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**ADDIS ABABA UNIVERSITY**

**Graduate School of Social Work**

**ASSESSMENT OF PRODUCTIVE SAFETY NET PROGRAM EFFECTIVENESS IN  
IMPROVING THE LIVELIHOODS OF WOMEN BENEFICIARIES: THE CASE OF  
ZEWAY DUGDA WOREDA, ARSI ZONE, OROMIA REGION**

**By: Makeda W/Hiwot**

**A Thesis Submitted to Research and Graduate Programs  
in Partial Fulfillment of the Requirements for the Degree of Master of Social Work  
(MSW)**

**Advisor: Ashenafi Hagos (PhD)**

**December, 2017**

**Addis Ababa, Ethiopia**

ADDIS ABABA UNIVERSITY

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## DECLARATION

I, the undersigned student declare that this is my original work and has not been presented for a degree in any other university and all the references used for the thesis have been fully acknowledge.

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This thesis has been submitted for examination with my approval as the thesis advisor.

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### **ACRONYMS**

CFSTF	Community Food Security Taskforce
CWSTF	Community Watershed Taskforce
DA	Development Agents
ECOSOC	Economic and Social Council
EGS	Employment Generation Schemes
FAO	Food and Agriculture Organization
FDRE	Federal Democratic Republic Ethiopia
FGD	Focus Group Discussion
FHHs	Female Household Heads
FSCOB	Food Security Co-ordination Bureau
FSP	Food Security Program
GoE	Government of Ethiopia
GSD	Gender Sustainable Development
HABP	Household Asset Building Program
KII	Key Informant Interview
MHHs	Male Headed Households
MoARD	Ministry of Agriculture and Rural Development
MoFED	Ministry of Finance and Economic Development
MoLSA	Ministry of Labor and Social Affairs
OFSP	Office Food Security Program
PIM	Program Implementation Manual
PSNP	Productive Safety Net Program
PW	Public Works
SPSS	Statistical Package for the Social Science

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## **GLOSSARY OF LOCAL TERMS**

Kebele:	The lowest administrative unit under Woreda
Kola:	An area characterized by hot weather condition
Weyinadega:	Moderate weather condition
Woreda:	A district consists of Kebeles (rural and urban) under zonal administration

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## ABSTRACT

*This study was conducted in Zeway Dugda Wereda, Arsi Zone, Oromia Regional State. It deals with analysis to assess the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in the study wereda and identifying outstanding challenges related to the program regarding gender mainstreaming and to come up with relevant recommendations to improve gender division of labour in Productive Safety Net Program. Household survey using questioners; focus group discussion with PSNP members; and key informant interviews with relevant stakeholders were employed to collect the necessary data. A total of 120 households were selected. Descriptive statistics were used to summarize results and present them in tables. Statistical tests like t-tests and chi-square were used to test differences and associations between variables. Correlation analysis was also employed to understand the relationship between some variables. The researches results revealed that the productive safety net program has significant contribution to address the existing unfair gender division of labour in the study area while it does not fully address the issue to the extent that the program intended. It can be recommended that gender division of labour issues should be properly considered during design in future interventions of PSNP and other similar programs to address the abovementioned issues in a better way. Policymakers and development practitioners need to consider contextual gender analysis and participation of women during design and implementation of any development program. Regular monitoring and evaluation mechanisms should be reviewed through the gender lens so that the program will have better contribution to address gender division of labour in the rural setting like that of the study areas.*

**Key words:** *productive safety net program, gender division of labour, gender mainstreaming, public work*

## CHAPTER ONE

### 1 INTRODUCTION

#### 1.1 Background of the study

Food insecurity has become one of the critical development problems not only in Ethiopia but also in most of the developing countries. Ethiopia is one of the Sub-Saharan African countries that suffered a lot from chronic and transitory food insecurity. Over the last forty years, Ethiopia has been in the news for widespread and persistent food insecurity Temegen Tilahun (2010).

Since 1992, the Government has introduced series of policies and strategies to address this vulnerability and its root causes. Although relief was provided, often at great expense, it was often inadequate or late. As a result, households were forced to sell assets (further restricting their livelihood choices) and to limit their consumption (with immediate impacts on increasing the risk of disease and longer term impacts on chronic malnutrition) (MOARD, 2009). This approach was followed for many years and it was recognized that the majority of those receiving food aid were chronically food insecure, with households facing a food gap even in average or good rainfall years.

In 2003, building on its National Food Security Strategy, the Government launched a major consultation process with development partners that aimed to formulate an alternative to crisis response to support the needs of chronically food insecure households, as well as to develop long-term solutions to the problem of food insecurity. This culminated in the New Coalition for Food Security that proposed a Food Security Program (FSP) aimed at shifting

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households out of the emergency relief system while also enabling them to 'graduate' to sustainable food security.

Under the FSP, in 2005 the Government started a major new initiative - the Productive Safety Net Program. Productive Safety Net Programme (PSNP) is to assure food consumption and prevent asset depletion for food insecure households in chronically food insecure woredas, while stimulating markets, improving access to services, rehabilitating and enhancing the natural environment. The PSNP distinguishes between chronic and transitory food insecurity. The PSNP is now in its fourth phase. Previous phases are as follows: phase one: from January 2005 to December 2006. This established PSNP processes and delivered transfers to 4.84 million food insecure people in Ethiopia, Phase two: from January 2006 to December 2009. During this phase the PSNP scaled up significantly to cover 7.57 million people. Phase three: from January 2010 to December 2014. The phase will further strengthen implementation of the PSNP to achieve the objectives in all programme areas and maximise linkages with other elements of the FSP to promote graduation from food insecurity.

Thus, the Productive Safety Net Program has been designed as an asset protection mechanism at the household level and to create productive community assets. The PSNP provides resources to households through, direct grants to labour poor, elderly or in capacitated households, and payment to able bodied member of households for participation in labour intensive public work (PW) activities. Other Food Security Project is supplement asset building in PSNP beneficiaries' households by providing credit for different, agricultural as well as non-agricultural production activities proposed by community members (FDRE, 2002).

The Food Security Strategy recognizes that the existing gender inequality in accessing productive resources negatively affects food security. This recognition is a step forward in addressing gender inequality. PSNP implementation manual mentions activities that could reduce the inequality. However, according to reports from the Ministry of Agriculture and Rural Development (MoARD 2007, 2008, 2009) and FSCOB (2007), marginalization of gender issues has been observed in the implementation process and there is insufficient documentation on gender aspects of the program.

Zuway Dugda woreda is one of the major program locations in Arsi zone of Oromia region which benefited from PSNP and OFSP. The program implementation started in 2005 and still operating in the area. Major portion of the fund was allocated for household asset building and income generating activities. Despite this, there are still significant numbers of food insecure households in the study area. PSNP also planned to address the existing unfair gender division of labour through its strategies and implementation. Therefore, this study intended to assess the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries.

## **1.2 Statement of the Problem**

Productive Safety Net Programme (PSNP) implementation manual mentions activities that could reduce the inequality. However, according to reports from the Ministry of Agriculture and Rural Development (MoARD 2007, 2008, 2009) and FSCOB (2007), marginalization of gender issues has been observed in the implementation process and there is insufficient documentation on gender aspects of the program. Leulseged (2015) was interested gender dimensions in the participation of productive safety net program implementation. He concluded that gender participation in the PSNP implementation at 1% level of significance

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and on the other hand; age of household, livestock holding, PSNP management decision, targeting, PSNP planning, PSNP decision, PSNP food security task force and public work planning were found to be statistically significant at 5% significance level.

As study by Dereje (2013) on Gender role in Agricultural Production have stated that in any development interventions the involvement of women has become compulsory. To this end, considering the roles of men and women is very important, and gender roles vary across culture. In Ethiopia agriculture is the backbone of the economy, the participation of women in the field is very high. It is, however, clear that the roles men and women play in agriculture differs from region to region. Though men are taking the lion's share in agricultural production, the contribution of women has also been an undeniable fact.

Similarly, the study conducted by, Shambel Worku (2013) on Gender Differential in Agricultural Production and its impact on Household Farm income indicated that female worked more time than male in terms of hours per day but the time they engaged in agricultural activity was very low due to the fact that female allocate much of their time and energy for home based activities like fetching water, collecting fire wood, washing cloth, child care and the like. Thus, technologies that reduce female work burden need to be introduced. In addition, education and training to both male and women should be provided on gender role and role shift.

On the other hand, the study conducted by Mesay (2008) Gender, Household Food Security and Coping Strategy as it was clearly demonstrated in this study, given the shortage of male labor in many female-headed households, the plough-based cultivation in many rural parts of Ethiopia, and the traditional and cultural norms that prohibit women to undertake important agricultural activities such as plugging, female-headed households are unable to

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benefit from their plots as they often give their land away to sharecroppers. To sum up, the limited access and control over productive assets such as land, labor, oxen and credit in many female-headed households as compared to male-headed households in general have a far reaching implication on their potential to improve their productivity as well as to diversify their income through engaging in various non-farm income generating ventures and thus has increased their vulnerability and fragility at times of critical food shortages.

Productive Safety Net Programme's (PSNP) framework which allowed women's participation in decision making process of the program upholds women's access to resources and services which in turn minimize gender inequality and bring women's empowerment. A study carried out by Mulumebet (2010) revealed that PSNP has contributed in empowering women economically and in social aspects of their life. Women equally contribute to their community development by their participation in Public work and able to generate income for their households.

Nicola, Yisak & Tassew, (2010) concluded a study on Public Works (PW) and indicated that programmes have emerged as an important strand of social protection initiatives, and represent an initiative with strong potential to address a range of gendered economic and social vulnerabilities among the rural poor. Overall, gender analysis of Ethiopia's PSNP has found that the programme has made important advances in enhancing women's participation in rural Public Works (PW) programmes and addressing their practical gender needs, including increasing the quantity and quality of food consumed, helping to cover basic education expenses and contributing to the creation of community assets such as water points which help reduce women's time burden.

In terms of design, the programme's focus on tackling women's poverty through gender-sensitive participation options and a conceptualization of community assets that includes efforts to address women's poverty, are noteworthy and offer important lessons for designers of Public Works (PW) programmes. Research findings suggest, however, that a number of design features, and especially implementation practices, should be improved in the overall programme effectiveness and to fully harness the programme's transform potential.

Regarding to this, for above researcher gender divisions of labour in PSNP were not the focus of in these studies and also the research groups work conducted so far did not focus adequately on the gender aspect of the PSNP implementation. Though, the design of the PSNP is intended to address gender in balances institutional, social and economic factors prevailing in the study area could influence the intervention and affect the gender impact of the program. This is particularly true considering the scope of the study which was conducted at four selected sites in two regions of Ethiopia (Tigray and SNNPR).

Hence this research attempts to fill the knowledge gap on the gender division of labour ways forward for implementation, which in turn boost the complementary role of PSNP in future generation. It could also serve as a spring board for government organizations, local practitioners and researchers, and NGOs interested in the areas of identifying actions and interventions to improve within the existing institutional arrangement of PSNP.

### **1.3 Research questions**

- Does the Productive Safety Net Program (PSNP) contribute to improve the livelihoods of women?
- What are the major bottlenecks hindering PSNP from effectively improving women's livelihoods?

- What does PSNP is doing to improve women's livelihoods?

## **1.4 Research Objectives**

### **1.4.1 General objective**

The main objective of the study is to assess the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in Zeway Dugda of Arsi Zone, Oromia Regional State.

### **1.4.2 Specific objective of the study**

- To analyze the major activities being undertaken by PSNP to improve women's livelihood from gender perspective
- To indentify the major challenges faced during the implementation of Public Work activities to improve women's livelihoods
- To determine measures to be taken to improve effectiveness of PSNP in improving women's livelihoods

## **1.5 Significance of the study**

Taking into account the scarcity of research on public work participation on gender division of labour in Zway Dugda, this study is hoped to contribute to the working knowledge so far developed and fill the knowledge gapes on this issue in the context of Zway Dugda Woreda. It is also hoped that the findings of this study will provide information and insight by generating details the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries. Moreover, the findings could also serve as a spring board for local practitioners, NGOs and researchers interested in the areas of identifying actions and interventions to improve gender division of labour and within the existing institutional

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arrangement of PSNP. Hence, the study will have some contribution for the social work education and practice.

### **1.6 Scope of the study**

The Productive Safety Net Program is the new social protection program undertaken currently by the Ethiopian Government Food Security Program. Still Productive Safety Net Program has several programs in many Woredas in the country. Zway Dugda is one of Productive Safety Net Woreda. From this Woreda, four Kebeles were selected. This study was focused on the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries.

### **1.7 Limitation of the Study**

The program has been operating in 21 kebeles for selected households in the woreda. As such, this enabled to choose survey households for the study from 21 kebeles lowland agro-ecology. Though there are many kebeles where program activities have been undertaken in the woreda, four of them were included to the sample due to time and resource limitations.

### **1.8 Definition of Terms**

**Food Insecure Households:** in this study, it refers to households lacking food consumption and asset protection mechanism.

**PSNP:** it is a social protection and food security program which is intended to address chronic food insecurity in rural households. It also aims to enhance food consumption in chronic food insecure rural households, preventing household asset depletion, rehabilitating natural resources as well as creating access to community services.

**Public Work:** in this study, refers labor intensive community activity as part of the program where the clients receive payment as an exchange to their labour contribution. The

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labor-intensive PW sub-projects include such as road construction and maintenance, small-scale irrigation and reforestation as well as other social infrastructure activities.

**Temporary direct Support:** in this study, it is the provision pregnant women over as of their 4<sup>th</sup> month of pregnancy and lactating women up to 12 months should be relieved from Public Work (PW).

**Livelihood:** Livelihoods can be defined as the sum of means by which people get by over time (Lautze et al 2003). And livelihoods as the ways in which people access and mobilize resources that enable them to pursue goals necessary for their immediate and long-term survival (FIFC 2002).

## **1.9 Organization of the thesis**

This thesis organized into five chapters. Chapter one deals with background, statement of the problem, objectives, research question, significance, scope, limitation of the study, definition of terms and organization of the thesis. Chapter two contains review of literature that includes gender and mainstreaming concepts and definition, social protection, productive safety net program, Gender and livelihood, National Policy in Ethiopian women and empirical findings. Chapter three deals with the back ground of the study area and methodology being applied in the study. Chapter four were covered the major findings of the study and detail discussions. Chapter five incorporates the conclusions, recommendations and social work implications of the study.

## **CHAPTER TWO**

### **2. REVIEW OF LITERATURE**

#### **2.1 The Concept of Gender Division of Labour, Gender Mainstreaming and Livelihoods**

##### **2.1.1 Gender**

Gender is a concept which is widely misunderstood, however which refers to differences between men and women that are not innate or biological but social. It is a central organizing principle of societies, and often governs the processes of production and reproduction, consumption and distribution' (FAO, 1997). Gender issues focus on women and on the relationship between men and women, their roles, access to and control over resources, division of labour, interests and needs. Gender relations affect household security, family well-being, planning, production and many other aspects of life (Bravo-Baumann, 2000).

The concept of gender-based division of labor is more than – it is an important factor underling women's access to and ownership of productive resources. However, gender division of labor is undergoing rapid change globally. Macro-level factors like political and economic crises, fertility decline, increasing educational level, family instability and household patterns have been known to transform the “ traditional “ gender roles of men and women worldwide (Fetenu, 1997).

A gender role are not natural roles although socially determined differences between women and men, such as roles, attitudes, behaviors, in addition to these differences are not universal, and they vary greatly form society to society. Gender is a relational term that includes both women and men. Gender equality promote on changes for both women and men (Women Information Centre, 2005).

### **2.1.2 Gender mainstreaming**

It is a strategy for making Women's and Men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and program in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality (ECOSOC, 1997).

The term “gender mainstreaming” referring to the strategies and process that can change the way that institutions operate in relation to the power and privilege that is associated with the things done by and for men and women. The full phase should be mainstreaming attention to gender equalities in institutional structures and their programming Datta (2004).

### **2.1.3 Livelihoods**

According to Mudege and Ezeh (2009) livelihoods are a dynamic realm that integrates both the opportunities and assets available to a group of people for achieving their goals and aspirations as well as interactions with and exposure to a range of beneficial or harmful ecological, social, economical, and political perturbations that may help or hinder a group’s capacity to make a living. Chambers and Conway (1992) say livelihoods comprises the capabilities, assets including material and social resources and activities required for a means of living.

## **2.2 Social Protection**

Social protection policy is implemented by different developing countries in order to a achieve Millennium Development Goals which is focused on poverty and vulnerability reduction. Social protection is therefore; assert that social safety net can mitigate poverty. This requires that governments employ social protection policies that could open

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opportunities for all its citizens so that all can participate and benefit from economic growth.

Social protection programs comprise social safety nets in that they protect poor citizens against income shocks associated with old age, destitution caused by war, and drought, respectively (Barrientos & Hulme, 2008).

Social protection is being a set of “formal and informal” interventions. Formal safety nets can take the form of employment programs or cash /food transfer. Most often these measures are targeted at the poorest households as temporary cushion in the aftermath of severe shock. Social protection programmes in the Public Works (PW) scheme and assess the extent to which they have incorporated gender equality as a way to support programme aims to tackle rural poverty and promote agricultural productivity. In particular these programmes can reduce inequalities and discrimination in three spheres: the household, the labour market and the community (MoLSA, 2012).

Productive Safety Net Program (PSNP) is part of the national social protection policy. PSNP is is to assure food consumption and prevent asset depletion for food insecure households in chronically food insecure woredas, while stimulating markets, improving access to services and natural resources, and rehabilitating and enhancing the natural environment through Public Works (PW) and direct support program components (MoLSA, 2012).

### **2.3 Productive Safety Net Program in Asia and Africa**

Subbarao, (2003) used the methodology of reviewing different empirical literatures to show the impact of public work programs on poverty, welfare and other social gains. He, in his analysis of the role and effectiveness of Public Works Programs, identified that 60 to 70 percent of households participating in India’s nationwide program, the MEGS, and in

Argentina's Trabajar program and almost 100 percent in Chile's public works program belonged to poor households. This indicates that these programs are highly targeted to the poor. Furthermore Subbarao, (2003) also reviewed the works of Datt and Ravallion (1992) who show the impact of MEGS on poverty. According to him they have quantified the impact of the program and found that the severity of poverty has fallen from 5.0 percent to 3.2 percent owing to participation in the MEGS. He also discussed that well-designed workfare programs do have the potential to confer significant social gains by providing example of India's Maharastra Employment Guarantee Scheme which was designed to encourage the participation of women. In this program employment was provided within 5 km from their places of residence, and male-female wage discrimination was eliminated. He pointed out that as a result of this which is close to half of all participants were women. Devereux, (2002) assessed the impact of three social safety-net interventions in Southern Africa namely – cash transfer in Namibia (Social Pensions) and Mozambique (cash payments to urban destitute) and public work in Zambia. The Zambian case provides evidence the labour substitution argument. Poor rural people who are targeted under a public work program go to the public work program; they forgo the work in their farm land or other agricultural activity. Many cash-for-work participants used their income to hire labour to plough or weed their fields. This behavior had a number of positive features. Firstly, it provided income to a second group of workers – a significant multiplier effect. Secondly, since many hirers were women and many laborers were men, this freed women from the most demanding farming tasks. Thirdly, if investment in labour and other inputs increased as a direct result of cash-for-work income, agricultural output might have risen rather than fallen (Devereux, 2002). This result is an interesting result for those who fear social safety nets would result a reduction in agricultural

production. Maitraa, and Ranjan (2002) used household level data from South Africa and employed econometric method to examine the behavioral and welfare impacts of private and public transfers. Their results show that crowding out of private transfers as a result of the introduction of public pensions holds only for poor households and not for the non-poor.

In Malawi the study by Miller et al. (2010) employed both descriptive and econometric techniques of difference-in-differences estimates to analyze the impact of this cash transfer on household food security or welfare. They also used separate regression models to examine, for instance, the differential impact of the transfer depending upon the gender of the household head. The results from this study show that intervention households in Malawi allocated 62% of total expenditures to food purchases. The study also pointed that, although the evaluation was relatively short-term in length, conducted over the course of one year, recipients were able to reach what they reported as an acceptable level of food security. According to the authors by end line, 13% of intervention versus 81% of comparison households reported that food consumption was less than enough. On average, cash recipients consumed a variety and adequate amount of foods per day, without experiencing many days of food shortages, which is in striking contrast to the comparison group.

#### **2.4 Productive Safety Net Program in Ethiopia**

The PSNP has been targeting poor individuals in two ways. One is through Public Works (PW) and the other in direct support (DS). Public Work (PW) is the larger of the two programs. It is based on payment of a fixed amount of money per day for selected beneficiaries in exchange for their work on labor-intensive projects such as road construction and maintenance, small-scale irrigation and reforestation as well as other work activities. Chronically food insecure households who have able-bodied family members participate on

productive works contribute at the same time to social protection and building climate resilience. Firstly, it employs the PSNP's participants on labor-intensive projects for six months of the year to fill the food gap experienced during the “drought season”, the time between harvest and planting when households tend to run out lean of food (World Bank, 2012); the safeguarding of household assets from distress sales of itself helps them to maintain some buffers against natural hazard shocks. Secondly, it invests in the creation of community assets to reverse the severe degradation of watersheds and provide more reliable water supply under different climatic conditions, in addition to its social services infrastructure activities. This is done through the GoE's Community-based Participatory Watershed Management Planning Process.

The Direct Support is another component of the productive safety net programme unconditional transfers of cash or food to vulnerable households with no able-bodied members who can participate in Public Works (PW) projects which household that are not able to participate in Public Works (PW) to receive assistance (World Bank, 2009). Chronically food-insecure households that cannot provide labor to Public Works (PW) are given an unconditional cash or food transfer of equivalent value to that received by labor-contributing households. The Direct Support beneficiaries have included (but are not limited to) orphans, pregnant and nursing women, people with disabilities, the elderly, chronically ill individuals, and female-headed households that are labor poor (i.e., lack time, mobility, or members to work on project sites). The 2011 PSNP impact evaluation found that households receiving Direct Support had considerably lower average income and asset values, and owned and cultivated less land than households participating in the Public Works (PW) component (Berhane, G-Hoddinott, Kumar, & Tafesse, 2011).

The PSNP has been well targeted to the chronically poor, having accurately identified households that engage in activities which generate low returns and are mainly pursued by poor people. The participants have been poorer in both incomes and assets, and cultivated less land than non-beneficiary households, especially those under the Direct Support component (Berhane, G-Hoddinott, Kumar, & Tafesse, 2011).

The PSNP's Project Implementation Manual (PIM) defines a chronically food insecure household as: "having faced continuous food shortages (usually 3 months of food gap or more) in the last 3 years and received food assistance prior to the commencement of the PSNP; having suddenly become more vulnerable as a result of a severe loss of assets and unable to support themselves for the last 1-2 years; and without family support and other means of social protection and support" (World Bank, 2010).

Impact evaluations of the PSNP have found that community involvement in the targeting/grievance processes has improved understanding of the selection criteria and enabled community members to respond to unfair practices and targeting errors (World Bank, 2010; Berhane, G-Hoddinott, Kumar, & Tafesse, 2011). The PSNP beneficiary selection and registration process takes place at the community level through the CFSTF.

The impact evaluation reported that female household member's still experience difficulties in balancing their participation in the Public Works (PW) program with household responsibilities, have less contact with development agents, and are less likely to use the HABP's credit facilities. A need for the PSNP to pay greater attention to building awareness/capacity about the program's gender-related provisions among beneficiaries and staff as these were being unevenly implemented – and to devote more resources to gender sensitive programming (Nicola, Yisak & Tassew, 2010).

## **2.5 Gender livelihood**

Gender equality and women empowerment complement one another. These two aspects are human rights that lie at the heart of sustaining livelihoods. The aspect of women empowerment should be integrated in the sustainability of the livelihoods and in the poverty reduction in the households of the developing countries. Poor women empowerment is one of many faces of gender inequality. It has been documented that discrimination against women and girls - including gender-based violence, economic discrimination, and harmful traditional practices remains the most pervasive and persistent form of inequality (World Bank, 2006). This is predominant despite all the attempts of introducing women empowerment as an indispensable tool for achieving gender equality, sustainable development, poverty reduction and livelihoods sustainability. Part of mainstreaming gender is to ensure that specific attention is paid to the improvement of the status of women. Since women make up the largest percentage of the poor and unemployed, all poverty alleviation programmes and projects are suppose to target women. Furthermore, because women continue to be the primary care givers in communities, programmes aimed at other vulnerable groups such as children, the elderly, disabled and sick also should target them. Women and girls bear enormous hardship in their communities and households. The sustainability of livelihoods is crucial and it should be associated with both socio-economic opportunities and economic restructuring. These should benefit both men and women (Ellis, 1998, 1999, 2000; D’Hease and Kirsten, 2006).

## **2.6 National Policy on Ethiopian Women**

The National policy on Ethiopian Women was issued in 1993. The main goal highlighted gender equality could be achieved promote and protect for women’s human rights and rights to own property, assist essential conditions for rural women to access basic social

services to lightening their work-load and to eliminate prejudices as well as customary mal-practices so that women could hold public offices and participate in decision making at all levels (TGE/ OPM 1993).

The policy aims of development programs, mainstreaming gender requires that the resources, opportunities and benefits of the development process be distributed equitably (to men and women). This requires the integration of equality concerns into the analysis and formulation of polices, programs and projects, to ensure that these have a positive impact on women and reduce gender inequalities.

Gender – based inequality is systematically legitimized and institutionalized through laws and policies. This makes the task of challenging and breaking out of gender roles extremely difficult. The foundation of law Ethiopia constitution 1995 suggests all people have equality right before the law, and prohibits any discrimination on grounds of gender. Article 35 ensured women have a right to land, equal access to economic opportunities including the right to equality in employment (FDRE 1995). Other social and legal actions have been taken to promote gender equality. Ethiopia commitment to the United Nations Convention on the Elimination of all forms Discrimination against Women (CEDAW) and the Beijing Plan of Action.

## **2.7 Review of Empirical Findings on Gender Role**

PSNP implementation manual mentions activities that could reduce the inequality. However, according to reports from the Ministry of Agriculture and Rural Development (MoARD 2007, 2008, 2009) and FSCOB (2007), marginalization of gender issues has been observed in the implementation process and there is insufficient documentation on gender aspects of the program. A study carried out by Leulseged (2015) revealed that gender

Participation in the PSNP implementation at 1% level of significance and on the other hand; age of household, livestock holding, PSNP management decision, participation in targeting, participation in PSNP planning, participation in PSNP decision, participation in PSNP food security task force and participation in public work planning were found to be statistically significant at 5% significant level.

Any development interventions involvement of women has become compulsory Dereje (2013). To this end, considering the roles of men and women is very important, and gender roles vary across culture. In Ethiopia where agriculture is the backbone of the economy, the participation of women in the field is very high. It is, however, clear that the roles men and women play in agriculture differs from region to region. Though men are taking the lion's share in agricultural production, the contribution of women has also been an undeniable fact.

Similarly, the study conducted by, Shambel Worku (2013) Females worked more time than male in terms of hours per day but the time they engaged in agricultural activity was very low due to the fact that female allocate much of their time and energy for home based activities like fetching of water, collecting of fire wood, washing of cloth, child care and the like. Thus, technologies that reduce female work burden need to be introduced. In addition, education and training to both male and female should be provided on gender role and role shift.

On the other hand some studies which revealed shortage of male labor in many female-headed households, the plough-based cultivation in many rural parts of Ethiopia, and the traditional and cultural norms that prohibit women to undertake important agricultural activities such as plugging, female-headed households are unable to benefit from their plots as

they often give their land away to share croppers Mesay (2008). To sum up, the limited access and control over productive assets such as land, labor, oxen and credit in many female-headed households as compared to male-headed households in general have a far reaching implication on their potential to improve their productivity as well as to diversify their income through engaging in various non-farm income generating ventures and thus has increased their vulnerability and fragility at times of critical food shortages.

There are number of factors cause the difference in food security status between female and male-headed households that granting a piece of land by itself could not end the food insecurity problem of female-headed households as these households are constrained by lack of access to important factors of production such as labor, plough oxen and credit and other agricultural inputs Mesay (2009). Moreover, cultural and social constraints in a form of gender biased customs, stereotypes and misconceptions about women are the major challenges for female-headed households.

PSNP's framework which allowed women's participation in decision making process of the program upholds women's access to resources and services which in turn minimize gender inequality and bring women's empowerment. A study carried out by Mulumebet (2010) revealed that PSNP has contributed in empowering women economically and in social aspects of their life. Women equally contribute to their community development by their participation in Public work and able to generate income for their households.

Although research about rural women in Halaba involves food processing, water and fuel wood collection, assisting family farm, marketing and labor exchange for community services Messay (2012). The level of participation of women's labor is more in agricultural activities, community services as compared to other family member. They are contributing

more in securing their household members food demand than other household members. But women receive no remuneration for their labor, no monetary or maternal gains and no benefits in leisure time and improved living conditions. Women suffer from discriminatory practices that prevent them from accessing land in the same way and extent as men. Men control land and women gain access to land mainly through inheritance, their male relatives or in that of their husband.

Another researcher defined women's participation in Ensuring Food Security at Household Level Tefera (2014). The study examines women are the major participants of such activities where their roles are unrecognized by the local government as well as by their male counterparts. Based on the findings, it was recommended that government, NGOs and local authorities should build the capacity of households through short and long term training as to how women's role should be acknowledged. To ensure food security at household level, policy makers need to identify the most appropriate and relevant context of households as well as vulnerable groups. By doing so, their positive role will be maintained.

Many women may be compelled to seek alternative livelihoods outside agriculture wherein they are prone to exploitation such as working as maids, waitresses or sex workers Gashaw (2015). Researcher has demonstrated that focus on meaningful representation and participation of women and training of community members and organizations are an important step towards helping women gain access to established rights on land management. Therefore, improving women's access to and control over land is crucial to socio-economic development of Africa in general, and Ethiopia in particular.

A recent research by Birtukan (2016) rural women's access to and control over land indicates that land certificate has relatively reduced boundary disputes and increased the

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confidence and the status of women in the society. However, there are significant challenges in terms of the degree of access and control women have over land. Thus, attention should be given in addressing constraints related with women's land right.

## CHAPTER THREE

### 3. RESEARCH METHODS

These chapter present methodological approaches were the present study. The research method, research design, participants of the study, the sampling technique and sample size, the data gathering process and data collection tools discussed in detail.

#### 3.1 The Research Method

The fact that the social sciences do not deal with nature and a natural phenomenon concerning which it is often possible to produce “hard data” does not make them “easy” but rather “difficult science” Creswell (2003). One of the difficulties that social science researchers face relates to the availability of no single satisfactory method of empirical investigation, but several that are mutually complementary and jointly capable of overcoming the limitations of the individual methods (Yeraswork 2010). As Creswell (2003) discussed the application of multiple methods, both qualitative and quantitative, strengthens a given study as the findings of one method may be corroborated by the findings obtained by the other and particularly complex social phenomena have various dimensions and linkages in which they are best understood via a range of diverse methods. Therefore, triangulating qualitative and quantitative approach methodologies is the most appropriate method of study to reach a level of truth and it enables the researcher to come up with complementary and convergence of facts (Redinour and Newman 2008). It enables the researcher to crosscheck the error made in one method by the other data source. Thus, here to understand the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries involves both qualitative and quantitative approach in light with objectives of the study. Although it is

difficult to answer these questions simply through one of the approaches, jointly applying mixed methods is very important.

### **3.2. Research Design**

Since the objective of the study is to understand and realize the situation of PSNP in improving the livelihoods of women beneficiaries, it is exploratory and descriptive in nature. Exploratory approach of qualitative method has been employed to excavate as much qualitative data as possible. This approach appeared to have appropriate way of exploring and immersing to the social realities. In agreement with this, for instance, Kreuger and Neuman (2006) claim that exploratory approach remain valuable instrument to grasp large data specially in study sites where is known little or in societies that handover knowledge orally to their generations. A descriptive study explores and describes the way things are. It also helps to obtain information concerning the current status of the population/ phenomena and to describe "what exists" with respect to variables in a situation and also concerned with the assessment of opinions, demographics, preferences, practice and procedure (Gay and Airasian, 2000, p.275). Furthermore, descriptive analysis helps provide answers to the questions of who, what, when, where, and how in association with a particular research problem. Another reason for quantitative research approach selected to be used in this study was to provide a "snapshot" of the frequency and characteristics of a problem in a population at a particular point in time.

### **3.3. Study Area**

Zuway Dugda is one of the 26 districts of Arsi Zone. The historical name of the district is derived from Lake Zeway found in the western Border of the woreda. The woreda has 29 rural Kebele Administrations while two are urban administrative. Ogolcho is the

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capital town of the woreda which is located at 157 km from regional Capital City Addis Ababa and 42 km from Zonal capital Asela Town.

Geographically, it is located between 7027'00''N-8000'34''N Latitude and 38045'00''E-39003'13''E Longitude. Relatively, the woreda shares boundaries with Tiyo woreda in the south, east and south east, Munessa woreda in the south west, Hetosa- woreda in East, Dodota woreda in the north and north east and East Shewa Zone in the north, north west, west and south west direction. The woreda has a total area of 1247 km<sup>2</sup> which accounts for 5.935% of the total area of the Zone.

According to population growth projection made by Central Statistical Authority (CSA), which was based on 2007 population and housing census, the total population of the woreda increase from 125,795 to 130,892 showing an increment by 10,030 (8.3%) between the year 2007 to 2012. In the year 2007, from the total population of the woreda, only 4% were living in urban areas. This indicates that more than 96% of the total population of the woreda is living in rural area whose livelihood depends on agriculture. Of the total population, females accounted for 50% in the year 2007. An overall sex ratio of the woreda was almost one to one ratio (105 male per 100 female in urban and 100 male per 100 female in rural) in the year 2012.

Under Ministry of Agriculture and Natural Resource, PSNP has been implemented by the food security sector in four regions including Oromia since 2005. Zeway Dugda Woreda is one of the PSNP woredas in Oromiya region, which has 5089 beneficiaries. From this number 2326 are male and 2733 are female. The total number of beneficiary households in this woreda is 2738, of which 1664 households participate in Public Works (PW) (Woreda Food security Office, 2017).

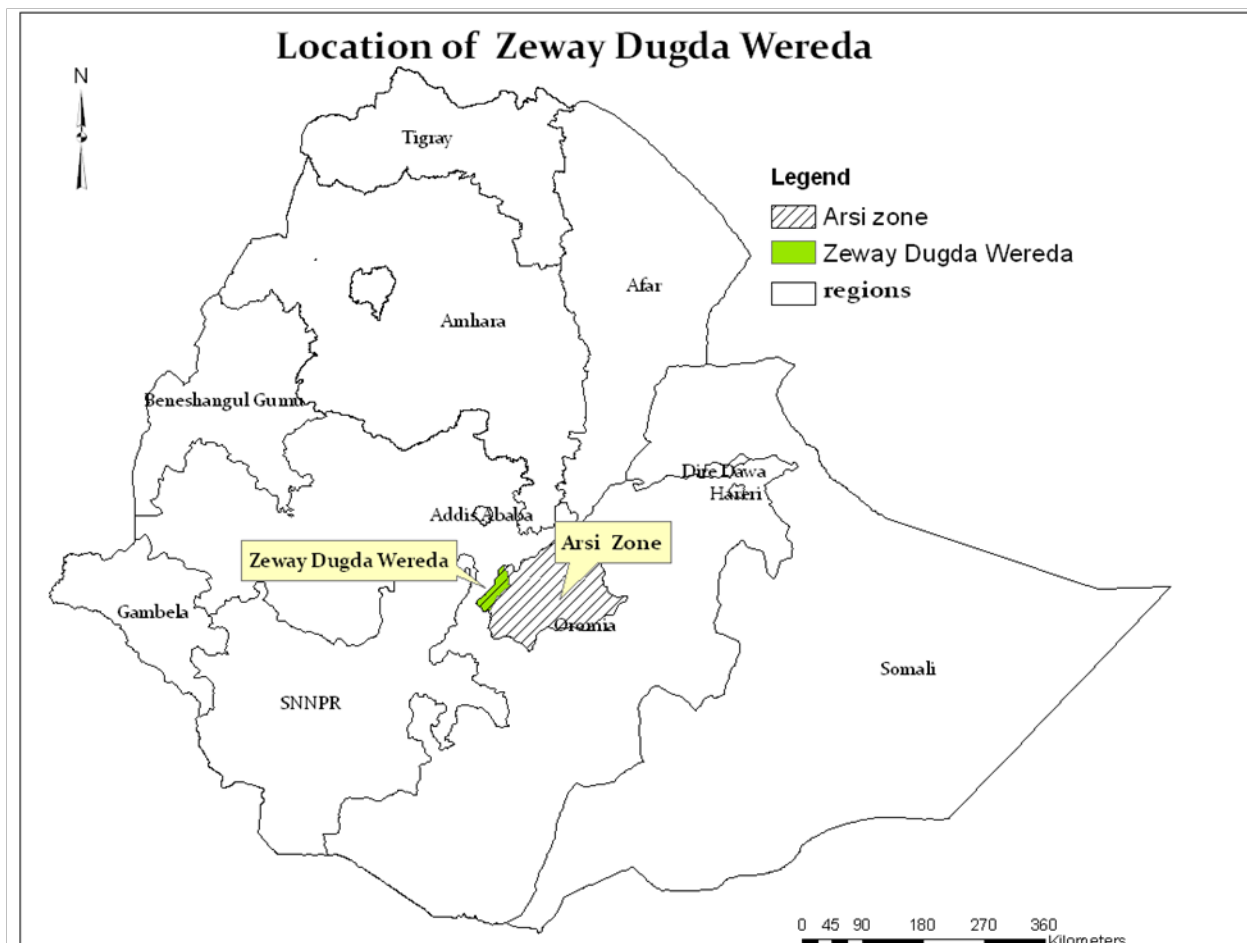


Figure 1: Location of the study Area Source: MoA (Disaster Risk Management and Food Security Sector of the Ministry of Agriculture)

### 3.4. Sampling Technique

Purposive and simple random sampling techniques were employed to select the survey areas (kebeles) as well as participants in the research. Sampling of the Kebeles was done in consultation with the Woreda Office of Agriculture and Rural Development and based on agreed criteria.

All the 21 lowland kebeles in Zway Dugda are under the food security program; four Kebeles (Woobeberacha, Golbe, Halo and Sengo) were selected among them. Based on this, the selection technique was simple random sampling. For this study, 60 male-headed and 60

female-headed households were selected for the household survey. Moreover, Focus group discussions were made in each kebele with purposively selected men and women. Key informants were also done to collect information from sectors and experts.

### 3.5. Sample Size

Sampling helps us to draw inferences about the population from which the sample is drawn. This means sampling technique helps us to understand the characteristics of the population by examining only a small part of it. But the sample size and the sample selection process procedure should assure the representativeness of the population. Sample size determination has its own scientific approach. These include using a census and applying calculation to sample size. This study applied a simplified formula provided by Godden (2004) to determine the required sample size at 95% confident level of precision.

Accordingly;

$$n = \frac{z^2 \cdot p(1-p)}{d^2}$$
$$n = \frac{(1.95)^2 \cdot 0.077(1-0.077)}{(0.05)^2}$$

Where 'n' is sample size, 'p' is the proportion of population who have knowledge with PSNP (which is obtained by dividing population who use PSNP with total population of the woreda) and 'd' is the level of precision (margin of error) which is 5%. Based on this formula, the total sample size to be selected from Zuway Dugda woreda is 109 respondents. But, the study used 120 respondents to compensate for missing data. Zuway Dugda woreda has two agro - ecology: low land (kola) which is dominant and midland (woynadega) in some parts of the woreda. Consequently 4 kebeles were randomly selected from low land areas. This is due to

the fact that productive safety net program (Public Work) beneficiaries were from low land kebeles. The beneficiaries from the 4 kebeles were categorized into male household heads and female household heads. Then based on population size, samples were taken from each kebele using simple random sampling. The following formula was used: Sample size of kebele 1 = **(total beneficiary in the kebele 1 x total sample size) /total PSNP beneficiaries of the 4 kebeles**). Thus, a total of 120 households were selected for the survey as shown in the table below.

**Table 1: Sample Kebeles and respective sample size**

<i>Name of kebeles</i>	<i>Total HHs</i>	<i>FHHHs</i>	<i>MHHHs</i>	<i>Total</i>
Golbe	397	15	15	30
Hallo	409	16	16	32
WooBericha	366	13	13	26
Sengo	413	16	16	32
<b>Total</b>	<b>1585</b>	<b>60</b>	<b>60</b>	<b>120</b>

**Source: Woreda Agriculture and Rural Development Office**

**Note: FHHH-Female Household Heads, MHHH-Male Household Heads**

### **3.6 Data Source and Methods of Data Collection**

Since this study employed mixed qualitative and quantitative research methods. Data was generated from both primary and secondary sources. This helped the researcher to examine the implementation processes of PSNP and broaden understanding of improving the livelihoods of women beneficiaries in the study area. By the primary sources it was possible to get first hand information and opinions of research participants who are close to the subject

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under study. The data obtained from different secondary sources were utilized to deepen understanding and ascertain the primary data.

### **3.6.1 Primary data Collection Methods**

Primary data was generated through questionnaire, key informant interview, focus group discussions, case studies and observation.

#### **Questionnaire (House Hold Survey)**

Questionnaire was developed to generate a primary quantitative data. The questionnaire consists of 6 parts which contains 47 questions (Appendix A). The main purpose of the questionnaire was to collect the necessary data from the sampled population about the improving the livelihoods of women beneficiaries female household heads and male headed household. The questionnaire contains both closed and open ended type of questions. The survey was conducted on the selected 120 households. The researcher was assisted by three enumerators who were briefed about the objective of the research and content of the survey before being engaged in the actual work. The enumerators were selected from development agents working in sample kebeles based on their experience in the area and communication skill. Household survey was conducted at male headed and female headed houses during time of their convenience. Prior appointments were made with respondents.

#### **Key informant Interview**

Interview has been used as one of the methods for generating data for this research. The researcher was able to understand deeply the improving the livelihoods of women beneficiaries and the implementation of the program in the woreda as the interview was conducted by the researcher herself. Interview was used to collect information from 2 Ministry of Agriculture and Natural Resource Food Security Sector, 10 Woreda PSNP

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Officials, 4 local administrators and 4 development Agents in Zway Dugda Woreda.

Interview was conducted using developed interview checklist (Appendix B, C, D, E).

### **Focus Group Discussion (FGD)**

FGDs were conducted in 4 kebeles. The group was consisting of female headed households and male headed households that are Public Work beneficiaries and temporary direct support. In Woobeberacha Kebele 12 participants, 5 male headed household and 7 female headed household participated in the FGD. In Golbe Kebele 9 participants, 5 male headed household and 4 female headed household Participated in the FGD. In Halo Kebele 11 participants, 6 male headed household and 5 female headed household Participated in the FGD. In Sengo Kebele 9 participants, 4 male headed household and 5 female headed household participated in the FGD. The four kebeles discussion was held in the compound of Farmers Training Center (FTC) four days. In total 41 people participated in the FGDs. Focus group discussions guide is in Appendix E.

### **Case Studies/In-depth interview**

The cases studies were helpful in deepening understanding of the Role of Productive Safety net Program addressing gender division of labour. Four case studies were undertaken, two of which are presented.

### **Observation**

As the data collection of this research was led by the researcher, it was an opportunity to get an in-depth understanding of the role of Productive Safety net Program addressing improving the livelihoods of women beneficiaries (Public Work) in the woreda. The frequent field trip to the kebeles enabled the researcher to observe the Farmers Training Center (FTC)

and to meet PSNP beneficiaries with improving the livelihoods of women beneficiaries in Public Work.

### **3.6.2 Secondary data sources**

Secondary data were collected from different sources to substantiate primary data, such as, thesis, journal articles, web sites, Constitution, Policy documents and unpublished reports were reviewed to understand effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries.

### **3.7. Method of Data Analysis**

Qualitative data obtained was carefully translated and narrated into words/text form. According to Creswell (2005), the qualitative data analysis started during data collection. Researchers need to document key informant interviews, focus group discussions and daily observations relevant to the study was analyzed by describing and interpreting the situation deeply and contextually. On the other hand, quantitative data collected from households using survey questionnaires were coded, entered and analyzed using Statistical Package for the Social Science (SPSS) program version 20. The data were analyzed using different statistical tools. First, descriptive statistics were used to summarize results and present them into tables. Then, inferential analysis such as  $\chi^2$ -tests, t-test and correlation were used to see the presence of statistically significant differences and the systematic association between variables.

### **3.8. Quality Assurance**

The current research was under the key elements of data quality assurance in qualitative inquiries as explained by Andrew, (2004). These elements include credibility, transferability, dependability, and conformability of the data. As Morris (2006) defined trustworthiness as the assessment of the validity of a piece of research using the criteria of

credibility, transferability, dependability and conformability. In other words, it is the way of eliminating potential threats in the given research. The researcher established a good rapport to create a trusting relationship with study participants and reduced reactivity as well as enhanced study participants' commitment to provide genuine information. Additionally, a peer checking was used through distributing the data collection tools to check the credibility of the question guides. Triangulation was used to accommodate the different data sources and to signify the use of different data collection technique from both primary and secondary sources. Data collected through in-depth interview were triangulated with observation and document reviews.

### **3.9. Ethical Considerations**

The research was conducted according to the guidelines of ethical standards of the Social Work profession. First, Ethical consideration was started with letter of approval from the School of Social Work. Second, informed consent was prepared that invited the willingness of the participants to participate in the interviews.

All of the participants were signed as to show their consent in participating in interview session. Thirdly, options were given for the participants not to answering questions that are not comfortable to them, and to leave the interview session whenever they need during interview. Fourthly in keeping their confidentiality was used. To whom the research report would be explained for the participants. Fifthly, the potential benefits and risks of the research was stated and communicated to the participants. This can be referred in Appendix A.

## **CHAPTER FOUR**

### **4. RESULTS AND DISCUSSION**

The major purpose of the study is effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in the study area. To this end, four kebeles were selected from Zeway Dugda woreda of Oromiya region. Data was collected from 120 household respondents using semi structured and open ended questionnaire. Focus group discussion was held with selected households and key informant interviews were also conducted with experts, directors from Federal Ministry of Agriculture and Natural Resource (Food security Sector), Zeway Dugda four Local Administrator from kebele (Kebele chair Persons), Woreda PSNP officials (PSNP task force members) and four Development Agents from the area.

Thus, data collected from the respondents is presented using descriptive statistic with tables. Results are further elaborated and explained. Data collected through survey questionnaire were analyzed using statistical packages social science (SPSS) version 20 software. In addition, statistical tests like t-tests and chi-square were used to test differences and correlations between variables. Data collected through open ended questions were organized and analyzed thematically to supplement information gained from the questioner.

#### **4.1. Descriptions of Sample Households' Characteristics**

It is important to see gender sample respondents of female and male-headed households in the woreda. Therefore, the participation of male headed households is higher compared to that of their counterparts which accounts about 62.5% of the total samples selected for the study.

Age has a vital role on PSNP program implementation. It is related to the chance to be included in the PSNP program in either cases (direct support or public work beneficiaries).

The age categories included in the sample constitute start between less than 1 -10 years of age which account for about 2.5% of the sample population as well as 11-20 (.8%) followed by 21-30 (22.4%) and 31-40 (39.9%), 41-50 (24.2%) in addition to this, 51-60 (8.3%). Further, those sampled are between >60 (2.5%) respectively. Therefore, the majority of household were participating in the Public Works (PW) are capable of working on the base of age.

Regarding social status of the respondent majority (85.8%) of them are married. This is followed by separate families that constitute about 3.3% of the total and 8% are single. The survey result shows that the majority of the respondents (97.5%) from the total are Muslim, 2.5% are followers of the Ethiopian church. The study result indicated that the biggest (33.6%) proportions of male household heads have formal education. This on the other hand shows that most of the female household heads (29.4%) in the study area are illiterate as shown in table 2.

**Table 2: Households' demographic background**

Household's Demographic variables	Variable Value	Frequency	Percent
Household Head's Gender	Male	75	62.5
	Female	45	37.5
	<b>Total</b>	<b>120</b>	<b>100</b>
Household Head's Marital Status	Married	115	85.8
	Single	1	.8
	Separated	4	3.3
	<b>Total</b>	<b>120</b>	<b>100.0</b>
Household Religion	Orthodox	3	2.5
	Muslim	116	97.5
	<b>Total</b>	<b>119</b>	<b>100.0</b>

Household's Demographic variables	Variable Value	Frequency	Percent
Household Age	0-10	3	2.5
	11-20	1	.8
	21-30	27	22.4
	31-40	48	39.9
	41-50	29	24.2
	51-60	10	8.3
	>60	3	2.5
<b>Total</b>	<b>120</b>	<b>100.0</b>	
Household Head's education	Illiteracy	35	29.4
	1 – 4	40	33.6
	5 – 8	39	32.6
	9 – 10	6	5.2
	<b>Total</b>	<b>120</b>	<b>100.0</b>

Source: Own survey, 2017

#### **4.2. Criteria for Selection of PSNP beneficiary Households**

PSNP beneficiaries are supposed to be included in the PSNP on the basis of their chronic food insecurity and vulnerability. For instance, households were forced to sell assets (further restricting their livelihood choices) and to limit their consumption (with immediate impacts on increasing the risk of disease and longer term impacts on chronic malnutrition) (MOARD, 2009). Practically, according to the interviewees and focus group discussants, targeting process was carried out by considering objectives of PSNP. That is, to provide transfers for those chronically and transitory food insecure households so as to overcome depletion at household level and help them generate assets at community level. The number of respondents who are targeted on the basis of different criteria such as lack of farm land that accounts 3.4%, access to poor quality of farm land that accounts for about 39.8%, few number of livestock ownership that accounts for about 44.3%, less family support or remittance from relatives 6.8%, dependence or reliance on food aid 5.7%. In Zeway Dugda Woreda, a combination of community and administrative based (triangulated) targeting techniques were employed to select legible PSNP beneficiaries in the Woreda. Based on this, the committee will be formed comprising members from the administration and the community. Accordingly, community elders, adults of both sex and religious leaders were nominated in order to identify those with chronic and transitory food insecure households at the grassroots level. On the other hand, administrative bodies, local administrative bodies (Kebele chairpersons) and development agents play vital roles for in included the PSNP beneficiaries in the woreda.

**Table 3: Selection criteria for PSNP beneficiaries**

<b>Selection variables</b>	<b>Frequency</b>	<b>Percent</b>
Landless	3	3.4
Poor quality land	35	39.8
Few number of livestock	39	44.3
Less family support or remittance from relatives	6	6.8
Food aid	5	5.7
<b>Total</b>	<b>88</b>	<b>100.0</b>
<b>Participation in selection process</b>	<b>Frequency</b>	<b>Percent</b>
Development agents (DAs)	10	8.3
Kebele Food security task force	92	76.7
Kebele administration	4	3.4
Community	14	11.7
<b>Total</b>	<b>120</b>	<b>100.0</b>

**Source: Own survey, 2017**

### **4.3. The Major Activities Being Undertaken by PSNP to improve women's Livelihoods**

The study revealed that community participation in leadership, planning and implementing public work as well as food security task force as some of the major activities done by PSNP. Moreover, credit utilization, balancing women's reproductive roles and household activities with public work as well as ensuring equal division of labor in public work were also identified as the major tasks accomplished during the implementation of public works. The following sub-sections are vested discussing the detail results of the study for each of these activities.

#### **4.3.1 Improving women's level of Participations in public work**

Participation is one of the most important processes through which gender equality, sense of ownership and positive and lasting impacts of development program can be ensured.

From these perspectives, communities' participation in public work were investigated in leadership, planning, physical work and food security assurance in the implementation of Productive Safety net program. Consequently the study revealed results which have been discussed one by one in the following subsections.

#### **4.3.1.1 Improving women's participation in the leadership of PSNP**

Women's overall representation in leadership role is disproportionately low. More specifically, the Woreda Women Office, which is arguably one of the most resource-constrained government organizations, has only one participant in the Programme Implementation Committee, among multiple government agencies represented. Moreover, there is no expertise in gender related issues or links with gender focal points within their respective agencies that informed about the gender division of labour of their respective agencies' programme activities. Women's representation was restricted to woreda Women's Affairs Offices in most of the Woredas because; these offices are represented by women (Mulugeta et.al, 2011). KII taskforce member Women's Bureau confirmed that participation in decision-making is essential to ensuring that the voices of women are heard. However, despite some gains, most of the leadership positions (i.e., chairperson, vice chairperson, etc.) are occupied by men, while women are representative taskforce member by Women's Bureau right to be heard low. Further, it was noted by local administrators and DAs that many communities are not aware of the minimum balance of men and women on committees that the PIM gender provisions provide for.

In the FGD of Golbe, Hallo, WooBericha and Sengo kebeles women from MHH reported being more involved in the decision making structures than women from FHH due to the fact that women from MHH are not as over-burdened as those from FHH (women in these

families being the only person to manage inter and intra household responsibilities). It was reported that educated women have better access to sit on the committees than uneducated women ones. Regardless of whether it is women from MHH or FHH participating, the convenience of the meeting venue and timing has a significant impact on whether women can attend at all.

As per the words of the FGDs (Golbe, Hallo, WooBericha and Sengo kebeles), KII DAs and taskforces participants some women are good at expressing their ideas, feelings and concerns, however, most of them feel shy to speak in front of people. So they cannot consider as leadership position. While it is possible for a husband to represent his wife's view, her absence removes her from the discussion and from the opportunity for her to consider additional points that she may have as a result of directly participating. They also expressed women cannot get a chance to engage in PSNP committees and taskforces in the committee, because of lack of gender blind selection and socio-cultural factors women's are not participate leadership role in PSNP. Due to a number of challenges women out of the leadership position 18.9% Lack of gender equality, 7.2% women shortage of time, 16.2%, bureaucracy, 35.1% women are not active participants, 18.9% lack of awareness, 2.7% illiteracy and 0.9% cultural influence.

Regarding to this, survey result confirmed that PSNP (PW) make decision 77.3% male, 5.0% female and the remains 17.6% mutually decide in PSNP program. PSNP's framework which allowed women's participation in decision making process of program minimizes unfair gender division of labour and brings women's empowerment. In conclusion, women are in active leadership positions in the study area; the design of the PSNP identify a number of gendered aspects to the programme, relating to the different positions of men and

women both as potential beneficiaries and as decision-makers in a community-based targeting system.

**Table 4: Women participating in leadership role in PSNP**

<b>Did women currently participating in leadership role in PSNP?</b>	<b>Variables value</b>	<b>Frequency</b>	<b>Percent</b>
	Yes	7	6.9
	No	95	93.1
	<b>Total</b>	<b>102</b>	<b>100</b>
<b>Women participation in leadership</b>		<b>Frequency</b>	<b>Percent</b>
Committee member		6	18.8
Preparing business plan		22	68.8
Work situation		4	12.5
<b>Total</b>		<b>32</b>	<b>100.0</b>
<b>Reasons for low participation of women in leadership role of PSNP</b>		<b>Frequency</b>	<b>Percent</b>
Lack of gender equality		21	18.9
Women's shortage of time		8	7.2
bureaucracy		18	16.2
Women are not active participants		39	35.1
Lack of awareness		21	18.9
Illiteracy		3	2.7
Cultural influence		1	0.9
<b>Total</b>		<b>111</b>	<b>100.0</b>
<b>Who make decision</b>		<b>Frequency</b>	<b>Percent</b>
Male		92	77.3
Female		6	5.0
Male and Female		21	17.6
<b>Total</b>		<b>119</b>	<b>100.0</b>

**Source: Own survey, 2017**

#### **4.3.1.2 Participation in Public Work planning from gender perspective**

Planning is conducted at the kebele level where experts from woreda agriculture office, KFSTF, kebele administrative bodies/cabinets, DAs, school directors, Health Extension Workers and community representatives through the kebele watershed committee in which women are not well represented, participate. This group identifies appropriate activities for the area, prioritizing the types of interventions, compiling targeted activities for the fiscal year including DS numbers (i.e., number of pregnant and lactating women, labour scarce households, disabled, chronically ill and elderly), and determining the resources required.

At this stage in the planning, the numbers of women in FHH participating in the discussion are small and the decision to select the type of public work activities in the Kebeles are made by other bodies of the group. The compiled planning document is then presented to the larger community and members are invited to identify priorities. Once validated by the community, the plan is sent to the Woreda Agriculture Office for approval. Once the plan is approved, it is communicated to all kebeles with the details of approved physical activities and resources for the year. However, the results of the survey as well as interview and discussion had difference challenges of participation in PSNP public work planning in both gender classes.

The challenges of participation public work planning were sample respondents 3.7% households were not participating on the meeting, 28.4% public works (PW) and farming season come together the same time, 4.9% public works (PW) payment delay, 23.4% length of public works (PW) time and low amount of payment, 11.1% family size, 11.1% work load and 22.3% illiteracy. In the main, public work planning participation was decrease in the study area, when lacks of properly implementation PSNP household constraint participation public work planning.

**Table 5: Barriers affecting household participation in Public Work planning**

<b>Variables</b>	<b>Frequency</b>	<b>Percent</b>
Households are not participating on the meeting	3	3.7
Public Works (PW) and farming seasons are the same time	23	28.4
Public Works (PW) payment delay	4	4.9
Length of Public Works (PW) time and low amount payment	19	23.4
Family size	9	11.1
Work load	9	11.1
Illiteracy	18	22.3
<b>Total</b>	<b>81</b>	<b>101.2</b>

**Source: Own survey, 2017**

#### **4.3.1.3. Improving women's participation in public work activities**

The equal participation of PSNP beneficiaries on public work activities is an important factor for the execution of public work in a timely and quality way. Public work is significant to see the participation of beneficiaries in public work activities to ensure the accumulation of communal assets and in the protection of the depletion of resources. The participation of the households in the PSNP public work activities is governed by the nature and type of the activities and the knowledge level of the households in understanding the significance of the public work activities. However, Public Works (PW) is different with both gender classes. KII and FGD participants (Golbe, Hallo, WooBericha and Sengo kebeles) discussed most of the female-headed household's participation on public work is higher than male-headed households in the study area. Given that men in this area are able to earn 70 birr per day for daily laboring work from private investor, Public Works (PW) activities which pay only 37 birr per day per person.

Male – headed households were not interested in public work. PSNP is promoting not only greater female-headed household's participation but also greater involvement on male – headed household's the part of children and youth, potentially at the cost of their longer-term human capital development. Public Work (PW) has been designed with a certain number of person hours required to complete it. Public Works (PW) are complex; community preference is to have more men than women on Public Work (PW) sites. The survey revealed that 41.2% of FHH mostly doing the public work, while 33% of the public work mostly done by MHH. This implies that most of the female-headed households 'participation on public work is high due to the fact that most of the public work activities are labor intensive which demands more labor and female-headed households preferred light public work activities.

**Table 6: who have been mostly doing Public Work (PW)?**

<b>Variables</b>	<b>Frequency</b>	<b>Percent</b>
Mostly men	32	33.0
Mostly women	40	41.2
Both men and women	25	25.8
<b>Total</b>	<b>97</b>	<b>100</b>

**Source: Own survey, 2017**

#### **4. 4. Improving women's Participation in Food Security Taskforce**

Participation in food security taskforce is essential to ensuring that the voices of women are heard. However, despite some gains, most of the leadership positions (i.e., chairperson, vice chairperson, etc.) are occupied sectors by men, while women are representative taskforce member by women’s Bureau right to be heard low. Further, it was noted by local administrators and DAs that many community members are not aware of the minimum balance of men and women in committees that the PIM gender provisions provide for. The results of the observation as well as interview and discussion for the study had low participation in PSNP taskforce in both gender classes. The participation level of sample respondents is 9.8% of households participate in PSNP taskforce in the study area. The main reason for low level of participation of female in the PSNP task force include: this, 11.6% lack of interest, 20.5% bureaucratic issues, 2.7% age related, 62.6% gender biased selection and 2.7% illiteracy is participants restrict to attend taskforce meeting.

The targeting process starts at community and kebele level verified by the KFSTF and endorsed by the Administration. The study result shows that 5.1% of the respondents strongly agreed, 40.2% agree on the point that special attention was given to FHHs at time of targeting, whereas 17.1% strongly disagree and the others 37.6% don’t agree. The PSNP’s role on intra-household dynamics appears to be especially problematic in polygamous households in the

study area. Based on the FGD conducted in the selected Kebeles of Zway Dugda woreda, polygamous women were not properly targeted as per the PIM gender provisions. In addition to this, they confirmed almost all kebeles Muslim, their religion allows two or more wives. Thus household members of the first wife are registered as the main beneficiaries while those from second and subsequent wives are listed as additional beneficiaries the first wife household. Besides, according to task force members and kebele administrator polygamy household effectively renders second wives and their children as dependent on the first wife, which in cases of intra-household discord may result in a barrier to programme participation. Moreover, other government programmes do not have the facility of separate registration for polygamous households thus disqualifying the remaining wives from receiving benefits through others.

One of the guiding principles in PSNP is fair and transparent client selection. Under programme rules, clients are to be selected through community-based targeting followed by administrative level targeting, with an effective appeal mechanism to address inclusion or exclusion errors. The client list is verified through public meetings during which it is read aloud and discussed, with the final list posted in public locations.

In the process of targeting there was a high possibility of exclusion of the needy and inclusion of the non-eligible for different reasons. About 39.4% of the respondents confirmed that there were complaints, in general 6.7% more women, 20.0% more men, 11.1% were not, 62.2% both equally that excluded from the list of beneficiaries. The study result showed that 29.1% of the respondents know that the applicants were excluded from beneficiary list after appealing to the committee, 74.6% responded that the applicant was included in the list. The

participation of PSNP households in food security task force will also help gender division of labour in the study area.

**Table 7: Participation in Food Security Taskforce from gender perspective**

Participation in food security task force		Gender	
		Male	Female
Yes	N	7	4
	%	10.1%	9.3%
No	N	62	39
	%	89.9%	90.7%
Total	N	69	43
	%	100.0%	100.0%

#### 4.4.1. Improving women's access to credit services of PSNP

As observed from Table 8, households have received credit for various purposes. When the result is aggregated by gender, about 21% of male headed households and 18% of female headed households have received credit service. There is no significant difference in terms of access to credit for male and female headed households. This implies that both male and female headed households have equal access to credit.

**Table 8: Access to credit of sampled households**

Gender	Access to credit		
	Yes	No	Total
Male	21.3%	78.7%	100%
Female	17.8%	82.2%	100%
Chi-square test	0.412		

With regard to adequacy of credit amount given to households, 29% male household heads and 18% of female household heads respectively reported that the credit amount they obtained is enough.

**Table 9: Sufficiency of credit amount for households' intended purpose**

Gender	Was the loan sufficient?		
	Yes	No	Total
Male	29.3%	70.7%	100.0%
Female	17.8%	82.2%	100.0%
Chi-square test	<b>0.115</b>		

Households have used credit obtained for different purposes. There is significant difference between male and female headed households in terms of purpose of credit or area of credit utilization (Chi-square test is significant at 10%). Table 10 shows that female headed households mainly used credit for buying materials followed by investment in agricultural activities and income generating activities as well as for buying food items. On the other hand, male headed households used the credit mainly for agricultural investment and income generating activities and also for food and material purchase. During FGDs (Golbe, Hallo, WooBericha and Sengo kebeles) households confirmed major bottlenecks in access to credit (credit utilization) which include high interest rate, inadequate loan amount, loan repayment problem and lack of awareness on the importance of credit by the households.

**Table 10: Reasons for which households used the credit**

Use of Credit	Gender	
	Female	Male
Buying materials	88%	26.7%
Investment in agriculture and income generating activities	44%	80%
Buying food	44%	46.7%
Others	4%	6.7%
Chi-square test	0.054	

Source: Own survey, 2017

#### **4.4.2. Improving equal division of labor in public work from gender perspective**

The Program Implementation Manual (PIM) focuses on mainstreaming gender in the Productive Safety Net Program (PSNP) and established an appropriate institutional framework to contribute for addressing gender issues including unfair gender division of labour and for the promotion of gender equity so as to meet the needs of poor women in food insecure households. Nicola, Yisak & Tassew, (2010) programme has made important advances in enhancing women's participation in rural Public Works (PW) programmes and addressing their practical gender needs, including increasing the quantity and quality of food consumed, helping to cover basic education expenses and contributing to the creation of community assets such as water points which help reduce women's time burden. One of the gender objectives of the **PIM is reducing women's regular work burden by making available necessary resources**, deliberately plan and implement Public Work sub-projects to reduce their work burden.

The PIM has also intended to promote men's engagement in tasks traditionally known as female activities and same way to enhance the knowledge, skills and attitude of women to engage in tasks traditionally known as male domains. The PIM also promoting women's participation in the Public Work (PW) and in the structure of PSNP decision making, consideration for women's reproductive status, reducing women's regular work burden and accommodation of women's needs and interests in the design of Public Work (PW) activities. Moreover, there is recognition of differential capacities among men and women in terms of contributing to the hard physical labour demanded by PSNP activities, this appears to be carried out in such a way as to reinforce traditional gender norms, which see women's work and productivity levels as inferior among community members and local officials alike.

The National policy on Ethiopian Women recognizes rural women to access basic social services to easing their work-load (TGE/ OPM 1993). Taskforce members and kebele chair persons confirmed women are given light work and men are given heavy work. Nevertheless, in practice this is poorly defined and translated into action. PIM also recognize for women light work however; it is unclear what light work for women is. In the FGD the issue division of labour in Public Work (PW) was very controversial. Almost all discussants agree that FHH doing the same kind of work with the same standard than MHH. As agreed in the FGD, FHH doing the same kind of construction of roads, schools, health centers, farmers training centers (FTCs), hillside terraces, check dams, water harvesting structures, irrigation schemes, tree planting, ponds, water well digging, pot filling and stone bund.

Likewise discussants explained issues regarding the women are equally participating and earning equal pay with men in the Public Work (PW). In the kebeles under study, it has been observed that women do the same type and amount of work; and they perform it with the same quality. Out of the total households surveyed, 83% of them confirmed that there is less attention given to gender division of labour in public work plan and implementation. The remaining 17% responded that the issue of gender division of labour has been better considered in the planning and implementation of public work sub-projects. As indicated in Figure 11, although 77.9% of men reported doing stone bund, check dam, stone bund, pot filling, planting seeding and seed collection, yet, 74.3% women also reported doing soil bund, check dams, stone bund, pot filling, planting seeding, seed collection and other activities. This indicates that both men and women do the same type of public work activities. The PIM states that since women are over burdened with household and other communal activities, their

condition must be recognized on gender division of labour and catered for by reducing the number of hours in their work day.

From the key informant DAs as well as from focus group discussions women face different forms of physical harms (such as reproductive organ damaged, hand and leg broken etc...) as a result of over burdened participation in public work activities. About 35% of PSNP beneficiaries undertaking PWs have accidents, while the remaining 65% of the beneficiaries have no safety related problem in public work. In these cases, participants confirmed that the victims themselves cover the medical costs incurred and no compensation mechanism put in place to cover the cost of medication or compensate for permanent disability sustained or lives lost. Therefore, PSNP consider adopting and implementing strategies to make sure that appropriate safety measures are introduced, and that PW participants are given medical attention in the event of accidents. To support this, women and man interviewees reported that:

### **Case 1. Experience of a Woman in Halo Kebele**

*My name is Hawa Bashir. I'm 50 years old and a mother of seven. My life is the lowest level. I have lived with PSNP for the last twelve years meaning from its introduction. I am always here outside home to invest my time and labor force in public works leaving my work, domestic works, farming activities and social duties. I usually stay here for several hours; go back to home at night, so who will be responsible for my work? I am restless and the amount of work is too much. She told me that she is doing the same kind of work men are doing with the same standard and asked me to tell her the different with men and women in public work activities. She had described her question by giving me more examples by suggesting that she is*

*doing all kinds of activities as that of her men counterparts such as the construction of roads, schools, health centers, farmers training centers (FTCs), hillside terraces, check dams, water harvesting structures, irrigation schemes, tree planting, ponds, water well digging, pot filling and stone bund. I said “no” politely. She smiled and said “now” I understood.”*

*Moreover she added that I am being discouraged by the delay of payment transfer. She asked me why this is happening to me since there is equal right for men and women by the rule of the land. Without answering her request, asked her how her family cope with the delay of the transfer. She said I took loan and when I receive the transfer I pay them back. Moreover, she added that cannot plan anything, because I don't know when it will come”.*

*I am here with PSNP since its introduction in Zway Dugda Woreda”. “However, the payment (transfer) which is not comparable to the work I accomplish, the wage rate set for public work is significantly below the market wage. In this area, payment of daily laboring work private investor is higher than Public Works (PW) payment. Based on this, male headed households are not attended in public work regularly. Female headed households engaged for several times in public work. For this reasons, I face physical harm reproductive organ damaged such as ovary related problem as a result of over burdened participation in public work activities. The case of this, PSNP transfer from public work to direct support quota based, for this reason, I stay public work activities. I cover medical costs no compensation mechanism I permanently disability. I have eight family members only five of them are being allowed to receive the transfer, all of my family members are not registered*

*to the program. For this reason government has adjusted the program others children to register PSNP program.*

## **Case 2. Experience of a Man in Golbe Kebele**

*My name is Aman Husen. I'm 56 years old and a father of nine. I lived PSNP eleven years. I usually don't go to public works activities because wage rate set for public work is significantly below the market wage. I am able to earn 70 birr per day for daily laboring work from private investor, Public Works (PW) activities which pay only 37 birr per day per person. I reduces motivation to public work my expectation of monthly transfer cash don't commit, I search other means of earn. Regarding to this, others male headed households do not go to regularly public work activates. For this reason, female headed households engaged public work for several times. Based on this, some female headed household face different physical harms such as reproductive organs damage (some women fertility problem, some other after maternity ovary related problem) because of over burdened participation in public work activities. I am discouraging the delay of payment transfer. I engaged in taking credit from traditional lenders with high interest and in selling assets. PSNP assists us to talk and eat equally with people, to work collectively with our neighbors. But, in reality my families do not have sustainable assets or livelihoods that are being received from PSNP. Simply, it is for daily consumption, it is just a hand to mouth life. In Zuway dugda woreda almost all kebeles are Muslim; my religion allows two or more wives. In the PSNP only first wife are registered as the main beneficiaries while those from second subsequent wives are listed as additional beneficiaries the first wife household Why? For this reason we raised the question for concerned*

*bodies even up to the Woreda food security staffs but they informed us polygamy household effectively renders second wives and their children as dependent on the first wife, which in cases of intra-household discord may result in a barrier to programme participation.*

PIM recognizes women’s work load reduces by 50% when compared to men. KII DAs confirmed that women do the same work, but half of work load allotted to men. For instance, public work on soil bund is 7 meters for men and 3.5 meters for women. During the FGDs Golbe, Hallo, WooBericha and Sengo kebeles women asked for exemption from physically tough works like school maintenance, stone bund construction, digging roads, ponds and water wells.

**Table 11: Division of Labor in Public Work from gender perspective**

Is there gender division of labour in public work?	Variable value	Frequency	Percent
	Yes	16	17
	No	78	83
	<b>Total</b>	94	100.0
Men activities in Public Work (PW)		Frequency	Percent
Stone bund only		16	15.4
Soil bund, check dam, stone bund, pot filling, plant seeding, and seed collection		81	77.9
Others		7	6.8
<b>Total</b>		104	100.0
Women activities in Public Work (PW)		Frequency	Percent
Soil Bund only		21	19.3
Soil bund, check dam, stone bund, pot filling, planting seeding, seed collection		81	74.3
Other activities		7	6.4
<b>Total</b>		109	100.0
Do you have any health or safety concerns related to your engagement in Public Works (PW)s?	Variable value	Frequency	Percent
	Yes	41	35.0
	No	76	65.0
	<b>Total</b>	<b>117</b>	<b>100</b>

Source: Own survey, 2017

Table 12 shows average time spend by men and women in public work activities. The result shows that both men and women spend equal time in public works with women slightly more than men. But there is no statistical (significance) difference between average time of male and female asserting equal time spent on public works by men and women. But this should be noted with the fact that after public works on the field, women get to home and face additional activities like preparing food and caring for children and family. With this regard, gender division of labour in PSNP did not give advantage to women on amount of time spent on public works by considering the additional chores women face at home before and after public works.

**Table 12 Average time male and female headed households spend on public works**

<b>Gender</b>	<b>No of respondents</b>	<b>Mean (hour)</b>	<b>Std. Deviation</b>
<b>Male</b>	75	4.14	.70
<b>Female</b>	45	4.21	.67
<b>T-test</b>	<b>-0.547 (118 df)</b>		
<b>Sig. value</b>	<b>0.874</b>		

**Source: Own survey, 2017**

Correlation analysis is also made between age and time spent on PWs and presented in table below. The numerical result shows that very weak negative correlation between the two variables. But the statistical test revealed that there is no association (linear relation) between age and time spent on PWs implying that all age group spend equal time on PW activities. This may not have much problem as old people who are not fit for PW usually receive direct support. Yet, when it comes to women, although they are considered fit for PWs, still older women in the list may require additional consideration in PSNP gender division of labour.

**Table 13 Correlation between age and time spent on public works**

<b>Variables</b>	<b>Age</b>	<b>Time spent on PW</b>
<b>Age</b>	1.000	-0.068
<b>Time spent on PW</b>	-0.068	1.000
<b>N</b>	120	
<b>Sig (2-tailed)</b>	0.464	

**4.4.3. Improving the level of considerations of women's reproductive roles during in public works**

According to (Sharp et al., 2006) as such, PSNP provisions designed to lighten the burden on, for example, pregnant and lactating women are unevenly implemented, as are those for childcare facilities and the use of public works labor to support agricultural work on private land owned by female-headed households. The PIM provides protection for pregnant and lactating women. It clearly specifies that pregnant women as of 4<sup>th</sup> months and lactating women up to 12 months should be relieved from Public Work (PW) and temporarily transferred to temporary direct support. Women are encouraged to provide with direct support during pregnancy and lactation. Information collected from key informants and FGDs confirmed that pregnant and breastfeeding women approved by woreda health extension workers were transferred to temporary direct support.

On the other hand, few FGD participants reported that few pregnant and lactating women are not exempted from public work. Women continue to work until their delivery time and after about three months lactating because of fear of being excluded from the program. Beside key informant MoARD (Food Security Sector) stated that implementation of PIM provision in relation to special focus to facilitate continuous breastfeeding by women who have children older than 12 months old and who perform public work with light tasks such timely referral of pregnant mothers and temporary mother.

Though, public work sites have still some challenges due to weak coordination among front line implementers like health extension workers, DAs and social workers. As indicated in Table14, to the idea that pregnant women as of 4<sup>th</sup> months and lactating women up to 12 months should be exempted from PWs, all respondents agreed. They also know that PSNP manual gives this providence to women. Yet, few respondents’ pregnancy and lactating women are victims of the work equal hours. For this reason, implementers need continuous assessment in the study area.

**Table 14: Reproductive Role and Public Works from Gender Perspective**

<b>Do pregnant women as of 4<sup>th</sup> months and lactating women up to 12 months need to be relieved from Public Works (PW)</b>	<b>Variables</b>	<b>Frequency</b>	<b>Percent</b>
	Agree	51	43.6
	Strongly agree	66	56.4
	<b>Total</b>	<b>117</b>	<b>100.0</b>
<b>Reasons of relieving pregnant and lactating women</b>		<b>Frequency</b>	<b>Percent</b>
The PSNP manual consider their problem		90	85.7
Other reason		7	6.7
Difficult to work		8	7.6
<b>Total</b>		<b>105</b>	<b>100.0</b>

**Source: Own survey, 2017**

#### **4.4.4. Improving considerations of women's domestic activities in public works**

As explained by Fekadu and Ignatius (2009), the Project Implementation Manual (PIM) recommends that due attention be given to the nature of work that women are assigned to in PSNP projects, i.e. the tasks assigned to them should not be high energy demanding. But according to their study at national level, the gender aspects recommended by PIM are not being implemented in the PSNP projects. In the project areas, male and female PSNP Participants are assigned similar tasks which in some cases demand a lot of stamina. There is no special consideration to be given to women regarding the nature of work that they are assigned to do in the program. They perform the same tasks as their male participants. The

women usually come to the public work activities from different work burdens in the home and outside like cooking, water fetching, and other social commitments. The PIM states that since women are over burdened with household and other communal activities, their condition must be recognized and catered for by reducing the number of hours in their work day. It also indicates that deferential treatment should be adopted for women allowing them for late arrival and early leaving. About 34.1% of the respondent's one-hour exemption, 45.1% respondents two hours' exemption, 16.5% respondent's only flexible leaving time, 4.4% respondent's only flexible starting and leaving time as seen in Table 15. Besides, they travel working site men and female equal 3-4 kilometers. At the side of this, FGDs and Key informants in the MoARD (Food Security Sector) in the study area child care centers in and around public work sites are still some challenges due to weak coordination among front line implementers like health extension workers, DAs and social work at the grass root level. About 55.1% respondent asserted elder children in household, 20.3% others household members and 24.5% women carry to site and neighbors. Women's burden increases when they have small children, because there is no child care center at public work sites.

**Table 15: Domestic Activities and Public Work from Gender Perspective**

<b>Working site</b>	<b>Frequency</b>	<b>Percent</b>
<b>3 -4 km</b>	<b>117</b>	<b>100.0</b>
<b>Women differential treatment</b>	<b>Frequency</b>	<b>Percent</b>
One hour exemption	31	34.1
Two hours exemption	41	45.1
Only flexible leaving time	15	16.5
only flexible starting and leaving time	4	4.4
<b>Total</b>	<b>91</b>	<b>100.0</b>
<b>Child care during Public Works (PW)</b>	<b>Frequency</b>	<b>Percent</b>
Elder children in HH	38	55.1
Others HH members	14	20.3
women carry to site and neighbors	17	24.5
<b>Total</b>	<b>69</b>	<b>100.0</b>

Source: Own survey, 2017

#### **4.4.5. The major challenges of PSNP to be ineffective in improving women's livelihoods**

In this Woreda, PSNP totally addresses food insecurity households, but these households perceive that in the long run PSNP will achieve its objective. As mentioned earlier, PSNP has two objectives: reducing asset depletion at the household level and enhancing asset creation at the community level. Moreover according to Woreda officials, even if the program doesn't fully achieve its objective, it brought indispensable effects on working behavior of beneficiaries. They expressed that PSNP payments were late in 2 -3 months delay poor quality of community assets resulted from public work. Productive Safety Net Program has been designed as an asset protection mechanism at the household level and to create productive community assets.

Delay in payment is one of the problems faced by the FGDs which were conducted at Halo, Golbe, WooBericha and Sengo Kebeles complained that the payment is not timely effected. This has exposed them to unnecessary expenses, because they would be forced to borrow money from grain lenders and creditors with interest for immediate needs. The key pillar of the program, which is asset protection, cannot be achieved unless the beneficiaries are paid on time.

With regard to this, FGDs (Golbe, Halo, WooBericha and Sengo kebeles) participants confirmed that permanent direct clients are support from PSNP throughout the year. However, this woreda drought and its associated problems occur every year signifying that the problems they are facing permanent food insecure and not just one time food insecure. In other words, government has adjusted the program for public work participants. Taskforce members reveled PSNP 4 was differ from previous phases in that the period of support for permanent DS households increased from 6 to 12 months. PSNP is meant to address those households

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who are initially targeted based on the quota give to the woreda, and those households who face food deficit but not included in PSNP will be addressed by emergency relief. The early-warning system is currently operational in lowland areas. The fundamental function of such a system would be to trigger preventative responses to losses of the productive assets the PSNP is meant to help household's create asset. In this year, in our woreda, the government has shifted public work payment for January -June to Catholic Relief Service (CRS), we decided working together to pay public work beneficiaries on time.

Public workers tend to change their attitude from the notion of charity towards considering the payment as a wage for their labor involvement on public work activities and bearing in mind the program as poverty reduction program. FGDs (Golbe, WooBericha and Sengo kebeles) participants confirmed that they will not give up working on rehabilitation of natural resource conservation. Likewise, as far as the discussion was concerned at Halo Kebele reported that the payment is small compared to the public work they do. However, these households has criticized the program in line with the payment (transfer) which is not comparable to the work they accomplish, the wage rate set for public work is significantly below the market wage for the household members. Hence, it reduces their motivations to public work their expectations of monthly transfer cash don't commit themselves to search other means of earning.

On the other hand, family size safety net transfer is critical. For instance, an eligible household head with many dependent family members is expected to work 25 to 30 days to obtain enough transfer to feed his/her family. The other critical problem FGDs and DAs participants from all the study areas reported that if male headed household is not attending regularly. Female headed household is engaged fully with public work activities. Public

Works (PW) working days For instance, a woman with 5 children can cover only for five people including her, because in one month there are only 25 or 26 working days. The survey result showed major bottlenecks limiting the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in public work 61.7% gender power relation, 18.6% gender division of labour, 15.9% access to control over benefiting from the gender the remains 3.8% decision making. These mean, the PSNP participation in public work planning in both gender classes is important for increasing the effective implementation. Thus, social protection initiatives, and represent an initiative with strong potential to address a range of PSNP /PW/ gender division of labour on rural food insecure households.

**Table 16: Major challenges of PSNP (PW) on Division of Labor from gender perspective**

<b>Variables</b>	<b>Frequency</b>	<b>Percent</b>
Gender power relation	66	61.7
Gender Division of labour	22	18.6
Access to control over benefiting from the Gender	17	15.9
Decision making	4	3.8
<b>Total</b>	<b>109</b>	<b>100.0</b>

**Source: Own survey, 2017**

Despite all the above mentioned progress made through the program to address the existing unfair gender division of labour, the study has come up with some critical bottlenecks to achieve the intended result in this aspect.

Lower level of understanding is among the woreda and kebele level PSNP stakeholders about the rationale behind each PIM provisions. Some of the PSNP on PIM provisions intended to address unfair gender division of labour such as light work, late coming and early departure to and from PW sites and prioritizing sub-projects to reduce women’s regular work burden and the likes are not well defined and lack adequate clarity

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among the front-line implementers. Those key PIM provisions which are serving as principles of PSNP (PW) implementation are not considered by the PSNP planning team during the annual planning time.

Absence of accountability mechanism among the regional, woreda and kebele PSNP stakeholders to ensure gender mainstreaming in general and that of contributing for addressing unfair gender division of labour through the plan and implementation of the program in particular. This is because gender issues and roles are not included in the job description of each of the PSNP implementer.

Women are less representation and participation in the PSNP annual planning process and implementation. The role of women machineries like Woreda Women and children Affairs office and other relevant institutions are not actively represented in the woreda food security taskforces and unable to oversee the plan and implementation of PSNP sub-projects from the gender point of view.

Weak follow up and monitoring on the implementation of PSNP, PIM and GSD provision in general and that of the PIM provisions intended to reduce women's regular work burden, women's late coming and early departure to and from the PW activities in particular. On the other hand, lack of adequate information and sex-disaggregated data with regard to the status of gender mainstreaming along with the program in general and that of its contribution to address existing unfair gender division of labour in the study area in particular. In addition to implementation gaps, the study has identified that the program needs to come up with context specific strategies to address unfair existing gender division of labour that has an adverse effect on the social, economic and political empowerments of rural women.

## **CHAPTER FIVE**

### **5 CONCLUSION, RECOMMENDATIONS, AND SOCIAL WORK IMPLICATIONS**

#### **5.1 CONCLUSION**

In this research paper, an attempt was made effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries. The summary of the study is presented as follows;

The first conclusion drawn from the study is about major role of Productive Safety Net Program in Public Work (PW) is partially addressing unfair gender division of labour in the study area while it is lacking to address the issue in adequate ways.

This study found that despite its enormous commitment and contribution to bridge in the gaps on gender division of labour, the program does not fully addressed the existing gender division of labour in the study area. One of the problems observed in the implementation process in Zeway Dugda woreda is lack of adequate understanding on gender and social development provisions/agreed principles in the Program Implementation Manual by implementers. This can be inferred from the fact that despite PIM details, women have been engaged in triple roles as they managed household chores, reproductive roles and their engagement on the Public Work tasks as well.

Though the program through its Program Implementation Manual (PIM) has special provision to reduce the work burden of women both at the private and public spheres, frontline implementers are less aware of those provisions. The program monitoring and evaluation mechanism also doesn't well capture the implementation status of those PIM provisions intended to reduce unfair gender division of labour.

In fact, PSNP has paid attention for labour constraint among female headed households to cultivate their private land and to engage frequently on PSNP PW activities. To address the above mentioned labour constraint in female headed households, the PIM has stated a provision to support those female headed households with labour support to cultivate their land and provide them with private irrigation schemes. However, the implementation status of PSNP PW to provide labour support for those eligible female households is very minimal in the study kebel.

With due consideration for heavy work burden to women at household level and labour intensive nature of the Public Work sub-projects, the program through its PIM has set that female clients of the program to engage only on light works, to work 50% of work load than their male counter parts, and to come late and leave early from the Public Work. However, as a result of weak understanding of those frontline implementers on the PIM provision and lack of accountability, the implementation status of the above mentioned provisions is very low in the study areas.

The study has also identified that participation of women in kebele and community level decision making structure is very weak and inadequate and dominated by their male counter parts.

The study has also identified that there is delay in transfer of cash resource to the clients, which has special implication on the community at large, and especially for female headed households. As a result of delay in transfer of resource, women from female headed households are forced to engage on other labour intensive activities like fire wood collection to sale it in nearby urban areas.

The implementation of PIM provision in relation to special focus to facilitate continuous breastfeeding by women who have children order than 12 months old and who perform public work with light tasks such as caring for children in child care centers has improved. However, lack of timely referral for temporary direct support of women in the woreda another challenge due to weak coordination among front line implementers like health extension, DAs and Social workers.

Generally, the most important PIM provisions to address unfair gender divisions of labour on women have not been properly implemented in the study woreda. This shows weak communication of gender focused PIM provisions to relevant program implementers, absence of accountability mechanism in the program to hold program implementers accountable for weak implementation, gap on the program monitoring and evaluation system to track progress and weakness in terms of addressing unfair gender division of labour as stated in the PIM. The woreda as well as the Region should strengthen their monitoring and evaluation system for effective implementation of the program and systematic way of reporting on the progress in addressing unfair gender division of labour and the work burden of women in the study area.

## **5.2 RECOMMENDATIONS**

Thus, program designers at higher levels, implementers at lower levels, and funding agents should design a strategy that all stakeholders especially among frontline implementers to have adequate understanding on PIM gender and social development provisions/ agreed principles, revise their monitoring and evaluation mechanism in way to get data on the role of PSNP to address existing unfair gender division of labour and to timely take corrective actions. Moreover, awareness creation on PIM is necessary for effective implementation of gender division of labour in PSNP.

Revise the annual PSNP PW planning template and annual plan appraisal criteria with due attention for consideration for labour support planned to be provided for eligible female clients.

The program should revise membership of women community members in community level program structures like Community Food Security Taskforce (CFSTF) and Kebele Appeal Committee (KACs).

The program should also set revise its monitoring mechanism to ensure the adequate representation and active participation of women in the taskforces and committees at kebel and community levels e.g KFSTF, CWASTF. This is because women's presence in committees will enhance community awareness of the rights of women and reduction (and also exemption in some cases) of women's tasks in public works thereby leading to improved gender division of labour in the community.

Participation in public work planning is also crucial in influencing PSNP implementation. This means women participation in the public work planning increases

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effective gender mainstreaming into public works. Therefore, the composition of members of the public work planning must incorporate both gender classes accordingly.

Timely transfer of cash is necessary so that this will reduce the likelihood of women engaging on other heavy work as a means of livelihood for their children.

Therefore, the study would like to suggest creating better understanding among planners and implementers set a mechanism to hold the planners and implements accountable for ineffective implementation of PIM provisions intended to address unfair gender division of labour and work burden of women in the study area.

### **5.3 SOCIAL WORK IMPLICATIONS**

Zeway Dugda Woreda is chronic food insecure; household have been facing drought related problems for several years. This has decreased their resources and made them dependent on social safety net. PSNP as a social protection program has number of safeguard mechanisms and strategies to support those vulnerable households. However, the degree of implementation of those agreed strategies and principle is still lagging behind. One of the reason for weak implementation of those agreed social safeguard mechanisms including to address the existing gender division of labour is weak understanding of Agricultural Extension workers called Development Agents, who are responsible for implementation of the program, have low understanding to social issues in general and that of gender issues including gender division of labour. In such conditions, it is important to have the involvement of training social workers who will coordinate and take responsibilities for the implementation of social safe guard related mechanisms and strategies of the program including addressing of gender division of labour of women clients. For so doing, it is suggested that professional social workers must be assigned at each Kebele so that they can work towards compliance of program principles on overall social safeguard mechanism and promote for the effective implementation of unfair gender division of labour.

It's to be recalled that the primary mission of the social work profession is to enhance human well-being and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty (NASW, 2005). The study has found out that participation of women in public work is over loaded because of less understanding among the stakeholders about the impact of household chores on female program clients and the implication of their engagement on additional public

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work activities. Social workers must work with the rural households and strive to address unfair gender division of labour in PSNP households. Here social workers have a great role where awareness programs and advices can be provided on gender division of labour in public work.

In social work practice, social workers can work along with rural households at the grass root level and, with different ministries at mezzo level to contribute for the success of productive safety net program. They can play vital role in the coordination between different stake holders. Social workers can advocate for redesign of some of the program implementation strategies which do not consider additional work burden on PSNP female client.

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## APPENDICES

### Appendices A: Consent Forms

#### Informed consent for Productive Safety Net Program Beneficiary

Dear respondent,

My name is Makeda W/Hiwot. I am studying Masters of Art in Social Work at Addis Ababa University, School of Social Work. Now I'm going to conduct a study of the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries: the case of Zeway Dugda Wereda. This study had been approved by Addis Ababa University School of Social Work to be conducted in partial fulfillment for MA in Social Work.

I would like to ask for your permission to participate voluntarily in this study. Please be aware that participation is voluntary and you have the freedom to withdraw from the study at any time without any problem. I promise not to make known your identity in any of my report. I also assure you that your responses will be kept private and used for the purposes of the study alone. Therefore, I kindly request your honest and genuine response to questions.

I believe that the study will be benefit all government organizations, local practitioners and researchers, and NGOs interested in the areas of identifying actions and interventions to improve within the existing institutional arrangement of PSNP.

Thank you

Participant signature \_\_\_\_\_ Date \_\_\_\_\_



1. The D.A
2. Kebele Food security task force
3. Kebele administration
4. The community
5. Woreda Food security task force
6. Woreda administration
7. I don't know
8. Other (specify) \_\_\_\_\_
8. Do you think the selection is fair? 1. Yes 2.No

### **PART III: Access to services**

9. Is there any credit giving institution in the area? 1. Yes 2. No
10. If yes, what are they? \_\_\_\_\_
11. Did you receive credit services within last five year? 1. Yes 2. No
12. If your answer to question number 13 is no, why you did not obtain? (Rank if you have multiple answers)
  1. Lack of information
  2. I have other sources of credit
  3. Inadequate loan amount
  4. High interest charge
  5. Lack of collateral
  6. It is bureaucratic
  7. Loan repayment problem
  8. Other reason, please specify \_\_\_\_\_
13. If your answer to question number 13 is yes, is the amount of loan was sufficient?
  1. Yes
  2. No
14. What is the effect of the loan received? (Rank if you have multiple answers)
  1. Increase input acquisition
  2. Bought working materials
  3. Increase production and income
  4. Others specify \_\_\_\_\_
15. Who is getting credit services better in your area?
  1. Male
  2. Female

### **PART IV: Gender participation in PSNP**

16. Did women currently participating in leadership role in PSNP? 1) Yes 2) No
17. If yes for 18; how \_\_\_\_\_
18. If no for 18, why \_\_\_\_\_
19. Who make decision in PSNP program in your locality?
  1. Male
  2. Female
20. If your answer for question number 21 is male what makes female to be out of the game to be played in the decision making process in the PSNP activities.
  1. Lack of ownership on productive resources
  2. Lack of active participation
  3. Literacy problem to participate actively
  4. Others specify and rank

21. What is the status of women participating on PSNP program in your locality?

- 1. Increasing
- 2. Decreasing
- 3. No change
- 4. Others specify

**PART V: Public Works (PW)**

22. Is there gender division of labour in public work? 1. Yes 2. No

23. List PUBLIC WORKS (PW) activities done by men and women-----  
-----

24. Who has been mostly doing the public work in this kebele?

- 1. Mostly men
- 2. Mostly women
- 3. Men and women on equal bases
- 4. Boys reached working age
- 5. Girls reached working age

25. How many hours do you spend on Public Works

(PW)\_\_\_\_\_?

26. Please indicate your activities in Public Works (PW) -----  
-----

27. What kinds of public work sub projects have been identified and done to reduce workload? Give examples and explain how it contributes to make changes. -----  
-----  
-----

28. Do you face any challenges/barriers that affect your participation in PUBLIC WORKS (PW) planning? -----

31. Do you have any health or safety concerns related to your engagement in PUBLIC WORKS (PW)s? -----

32. Please indicate your choice for the statement ‘pregnant women over 6 months and lactating mothers up to 10 months relived from Public Works (PW)’

- 1. Strongly disagree
- 2. Disagree
- 3. Indifferent
- 4. Agree
- 5. Strongly agree

31. If your answer for question number 33 agree/strongly agree why? -----  
-----

32. If your answer for question number 33 disagree/strongly disagree why? -----  
-----

33. How far is the working site? 1. 3-4 km 2. 5-8 km 3. 9-12km 4. > 13 km

34. Do you/ women work the same hour with men?                      1. Yes                      2. No
35. If no, what deferential treatment is there?
1. One hour exemption    3. Only flexible starting time    4. Break for Brest feeding at the site  
2. Two hours exemption    5. Only flexible leaving time
36. Who would take care of the child when you are out for PUBLIC WORKS (PW)? (Ask only if there are children less than 5 years)
1. I carry to the site                      3. Neighbors  
2. Elder children in HH                      4. Other HH members                      5. If other please specify -----
37. What are the major bottlenecks limiting the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries?
1. Gender power relation    2. Decision making    3. Division of labour  
4. Access to control over benefiting from the Gender    4. Others -----

**PART VI: Productive Safety net Implementation**

38. Do you participate in the PSNP taskforce?
1. Yes    2. No
39. If your answer for question 41 is yes what is your role played on the PSNP taskforce?
1. Taskforce coordinator    2. Taskforce member                      3. Others specify -----
40. If your answer for question number 41 is no why you are not participating in the PSNP taskforce?
1. Lack of interest                              2. Bureaucratic issues                      3. Others -----
41. Were there women and men in the Targeting committee?
1. Yes                      2. No                      3. I don't know
42. Do you think that special attention was given to women at the time of targeting?
1. Strongly disagree    2. Disagree    3. Indifferent    4. Agree    5. Strongly agree

43. Did anyone in the kebele have a complaint about targeting (exclusion of chronic food insecure HH and inclusion of non-needy HH)?

1. Yes                      2. No                      3. I don't know

44. If yes to the above question, who were excluded?

1. More women          2. More men          3. Both in proportion   4. I don't know

45. If the above question did anyone appeal the decision to the Appeals Committee and other authority?

1. Yes                      2. No                      3. I don't know

46. Do you know women/men who appealed for being excluded from the beneficiary list?

1. Yes                      2. No                      3. I don't know

47. If yes to the above question, what was the decision?

1. The applicant was included in the list      2. No action was taken      3. I don't know

4. Others -----

**Appendices B: Key informant Interview Guideline for Ministry of Agriculture and Natural Resource (Food Security Sector)**

The objective of this interview is for partial fulfillment of the requirement for the degree of Master of Social Work. Therefore, I designed it to collect data about the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries. The data collected by this interview will all be used for the purpose of this research only. In addition, note that all the collected data will be kept merely in the hands of the researcher. Moreover, you are not expected to tell me your name. I hereby request you to be open and honest while responding so that the research could succeed and achieve the intended goal.

Please give your answer in detail for each question below.

**Name:** \_\_\_\_\_ (Optional and using pseudonym is possible)

Sex \_\_\_\_\_ Age \_\_\_\_\_ Occupation \_\_\_\_\_

**Date:** \_\_\_\_\_

1. What is the status of gender participating on PSNP program (Public work) in Zeway Dugda Wereda?
2. How do pregnant and lactating women shifted to DS? Who involved in the process?
3. What instructions or training did in this worda for the village decision-makers on targeting the safety net?
4. Does it have adequate and capable staff to undertake the gender mainstreaming responsibility in the office?
5. What contribution PSNP brought for the community to address existing gender division of labour in Public Works (PW)?
6. What are the major bottlenecks limiting the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in Public Works (PW)?
  - Gender division of labour in Public Works (PW) - Gender power relation
  - Decision making - Access to control over benefiting from the Gender
  - Others -----
7. What would be the way forward to improve the role of the program to further address existing gender division of labour in Public Works (PW)?
8. Do you have any other comments on our discussion?

**Thank the interviewee for their time**

**Appendices C: Key informant Interview Guideline for Local Administrator**

**(Kebele chair persons)**

The objective of this interview is for partial fulfillment of the requirement for the degree of Master of Social Work. Therefore, I designed it to collect data about the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries. The data collected by this interview will all be used for the purpose of this research only. In addition, note that all the collected data will be kept merely in the hands of the researcher. Moreover, you are not expected to tell me your name. I hereby request you to be open and honest while responding so that the research could succeed and achieve the intended goal.

Please give your answer in detail for each question below.

**Name:** \_\_\_\_\_ (Optional and using pseudonym is possible)

Sex\_\_\_\_\_ Age\_\_\_\_\_ Occupation\_\_\_\_\_

**Date:** \_\_\_\_\_

1. Explain women participation in PSNP both at managerial and PUBLIC WORKS (PW)s?
2. Do you believe that gender involvement in PUBLIC WORKS (PW) helped build more assets in the HH?
3. What contribution PSNP brought for the community to address existing gender division of labour in Public Works (PW)?
4. What are the major bottlenecks limiting the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in Public Works (PW)?
  - Gender power relation      - Division of labour in Public Works (PW)
  - Decision making              - Access to control over benefiting from the Gender
  - Others -----
5. What would be the way forward to improve the role of the program to further address existing gender division of labour in Public Works (PW)?
6. Do you have any other comments on our discussion?

**Thank the interviewee for their time**

## **Appendices D: Key Informant Interview Guideline for Woreda PSNP Officials**

### **(PSNP task force members)**

The objective of this interview is for partial fulfillment of the requirement for the degree of Master of Social Work. Therefore, I designed it to collect data about the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries. The data collected by this interview will all be used for the purpose of this research only. In addition, note that all the collected data will be kept merely in the hands of the researcher. Moreover, you are not expected to tell me your name. I hereby request you to be open and honest while responding so that the research could succeed and achieve the intended goal.

Please give your answer in detail for each question below.

**Name:** \_\_\_\_\_ (Optional and using pseudonym is possible)

Sex\_\_\_\_\_ Age\_\_\_\_\_ Occupation\_\_\_\_\_

**Date:** \_\_\_\_\_

1. What is the status of gender participating on PSNP program (Public work) in Zeway Dugda Wereda?
2. How do pregnant and lactating women shifted to DS? Who involved in the process?
3. Do men and women regularly attend the meetings of the Task Force? If not why?
4. Do they participate in discussions? Do they present viewpoints that deal with issues of men and women? If not what could be the reason?
5. Who else is concerned with women and men issues in the Task force?
6. What are the major bottlenecks limiting the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in Public Works (PW)?
  - Gender power relation
  - Division of labour in Public Works (PW)
  - Decision making
  - Access to control over benefiting from the Gender – others -----
7. What would be the way forward to improve the role of the program to further address existing gender division of labour in Public Works (PW)?
8. Do you have any other comments on our discussion?

**Thank the interviewee for their time!**

**Appendices E: Key Informant Interview Guideline for Development Agents (DAs)**

The objective of this interview is for partial fulfillment of the requirement for the degree of Master of Social Work. Therefore, I designed it to collect data about the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries. The data collected by this interview will be used for the purpose of this research only. In addition, note that all the collected data will be kept merely in the hands of the researcher. Moreover, you are not expected to tell me your name. I hereby request you to be open and honest while responding so that the research could succeed and achieve the intended goal.

Please give your answer in detail for each question below.

**Name:** \_\_\_\_\_ (Optional and using pseudonym is possible)

Sex\_\_\_\_\_ Age\_\_\_\_\_ Occupation\_\_\_\_\_

**Date:** \_\_\_\_\_

1. What is the role of DAs in enhancing PSNP participation through gender division of labour?
2. What looks like proportion of women to men in PSNP is as it is stipulated in the PIM?
3. How many households were identified for PSNP in each program (DS and PUBLIC WORKS (PW))?
4. Is there gender division of labour in public work?
5. What contribution PSNP brought for the community to address existing gender division of labour in Public Works (PW)?
6. What are the major bottlenecks limiting the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in Public Works (PW)?
  - Gender power relation                      - Division of labour in Public Works (PW)
  - Decision making                              - Access to control over benefiting from the Gender
  - Others -----
7. What would be the way forward to improve the role of the program to further address existing gender division of labour in Public Works (PW)?
8. Do you have any other comments on our discussion?

**Thank the interviewee for their time!**

**Appendices F: Focus Group Discussion Checklist**

My name is Makeda W/Hiwot, I am a master’s student of the School of Social Work at Addis Ababa University. I am conducting a research on effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries and would like to collect some information related to the objective of my research. The data collected at discussion will all be used for the purpose of this research only. In addition, note that all the collected data will be kept merely in my hands. Moreover, you are not expected to tell me your name. I hereby request you to be open and honest while discussing so that the research could succeed and achieve its goal. Please, give detailed information on the issues I am going to rise for discussion.

1. What looks like gender division of labour in the public work?
2. Is there gender division of labour in public work? Explain-----  
-----
3. Which groups of women (women from MHH and FHH) usually participate in the annual planning? Why?
4. What are the activities of women and men in PSNP works?
5. What kinds of public work sub projects have been identified and done to reduce workload? Give examples and explain how it contributes to make changes.
6. What is the composition of men and women and their roles in the PSNP decision making structure?
7. What are the major challenges limiting the effectiveness of Productive Safety Net Program in improving the livelihoods of women beneficiaries in Public Works (PW)?
  - Gender power relation                      - Division of labour in Public Works (PW)
  - Decision making                              - Access to control over benefiting from the Gender
  - Others -----
8. What would be the way forward to improve the role of the program to further address existing gender division of labour in Public Works (PW)?
9. Do you have any other comments on our discussion?

**Thank you for your participation!**

**Appendices G: Taskforce members, Interview and FGD Participants Profile**

<b>Taskforce members</b>	<b>No</b>	<b>Gender</b>
Ministry of Agriculture and Natural Resource	5	Male
Ministry of Finance and economic development	1	Male
Ministry of Health	1	Male
Ministry of Labour and Social Affairs	1	Male
Ministry of Livestock and Fishery	1	Male
Ministry of Women and Child Affairs	1	Female
Micro and Small enterprise	1	Male
Catholic Relief Service	1	Male
<b>Total</b>	<b>11</b>	

**Source: Woreda Agriculture office**

<b>No.</b>	<b>Key informants</b>	<b>Position</b>	<b>Participants</b>	<b>Sex</b>	
				<b>Male</b>	<b>Female</b>
1	Federal Food Security Sector	Experts	2	2	
2	Task force Members	Committee Members	10	9	1
3	Kebele Administration	Chairpersons	4	4	
4	KOARD	Development Agents	4	3	1
<b>Total</b>			<b>20</b>	<b>18</b>	<b>2</b>

**Participants of Focus Group Discussion**

<b>No</b>	<b>Kebele</b>	<b>Participant</b>	<b>Gender</b>	
			<b>MHH</b>	<b>FHH</b>
1	Woobeberacha	12	5	7
2	Golbe	9	5	4
3	Halo	11	6	5
4	Sengo	9	4	5
<b>Total</b>		<b>41</b>	<b>20</b>	<b>21</b>

**Appendices H: Photos of Research Participant**



**Photo 1: Interviewing with key informant at Halo Kebele (photo by Agriculture expert)**



**Photo 2: Researcher with focus group discussants (photo by Agriculture expert)**



**Photo 3: Men and women PW beneficiaries pot filling, Wooberacha Kebele (photo by Makeda W.)**



**Photo 4: Men and women PW beneficiaries check dams, Sengo Kebele (photo by Makeda W.)**