	others	
Illiterate										
Grade 1 -6										
Grade7-10										
Grade11-12										
Vocational skills										
College level										
Others skills										

Q23. Place of origin and length of staying in Arada Georgis or Gedam seffer of Addis Ababa

Place of origin	Length of stay or living in Arada Georgis (kebele 03/09) in AA					Reasons to come & to live in kebele 03/09 (specify)
	<5years	6-15years	16-35years	36-45years	>45years	
Born in Addis						
Tigray region						
Amhara regions						
Oromiya regions						
Southern region						
Others (specify)						

Q24. If you are a migrant, what factors did push and pull to you to come to Addis Ababa and to be settled in Arada Georgis? -----

Q25. How do you found out to live in a slum settlement of Arada Georgis seffer and why? ---

B2. Family members, their relationship and the role they play in income generating

Adult persons: Total Number -----

Q26. How many adult children are living in and their contribution as to build core economy

Skills endowed by adult persons (list out skills)	What is the impact of large number of adult persons & the activities they are doing as to improve household livelihood?				
	Adult daughters	Adult sons	Adult persons of extend children	Adult persons of orphans	Adult persons of unrelated

B27. How many adult persons involve in activities to support a women heading household, in what level and if not why? -----
Are adult persons are strengths or a problems for a female heading households? -----

Children Living in a Female Headed Household: Total Number -----

Q28. How many children do you have? Do your children go to school? If not why they don't? -----

Q29. Describe children's contribution in searching out of daily bread to support survival of a female headed household?

List activities or skills performed by children in a female heading household	How do evaluate the role of each children category in searching means of living					Remarks
	Birth children	Grand children	Children of extend families	Orphaned children	Children of unrelated	

Q30. Why are you being responsible to support adult children of your own and children of extend families, orphans, grand children and unrelated ones? Do you get benefit from them? -----

Q31. Does it strength or a problem to have a large number of children? Why and in what perspective? -----

Q32. What are the major benefits and problems as to have many children? -----

Q33. What differences and similarities do you see between children of female and male headed households living in the same communities?-----

Q34. Do you try to transfer your skills and capacities to your family members (adult persons and children) and others and how? If you don't why? -----

Q35. Major occupations, sources and amount of income of female heading household for alive (in Birr and daily or monthly basis)

Occupation and sources of income	How much income do you get per month or in daily basis from each sources of income (in Birr)?						Why your amount of income becomes like this?
	<100.00	101-200	201-300	301-400	401-600	>600.00	

Q36. Does the income you get is enough to sustain your household livelihood? If your answer is no how do you then able to live or to support your lives? Do you have any other supportive means? What kind? If you don't have other means how do you cope with food insecurity?-----

Q37. Do you have a saving skill, how much per month and for what purpose? -----

Q38. Do you feel yourself as if you are valuable resources and you do have strengths that can compensate your deficiencies in terms of material and cash resources? -----

Q39. How do you manage and utilize your skills, capacities, labor and time resources in creating livelihood opportunities? -----

Q40. How do you define yourself in terms of employed, unemployed, underemployed, skillful, in any other way and why? -----

Q41. How and why do you understand the meaning of human strengths (skills, capacities)? -

Q42. How and why do other people in your communities define and evaluate your strengths? How much such attitude affects to develop and utilize your own strengths for food security? -----

Q43. How and why do other communities living outside of your settlement area call on your slum settlement and way of life? -----

Q44. Don't you believe or not different activities or works that are being done by you in day to day life are skills and capacities? Why? -----

Q45. If you do feel you are transferring indigenous skills and capacities that you do have to your own children and other people , what are the techniques you use to transfer and why? -----

Q46. How do you understand towards a function of home/house as major assets or means for living and working quarter? What about its suitability for living and working? -----

Q50. How do you evaluate your self as successful and unsuccessful women in terms of -----?

Successful & unsuccessful	Reasons out why you do feel in such a way	Remarks
---------------------------	---	---------

Work experiences (list out)		
Business making		
Livelihood improvement		
Empowerment as a whole		
Others (if any)		

Q51. What are your major plans and worries to sustain your livelihood based on own strengths? why? -----

Q52. Do you have any other comments, opinions, expressions, probes, --- (Positive, negative)

Questions or checklists prepared to collect data from adult children/persons

1. General: age ---, sex -----, education -----, occupation ----, what are doing now --
2. Why do you still live with your mother? -----
3. What is your contribution as to support and improve socio – economic situation of a household -----
4. Do you have skills and capacities? If your answer is yes what are these strengths? -----
5. From where and how do you acquire these skills that you do have? -----
6. Are there any skills that you did acquire from your mother? If yes what are these? If no why you didn't? -----
7. Does your mother show efforts or does she try to teach and transfer to you skills that she do has? -----
8. What are the techniques being used as to transfer strengths from your mother to you? -----
9. How and why do you evaluate the indigenous strengths (skills & capacities) in such a way as compared with the modern skills and techniques? -----
10. What are your suggestions on the issue of transferring strengths (skills, capacities...) from mother to their children and other persons? -----
11. What mechanisms do you propose as to install sustainable indigenous strengths or skills transformation system in future? -----

Questions or checklists prepared to collect data from key informants (GOs, kebele officials, NGOs sectors, CBOs, elders)

1. Urban poverty reduction strategies, policy and planning measures on: gender or women empowerment; slum redevelopment; social exclusion and/or inclusion; human strengths – based development projects design and implementation and the forth; -----
2. About the on – going local development projects in an urban context in general and in a slum settlement in particular (e.g. eco – city projects, employment and income generating projects, service provision in care and support the destitute, etc); -----
3. Government sectors, NGOs, CBOs'... participation in problem solving and improving of poor FHHs livelihood; -----
4. Development partners perception, consideration and efforts made so far as to develop, mobilize human strengths or human capital based on inside - out community building approach (partnership participation); -----
5. Women or FHHs targeted and own strength-based successful and failure experiences on livelihood oriented development projects in Arada Georgis (k03/09) in Addis Ababa; -----

6. Future plan in improving livelihood and building communities based on strengths approach – in using inside – out communities development model, etc; -----

Annex 2: Statement of Informed Consent (English Version)

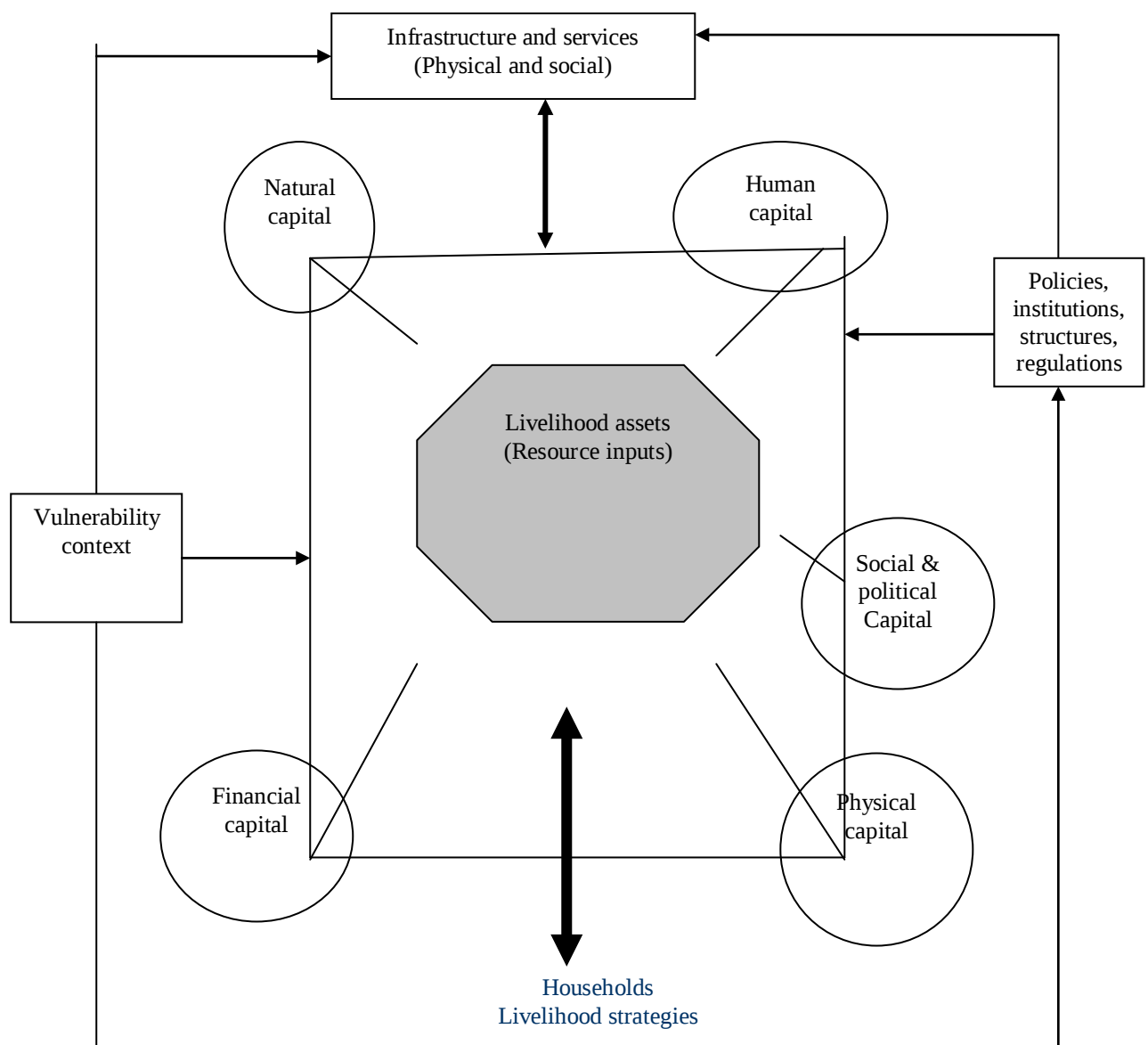
I am undertaking an in – depth interview³² on about 15 individuals female headed households and their adult children who were participated in skills inventory survey in the Summer in Arada Georgis - Kebele 03/09. I am going to generate information on availabilities and utilization trends of own strengths or human capital [skills, capacities, gifts, indigenous knowledge and so forth] of these communities. This information will help me to understand causal relationships between human strengths and livelihood building strategies among the target groups. Collected information will serve as an input (purpose): (i) to undertake in-depth analysis on human capital or strengths based community livelihood building so that the researcher can able to write MSW Thesis; (ii) findings in this research work may be helpful inputs for subjects and local development partners to appreciate and follow inside – out resources mobilization approach;.

Taking part in this study is voluntary. You may stop answering these questions at any time if you don't want to participate. There are no negative consequences from concerned bodies (e.g. kebele, universities) for not responding to this interview. For responding to this interview and release of information that you provided, on the other hand, shows you consent. With your approval, the researcher of this study will use information gathered from you including your name, photos in his research paper. Otherwise without your permission confidentiality will be in place and information not to be used for other purposes rather than objectives mentioned in this informed consent. Objectives may include to be used in implementing different developmental and academic purposes such in journal articles and book chapters and so forth.

³² An in – depth analysis of causal relationships between human strengths/human capital and livelihood building for better income generating and living among female headed households

If you agree to take part in this study, I will write your response directly on a blank space of the interview form and to use tape recorder and photographing when I believe it will be necessary and applicable to do so. Contact address: if you have any questions about your rights as a research subject and on purposes of this case study, you may contact to: my advisor Professor **Alice K. Johnson Butterfield**, University of Illinois at Chicago, USA Phone: 312-996-0036. Email: akj@uic.edu ; in Ethiopian, Contact: **Andom Gessese K.** Researcher, Graduate School of Social Work at AAU, Ethiopia, and Email: agketay@yahoo.com Telephone 251-0914-707075. Thank you in advance for your participation and cooperation in this research work.

Annex 3. Figure 1.3: Households livelihood development model (general framework)



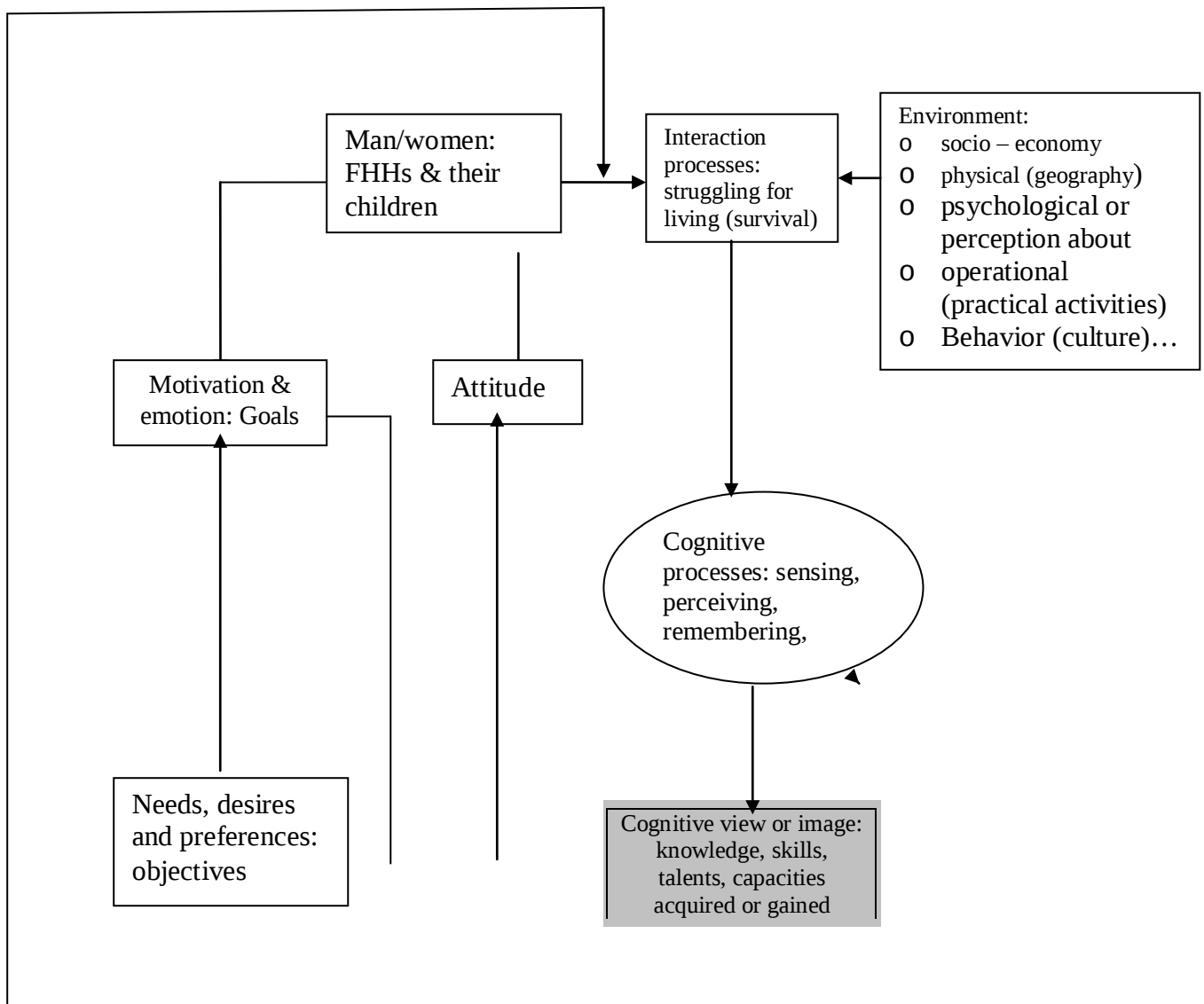


Source: Tony (1998).Development from DFID Sustainable Livelihood

Guidance Sheets as cited in Rakodi (2004, p: 9).

Annex 4: Figure 1.4. Human strengths: knowledge, skills, capacities ... development & utilization model

(Within a given environment)



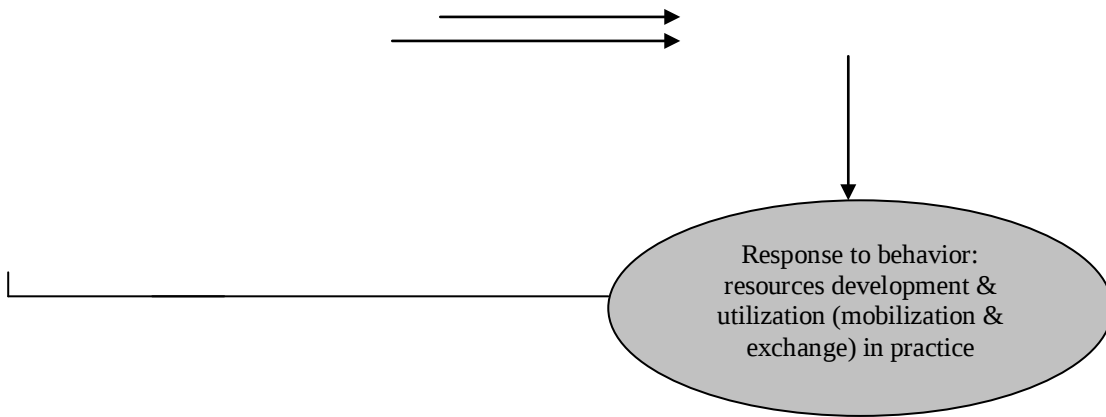


Figure: A model of human knowledge, skills, talents, capacities development and utilization process: A system of whole body and force of strengths development application

Source:

Annex 3:

Signed Declaration

I hereby certify that this MSW thesis is my original work and has not been presented for a degree in any other university, and that all sources of material used for the thesis have been duly acknowledged.

Andom Gessese Kassahun

July 2006

Name: _____

Signature: _____

Date of Submission: _____

This thesis has been submitted for examination with my approval and confirmation as a university advisor/supervisor.

Alice K. Johnson Butterfield (Professor/PhD)

July 2006

Name: _____

Signature: _____

Date of Submission: _____

Annex1: