



ADDIS ABABA UNIVERSITY

SCHOOL OF GRADUATE STUDIES

**ASSESSMENT OF GENDER INEQUALITY IN DOMESTIC CHORES IN ADDIS
ABABA: THE CASE OF MEKDIM ETHIOPIA NATIONAL ASSOCIATION (MENA)
PROJECT BENEFICIARIES**

BY

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MAY, 2023

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COLLEGE OF DEVELOPMENT STUDIES
DEPARTEMENT OF GENDER STUDY

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Acronyms

ACSO	Authority for Civil Society Organization
ACPF	The African Child Policy Forum
ART	Antiretroviral Therapy
CBO	Community Based Organization
CCC	Community Care Coalitions
CCRDA	Consortium of Christian Relief & Development Associations.
CSSG	Community Self-help Saving Group
CSA	Central Statistics Agency
CSO	Civil Society Organizations
EWLA	Ethiopian Women Lawyers' Association
FGAE	Family Guidance Association of Ethiopia
FDRE	Federal Democratic Republic of Ethiopia
FGM	Female Genital Mutilation
FSC	Federal Supreme Court
GBV	Gender Based Violence's
HIV	Human Immune Virus
HIV+	Positive Result of HIV
HRBA	Human Right Based Approach
ILO	International Labour Organization
MENA	Mekdim Ethiopia National Association
MDG	Millennium Development Goals
MOFA	Ministry of Federal Affairs
MOFED	Ministry of Finance and Economic Development
MOJ	Ministry of Justice
MOLSA	Ministry of Labour and Social Affairs
MOU	Memorandum of Understanding

MOWCA	Ministry of Women, Children and Affairs
NGO	Non-Governmental Organizations
NPA	National Plan of Action
OVC	Orphaned and Vulnerable Children
PLWHA	Peoples Living With HIV/AIDS
R#1:	Respondent Number One
SDG	Sustainable Development Goal
SRH	Sexual Reproductive Health
UN-Women	United Nation- Women
UNICEF	United Nation Emergency Children Fund
VSG	Village Saving Group

Abstract

The major objectives of this study were to investigate the gender inequality in the context of domestic chores, especially by taking the case of people living with HIV/AIDS (PLWHA) of MEKDIM ETHIOPIAN NATIONAL ASSOCIATION (MENA) project beneficiaries. For this research, a qualitative research approach was employed. Primary data was collected through unstructured interview from the MENA project beneficiaries and project office staff. Secondary data was gathered by reviewing literatures, documents such as proclamations, code laws, regulations, guidelines, and policy documents and official reports. Research findings provided that in managing the projects, MENA has exerted much effort in the areas of capacity building, training, system strengthening, advocacy and enhanced participation of women in the areas that concerned women's lives in domestic chores. And it also created an opportunity for women to participate in their own matters in the governance processes of the Association. On the other hand, the research findings provided that MENA project activities slightly change women attitudes and perceptions towards domestic chores. And men's involvement in domestic activities was found to be very limited. Also, MENA project beneficiaries have faced multiple social and economic challenges. Based on the research findings, the attitude and behaviors of women and men towards domestic determined by social experiences, cultural tradition, and economic status, which shape and enforce the gender biased attitudes. As a result of their engagement in domestic chores they encounter depression, economic dependence on the income of their husband, and non-adherence to Anti-Retroviral Therapy (ART). In contrast, MENA projects enhanced the rights of women of PLWHA by effective management of their projects such as promoting micro-level advocacy activities; gender equality awareness program and community dialogues through PLWHA support group like Village Saving Group (VSG). In order to solve the challenges indicted above and enhance women's right to protection at the grass-roots level. MENA is required to strengthen women's rights in FDRE's constitution and principles across all levels including the domestic laws; extend its strategic partnership to enhance women's rights scale up its intervention at the policy level. MENA also need to carry out the holistic approach to prevent and respond to domestic chores to create a space for MENA-supported partners to engage them in micro-level advocacy activity; conduct awareness-creation programs to promote the gender equality in domestic chores. MENA should also create space for partners to engage them in micro-level advocacy work. Domestic chore awareness programs should be implemented by MENA and its stakeholder organizations. MENA needs to create a strategic partnership with the Federal Women's Sector Office to ease the burden of domestic chores. Furthermore, PLWHA must participate in the development of the Association's programs and projects, as well as make significant efforts to practice gender transformative programming. Also, holistic support for PLWHA and their families is essential to bringing real gender equality at household level. Finally, MENA should recognize that men and women needs to work together to achieve life-changing outcomes for PLWHA.

Key words: Gender, Gender Equality, domestic chores, PLWHA

CHAPTER ONE

1. INTRODUCTION

1.1 Background of the study

Gender inequality is a universal phenomenon at the household level. According to the United Nations Population Fund report, "In most countries, socio-cultural constraints can discriminate against women by making them disadvantageous in their society." As a result, common gender thinking relates only to women being inefficient at work"(2020, 24). Gender inequality is sustained by assigning domestic chores almost exclusively to women.

Even if there are landmark conventions on the importance of men's roles at the household level, these do not translate into tangible societal changes. According to the Save the Children Gap Analysis Report, "women are still more overburdened by household tasks than men, spending an average of three and more hours on household tasks per day despite working only 1.5 hours less in the paid labor force, and there is also relatively weak support for parents who wish to be both care givers and participate in domestic chores" (2020, 37).

Furthermore, the Save the Children Gap Analysis Report discussed "a low participation of men in domestic activities and an increase in women's burden and societal expectations widen women's inequality, while cultural and structural factors influence men's desire to share domestic chores"(2020, 35) In Africa, where women are expected to shoulder the burden of domestic chores, it may affect their productivity and perpetuate gender inequality.

The United Nations Population Fund report states that "although being primarily the responsibility of society, gender inequality can still be seen in local and cultural contexts. Women aren't offered the same opportunities to work harder and advance in their careers, which keeps them from reaching their full potential" (2020, 54). Preliminary data and expert predictions suggest that gender inequality will keep playing a substantial role in the occurrence of gender-based violence (GBV) for girls and women around the world, according to the same report. Weakening legal and informal protective systems, interruptions to stand-alone initiatives

for gender equality, gender inequality, and discrimination as the primary reasons of domestic work are projected to have an impact on rising rates of GBV(2020,55).

Due to gender inequality, discrimination, unequal power relations, and other factors, women, particularly the most marginalized, are more at risk for GBV and face more obstacles in getting access to vital response services. According to the United Nations High Commissioner for Refugees report, women far too frequently slip through the cracks in protection initiatives aimed at empowering women. Women's protection and empowerment programs do not always or completely address the gendered aspect of violence faced by women, while GBV prevention and response efforts may overlook their particular needs and rights(2020, 28).

Due to home duties and the unequal power relationships between men and women, gender inequality has a disproportionately negative impact on women at the household level. According to the Save the Children Gap Analysis Report, Women are likely to be disproportionately harmed by the growth of poverty and limited access to chances for social and economic services, especially the most marginalized and deprived, including persons living with HIV/AIDS (2020, 38). Experience has revealed that women with HIV/AIDS are particularly susceptible to domestic violence and exploitation. Domestic work adds to abuse, weakens women, and prevents their social and economic equality, all of which contribute to gender inequality.

Gender and social inequalities, which shape girls' and women's roles in the household, also impact their participation in the labor market. Save the Children Gap Analysis Report discussed that "In Ethiopia, men do not complete an equal share of domestic chores like child and family care and others." "Because of the unequal distribution of reproductive labor in the household, women are typically the primary responsible person for household chores, limiting their opportunities to work and advance their empowerment" (2020, 35). Moreover, the same report noted that "gender biases, along with the socio-economic status of women in the household, strongly influence women's future opportunities and choices" (2020, 36). Women's restrictive roles in the household and a lack of knowledge and perception in the community, as well as women's attitudes, perpetuate gender inequality.

The purpose of this study is to look into the challenges, perceptions, and attitudes of people living with HIV/AIDS that married women who have a domestic chores face in the context of Mekidim Ethiopia National Association project beneficiaries

1.2. Statement of the problem

Women spend a huge amount of their time on their day-to-day activities and carry out three-quarters of the world's domestic chores. According to Leyla, Emma, Lucia, and Thalia, Globally, women carry out three times more domestic chores than men, with women in low and middle-income countries devoting more time to domestic chores than women in high-income countries, even if there are income-related differences within countries (2015, 43).

According Shelia Goss domestic Chores is usually considered as low value and is indistinguishable in conventional economics, reinforced by deep rooted patriarchal institutions that fail to consider in women's total contributions (2014,21). Domestic chores are closely connected with gender inequality and socially constructed allocation of role and responsibilities for women which bring negative impacts on the wellbeing of women's life.

Sheila, Goss also stated that "the amount of domestic chores women spend on domestic chores varies by location in developing and developed countries"(2014, 23). For example, women who earned a higher income were able to give more attention and spend more time with their children by outsourcing domestic tasks, which included cooking food, washing clothes, cleaning utensils, and looking after children.

Similarly, according to Sara, Neziha "women who are living in developing countries like in Africa are loaded with repetitive, time-consuming, and physically demanding house hold tasks. This exhaustive house hold tasks performed by women in Africa makes up the largest shares of poor women's total domestic chore burden, which brings fatigue, stress, physical exhaustion, and a long-term impact on the social and economic status of women" (2019, 62).

Social customs in some regions of Africa require a rigid separation of domestic duties by gender. According to Deleo Manon, "in Ghana, wives are expected to carry food from the farm, carry water to the bathroom for the husband, and act and speak with modesty toward the husband,

whereas men are traditionally expected to support the family by working a full-time job and providing advice on sports, careers, and finances" (2019, 22). They blamed men for doing household chores, and in this situation, women are given a task that is typically considered to be domestic work. These socially imposed commitments had various effects on women's survival concerns as well as a serious complicating effect on their engagement in the labor force.

Most of the time men believe that women are docile, submissive, patient, and tolerant of monotonous work and violence, for which culture is used as a justification. According to UN Women Report there is bias in gender roles that can be seen during child rearing as boys are expected to learn and become responsible in different activities, while girls are expected to be well trained and specialize in indoor activities like cooking food, fetching water and caring for children and aged families as a consequence, these led men to justify abstain from domestic work, and they are least likely to think that women have the right to say no to any domestic activities (2020,33).

Since the beginning of the HIV/AIDS pandemic, the gendered nature of household duties has become more obvious. According to a rapid assessment survey conducted by UNAIDS, 49% of women in South Africa reported spending more time on household duties than 33% of males. In Nigeria and Ethiopia, respectively, 55% and 68% of the women polled said they spent more time on household duties than 44% and 55% of the men in these nations (2020, 34).

In Ethiopia, gender inequality and the spread of HIV/AIDS pandemic have extended to domestic chores, with women doing a greater share of domestic tasks than men in response to home based care services and ART (Antiretroviral therapy) treatment. As a result of these effects, Umberto, Margherita discussed Peoples Living With HIV/AIDS (PLWHA) and those who are receiving ART treatment substantially spending more time and resources on domestic chores and this shrunk women's paid work and reduced their work productivity and increased non adherences to antiretroviral treatment (2019,67).

These conditions in Ethiopia are exacerbated by widespread economic poverty; as a result, women are vulnerable to exploitative relationships through domestic chores. According to Thirumurthy, et. al "Although the constitution and laws of the state prohibit women from being

exploited, thousands of women, mainly PLWHA, are placed at risk of abuse and exploitation at home through domestic chores” (2013, 51).

There were a number of researchers who conducted research pertaining to gender inequality and domestic chores. For example, Woinsheet (2014) examines the factors that perpetuate gender inequality in the context of women in Addis Ababa Gulele Sub-City, but she only discusses these issues in the context of housemaids. On the other hand, Birhan(2016) assessed the life of a married couple in relation to domestic chores in the disadvantageous community of Gulele Sub City. However, both researchers never looked into the lives of PLWHA. Therefore, this research topic is covered in the context of PLWHA and is intended to fill these research gaps.

Up to now, domestic chores, attitude of men and women, challenges of PLWHA and efforts of MENA in reducing gender inequality and domestic chores has never been recognized so far and overlooked area of study by researchers. In this research the gender inequality resulted from domestic chores studied based on the case study of MENA PLWHA project beneficiaries

1.3. Research questions.

RQ.1. What are the differences of the attitudes between women and men of MENA beneficiaries regarding the domestic chores?

RQ.2. What are the efforts of MENA projects in reducing gender inequality of domestic chores?

RQ.3. What challenges MENA project beneficiaries are facing in the efforts of MENA to reduces the gender in equality in domestic chores?

1.4. Objectives of the research

1.4.1. General objectives

The general objective of this study is to make an independent analysis of domestic chores from the perspective of Peoples Living with HIV/AIDS of MENA project beneficiaries

1.4.2. Specific objectives

1. To discuss the difference of the MENA project beneficiaries' attitudes between the women and men regarding domestic chores
2. To see the efforts of Mekidim Ethiopia National Association (MENA) in reducing gender inequality of domestic chores in the context PLWHA
3. To explore the challenges of MENA project beneficiaries in their project management of reducing gender inequality of domestic chores

1.5. Significance of the Study

There have been no studies examining gender inequality in relation to domestic chores in Ethiopia, especially in the context of Peoples Living With HIV/AIDS. As it is shown in the research published by Margaret Keer (2021), there is the increasing rate of PLWHA in Ethiopian and gender inequality. Therefore, it is necessary to do research on the gendered division of domestic chores among married women and men of PLWHA.

This research employed the theories about the gender differences shown in the usage of time, challenges, attitude, and perception of gender in equality in order to apply to the context of the married couple of PLWHA who received various services from MENA.

This research examines the usefulness of these theories in explaining the gender differences in the time spent, challenges, attitude, and perception of gender in equality in the context of a married couple of PLWHA who received various services from MENA.

This research can bring some contribution to key policy makers and development agents who are working to promote gender equality to understand and challenge the mechanisms, practices, and stereotypes at household level that perpetuate inequities between men and women. It may also motivate policy makers and practitioners to establish dialogue platforms, devise their development strategies, and encourage them to address the root cause of gender inequality at household levels, especially in the context of people living with HIV/AIDS. This research may lead to promoting women's rights on gender equality and also played an important role in building a democratic culture in which the rights of women are protected. The research also contributed to building the capacity of civil society organizations to enhance and encourage

awareness of their own rules and barriers, interests and needs. The research promoted the awareness of gender stereotypes through research, media, and planning.

For Ethiopia, the research can ensure men and women understand they have equal rights and abilities so that they are more confident and prepared to make future career choices; and building women's confidence and interest in pursuing their social and economic development.

This research enables MENA project beneficiaries to improve their living standards, increase opportunities for income generation, and negotiate better with the relationship. Moreover, PLWHA strengthened and will be more aware of their rights, helping them to gain access to the available services and will enable women to reduce time spent on domestic chores and reduce gender inequality at home.

This will contribute to the academia of gender equality in domestic chores. It takes a very personal look at the life of women's domestic chores and shows what domestic chores look like in the life of PLWHA. By showing this, the thesis will contribute to discuss the condition of PLWHA and the attitudes of women and men in relation to domestic chores

1.6. Limitation of the Study

Because this study is based on a small number of interviewees and focus group participants in the MENA project (the name of the area), it is the only small portion representing gender inequality in the area of domestic chores.

1.7. Organization of the thesis

This thesis is organized into five chapters. The first chapter is an introduction, containing background information on domestic chores, problem statements, research questions, the objective of the research, and ethical considerations discussed. The second chapter contains a review of related literature on academic discussion about domestic chores and the conceptual framework of the study. The third chapter outlines research methodology. The fourth chapter presents research findings and data analysis in detail. The fifth chapter consisted of the conclusion, which dealt with the major points of finding and discussion.

CHAPTER TWO

2. LITERATURE REVIEW

2.1. INTRODUCTION

This section presented scholastic discussions on gender inequality in domestic chores: the definition, the origin of raising gender issues on domestic chores, the theoretical framework of gender inequality, and the current situation of Ethiopian women discussed in connection to domestic chores.

2.2. Definition of domestic chores

Many scholars discuss a domestic chore from various perspectives. Some scholars consider domestic chores are all works happened within the house. For example, Coltrane Jackson give his definition on domestic chores as mostly unpaid work done at home in order to ensure cleanliness, a healthy environment or home, as well the maintenance of family members (2000, 27). From the above definition, the cooking, cleaning, caring for children, elderly and sick considered as some of the domestic chores that women shoulder in the domestic chores. Women work more than men, this implies that women particularly the poorest and most disadvantage women have the double burden of domestic chores.

James Park also defines that term as "the tasks performed inside the household in order to ensure that the basic needs of its members are met, such as cooking, cleaning, and taking care of children, older adults, and other dependent family members" (2003, 11). Domestic chores are actively performed by women in the home to meet the needs and interests of the entire household, according to James.

Similarly, Paul, Jackson, and Devis, Park write that "domestic chores have been conceptualized as all the work done within the house including cleaning, fetching water, cooking, caring for elderly family members and children, and taking out garbage" (2007,17). Similarly, this definition of domestic chores is synonymous with James Park's definition in that both discussed how domestic chores are primarily performed by women and are intended to meet the daily needs of household members.

According to Cunningham, a domestic chore is defined as domestic chores are global phenomenon's that are mostly performed by women in the house. In this case, women and girls are primarily responsible for these domestic chores that include cooking, food preparation, cleaning, washing clothes, water and fuel collection, and the care of others, including children, older persons, and able bodied adults (2007, 13).

In addition, he emphasized how domestic chores are socially built to be predominantly performed by women. This has serious social and economic ramifications for women's life and perpetuates gender inequity through generations. Where there are gaps in fundamental services, such as in the case of poverty, disability, and HIV/AIDS, these household tasks are more challenging. Therefore, difficulties related to household tasks connect with rural-urban, rich-poor, social position, ethnicity, and other factors.

Cunningham defines domestic chores as an activity that is performed by women only to satisfy the needs and interests of household members. Furthermore, he explained that domestic chores have become more complex in areas with limited resources and social disadvantage groups such as people with disabilities and people living with HIV/AIDS. Domestic chores, in this state, increase the burden of tasks on women's lives and perpetuate gender inequality across generations.

On the other hand, Altal Bianchi discussed "domestic chores considered as one aspect of gender and social inequalities, which shape girls' and women's roles in the household, also impact their participation in the labor market. Globally, men do not complete an equal share of household work or child/ family care" (2000, 197). This unequal division of reproductive labor in the

household means that women are typically the primary caregivers, which limits their opportunities to work and advance their professional careers

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Furthermore, Altal Bianchi discusses "how domestic chores are an unequal share of household tasks between men and women. This unequal share of tasks created an unequal division of labor in the house that limited opportunities for women to advance their careers outside of domestic chores, which in turn aggravated gender inequity at all levels" (2000, 197).

From the above definition, we can conclude that domestic chores perpetuate gender inequality. Women's social and economic conditions hampered their advancement in public spheres and development activities in their lives. This condition finally leads to the disempowerment of women in all aspects of their lives.

In discussing the categories of domestic chores, scholars classified them into several types. Lachance, Bucchi, and Bouchard describe that "it usually consists of four or more of these tasks, which are considered a group of tasks to be accomplished." They said, "Domestic chores are classified into two categories: routine domestic chores and occasional or irregular domestic chores." (2010, 12).

Andgery Coltrane discusses how "routine domestic chores are mostly considered time-consuming, repetitive, burdensome, and never-ending." Domestic chores mostly include cooking, cleaning after meals, shopping, socialization of children, and caring for the elderly and children. "While irregular domestic chores include yard work and gardening" (2000, 16), regarding occasional and irregular domestic chores, Gupta and Ashner Lee argue that "occasional or irregular domestic chores are considered more time-flexible, voluntary, and enjoyable than routine domestic chores" (2008, 7).

Many scholars have highlighted gender roles in routine domestic chores (Pinto and Coltrane, 2009; Cunningham, 2007; Bianchi et al., 2000; Batalova and Cohen, 2002). Nimeria Pinto and Andgerly Coltrane write about "gender inequality in time spent on domestic chores," saying that women spend more time on chores as compared to men (2009, 22). Alan Cunningham writes that "most of the domestic chores are performed by women, and even if men are involved in domestic chores, their contribution is not recognized by the wider communities as a result of the long-standing tradition and custom of community practices" (2007, 36).

Hook, in contrast to Pinto and Coltrane, Cunningham, and Cohen, contends that child care tasks must be included in the conceptualization of domestic chores. According to him, women in domestic chores are usually spending their time in child care tasks and caring for children is a challenging task but that is equally socialized women to shape their mind in care for children. And spending time to take care of child's needs, interests, teach children, and keep them healthy and happier are the most challenging tasks in the house hold (2006, 89).

Childcare is one of the unique works in domestic chores, according to Andgerly, Coltrane, and Amy Adams, discussed, however, because it is assumed that household tasks and childcare are two separate occupations, researchers have typically left childcare out of their studies. They emphasized how difficult it has become to find child care, particularly for women, who are more likely to take on unbalanced obligations when their family is unable to locate or pay for childcare. Women are more likely than men to admit that child care concerns have personally harmed their jobs. Women are frequently compelled to choose jobs based on child care needs rather than their financial situation or professional objectives (2001, 97).

Regarding the discussion on gender division of labor in routine domestic chores, it is found that women are responsible for most of the domestic chores, even when their paid labor increases (Bianchi et al., 2000; Coltrane, 2000; Evertson and Nermo, 2007).

Altal Binachi argues that a domestic chore is entirely done by women. He argued that, women of all ages spend much of their day engaged in domestic chores, including collecting water and firewood, processing and preparing food, travelling and transporting, and providing care. These

tasks and other related domestic chores are entirely the responsibility of women. He explained domestic chores cause social and economic inequality (Binanchi 2000, 87)

Similarly, Coltrane also strongly points out that housekeeping activities are entirely or partly performed by women. He emphasized it is women who are responsible for all domestic chores, including cleaning, fetching, and taking care of children. He outlined women are more likely than boys to work inside the home doing household chores, childcare, and elder care, and twice the proportion of girls as boys work more than 28 hours per week doing household chores He also mentioned that the household chores that women and men do are gender-differentiated and result in gender inequality across generations, regardless of the social and economic status of women (Coltrane 2000, 36).

In addition to this, Evertson and Nermo discussed that domestic chores transcend the domestic sphere and are reflected upon within and outside of communities, which highly contributes to perpetuating gender inequality. In this case they explained domestic chores are seen as highly gendered, and, as a result, the expectations of society are influenced by this traditionally feminine role. Domestic chores performed by women in the home may extend beyond housekeeping tasks; even in community activities, women are expected to engage in feminine activities such as cooking food for community festivals and cleaning community environments (Everson and Nermo 2007, 63).

Men, on the other hand, have been found to do fewer domestic chores compared to women (Baxter, 2000; Bittman et al., 2003). Recent studies, however, show that even men have increased their contribution to domestic chores over time; women continue to be responsible for the majority of domestic chores (Fletcher, 2017). Fletcher's report in 2015 shows that Canadian mothers did 200 percent of domestic chores compared to fathers, but this gender difference has decreased since 2018. Canadian women spent 3.6 hours per day on domestic chores, compared to 2.4 hours spent on domestic chores by Canadian men. This is similar to a study done in the United States of America by Bianchi et al. (2012). They found that time spent on domestic chores per week by women in the United States increased by 30% in the year 2012.

2.3. The origin of raising gender issues in domestic chores

Gender concerns in domestic activities arose as a result of research into how married people perceive household duties. There have been significant shifts in marital patterns as industrialization has advanced in Western nations. Changes in gender roles, the effects of feminism and female empowerment, gender equality, economic issues including the rising cost of living, and the individualization associated with post modernism are sociological explanations for the long-term fall in marriage and changes in household division of labor.

Liberal feminists, for instance, cite shifting gender roles as one of the primary causes of couples getting married later in life. Since women now make up more than half of the work force, most of them do not need to get married in order to be financially comfortable. In reality, the gender quake theory contends that the shift in economic power toward women as a result of the majority of jobs now being in the service sector makes marriage seem like a terrible choice for women (Cherlin, 2010; Kiernan, 2004; Smock, 2000).

In discussing cohabitation as a marital pattern, Daniel Kiernan, writes that cohabitation as a marital pattern started in Western European countries such as Sweden, Norway, and Denmark. According to him, children are increasingly being born and raised in the households of cohabiting couples in Sweden, Norway, and Denmark, where cohabitation has become the norm. Families with a cohabiting spouse are typically younger, less stable financially, and more likely to live in public housing (2004, 108).

It means that cohabitation is a routine practice in Sweden, Norway, and Denmark. From the above points of discussion In Sweden, Norway, and Denmark, where cohabitation has become the norm, more and more children are being born and raised in the homes of cohabiting couples. Families with a cohabiting spouse tend to be younger, less financially secure, and more likely to reside in state housing.

Scholars discuss how the rise in divorce rates in marriage has posed challenges to how people perceive the gender role in domestic chores. According to Polster, Stepler, marriage rates in the US have fallen and the divorce rate increased in the year 2016, which influenced women's attitudes towards the gender role in domestic chores (2017, 124).

Most married couples ignore domestic chores, and they only consider them women's work at home. According to Polster Stepler, "women accepted domestic chores as part of their lives due to socialization, injustice, or poverty. As a result of this attitude, gender inequality at the household level remained intact regardless of women's social and economic status" (2017, 125).

How both men and women view domestic obligations has significantly changed over the past few decades. In several western countries, there has been a rise in the acceptance of gender roles that equally distribute the labor between men and women. The structural de-traditionalization of gender interactions occurred concurrently with evolving ideologies on gender issues and was widespread. In addition to general delays and declines in marriage and fertility rates, these changes also included increases in women's educational attainment and paid employment participation and rising employment instability among men as well as increased involvement of both sexes in childcare and household chores.

On the other hand, in traditional society, the pattern of marriages and marriage practices have changed significantly due to different factors, which include economic dynamics and the intervention of non-government organizations (NGOs) in SRH. These are changing the pattern of marriage and the institution of the family. In this society, the pattern of extended families is reduced. However, there is no pattern of change in domestic chores; women continue to be responsible for all domestic chores. Even if marriage arrangements change, the amount of domestic chores performed by women remains constant.

2.4. Theories of domestic chores

In discussing gender issues in domestic chores, there are three theories that are commonly used to explain gender differences in domestic chores: the time availability theory, the relative resources theory, and the gender socialization theory.

2.4.1 Time availability theory

Time availability theory posits that the amount of time that individuals spend on domestic chores is variable. According to Marjorie Starrels argues that families seek to maximize utility by distributing tasks as efficiently as possible. As a result, each member must specialize in what he does best, whether it is paid work or domestic chores. Productivity depends on biological factors,

different experiences, and investments in human capital over the course of a lifetime. This means that men are better engaged in paid work and women in domestic work. The distribution of domestic chores is dependent on the time available to partners. The partner who spends less time on other activities such as labor force participation will have more time available to take up a larger share of the housework (1994, 473).

Suzanne Bianchi argues that couples rationally apportion time to domestic chores based on their spouses' relative hours in the paid labor market. She discussed that couples logically allot time for housework based on the proportionate hours spent by each spouse in the paid labour market and the amount that needs to be done. Women who lose their employment should spend more time on housework than husbands who lose their jobs because this is consistent with the conventional division of labor keeping in mind that cultural norms may have a significant influence on couples' allocation decisions (2000, 125).

Both Marjorie and Bianchi argue that people who have more free time are expected to spend more time doing domestic chores. This means that, women spend more time on domestic chores than men because they work fewer hours in the paid labor force. Women dedicate more of their productive labor to domestic chores while men dedicate more of their productive labor to paid work.

On the contrary, time availability is not the cause of domestic chores; a study has shown that unemployed husbands still do fewer domestic chores than employed wives, while employed wives are still responsible for most of the domestic chores. According to John Berthoud and Jonathan Gershuny explained not only does time availability determine domestic chores and gender responsibility at home, but existing inequality between men and women, customs, and economic insecurity for women also compel women to bear domestic chores (2000, 37).

This means that employed wives are still spending more time in most of the domestic chores and wives are responsible in doing domestic chores. Suzanne Bianchi explained that gender roles are essential for understanding domestic chores. They are shared beliefs that apply to individuals on the basis of their socially identified sex which are the basis of the division of labor in most societies regarding to domestic chores. In most societies the home sphere, and the household

chores as part of women life's, it is assumed to be in charge of women, which could in turn affect gender equality (2012, 177).

It means that domestic chores are a gendered division of labor as well as a predetermined responsibility of women. In supporting Berthoud, Gershuny, also points out that women still do more of the domestic chores even when they spend more hours in paid employment. He discussed awareness the work-home interaction requires an understanding of gender roles. In most communities, the division of labor is based on common assumptions that apply to people according to their socially designated sex. Household tasks are typically seen as the responsibility of women in any community, perpetuating gender inequity at the domestic level (2019, 87).

As it is shown in his study, Allen, Gupta agrees that domestic chores, on top of time availability, are different factors that affect the status of women and men at the household level. These include community or society expectations, gender roles, and direct retaliation against women's socialization.

In summary, time availability theory provides one of the good reasons in describing gender division in domestic chores. This means that the amount of time spent on domestic chores by men is partially dependent on their wives' employment. Since time availability theory argues that couples apportion time to domestic chores based on their spouse's relative hours spent on paid work, it is expected in a situation where both people in a couple are unemployed people, domestic chores would be shared equally. However, a study found that women still do more of the domestic chores even when they spend more hours in paid work.

2.4.2. Relative Resource Theory

Relative resource theory refers to the disparity in power between men and women in the matter of resources. According to Andey Lachance and Sien Bouchard describe that the gender disparity in power comes from the assumption that one partner has more external resources such as financial income and education than the other, which will increase the power over the other partner in decision making. Based on this theory households aim to maximize well-being by using their resources efficiently. The men who contribute more financial resources to the

relationship can trade off undertaking less taxing duties in the home (Lanchane &Bouchard, 2010, 100).

Similarly, Hallerod also argues that the level of resources one partner brings to the other partner determines how much domestic labor each partner does. He argued relative resources may be seen as a measure of the differential power of men and women, and negotiations regarding domestic chores would be based on this relative resource power. Women do domestic chores to the extent that their relative power in the household is low, whereas men, who typically have more resources, bring those resources in exchange for less participation in undesirable domestic chores (2005, 255).

Thomas Evertson and Treas Nermo discuss how the level of income influences the partners' level of domestic chores. They explained that men's share of domestic work was negatively related to his earnings and positively related to his wife's earnings. Furthermore, relative resources power was the strongest determinant of housekeeping chores, with people with higher relative resources power doing less domestic work (2004, 120).

On the contrary to Evertson and Nermo, Allan Bittman argues that the level of income does in directly influence domestic house chores. According to him, men in two earner families mostly do fewer domestic chores than their wives because they earn more financial income, and women can use their earnings to bargain for a reduction in their domestic chores(2003,50). This indicates that domestic chores are indirectly affected by gender via gender differences in relative earnings

As a result, a partner with more financial resources may be better able to negotiate the removal of household responsibilities (Evertson and Nermo, 2004). Studies conducted in the United States and other nations have revealed that the relative levels of education and income of spouses have an impact on how household responsibilities are divided (2004, 31). According to Bittman, "men in two-earner couples typically perform fewer household tasks than their wives since they have access to more money. Women can also use their income to negotiate a reduction in household duties (2003, 42). This suggests that gender-based inequalities in relative earnings have an indirect impact on home tasks

Another tool used to compare how much men and women contribute to household duties is the relative education of men and women. Similar to how relative wealth is tied to the domestic division of labor, according to Lachance and Bouchard, discussed relative education is likewise connected to it. He discussed the relative education status of the women to their husband's education was a particularly important variable in increasing the men's share of household chores. A study of the sexual division of household chores among couples in developing countries found that the greater the wife's income relative to the husband's, the greater his involvement in cooking and cleaning. Relative educational status was also discovered to be a significant factor associated with the amount of housework done by men and women (2010, 23)

Evertsson and Neramo indicate that married women with high levels of education relative to their partners tend to perform fewer domestic chores as compared to those with relatively lower levels of education. They discussed education of women and men is positively related to their respective participation in domestic chores. Women who are highly educated tend to avoid household chores. Avoiding house chores by women is a result of their educational status, and it may be especially relevant for women who lack access to education needs to be empowered to ensure gender equality (2004, 397)

In accordance with Everson and Neramo, Davis and Greenstein write that, the time men spend on domestic chores increases as the educational attainment of women increases, he explained that men who are more educated than their partners contribute more to household duties than men who are less educated than their partners. Because more education boosts a person's comparative advantage and negotiating power within the family, a person who has more education in comparison to their partner tends to complete fewer household duties (2004,335)

As a summery point, negotiations over household matters would be based on the relative power of men and women at home, which may be measured by looking at relative resources. A woman whose relative power in the home is low due to her heavy domestic workload and men provide resources in exchange for doing less household chores since they are more likely to be active in public arenas

2.4.3. Gender Socialization Theory

According to Anderson, Leslie, young women quickly discover that there are different expectations for boys and girls. According to cross-cultural studies, gender roles are understood by youngsters as young as two or three. Most children are well established in gender roles that are acceptable to their culture by the time they are four or five. Children pick up these roles through socialization, which is the process through which individuals learn to act in a certain way in accordance with cultural values, beliefs, and attitudes (1991,197).

According to Davis and Greenstein, "gender ideology is a group of beliefs and attitudes regarding the social roles that men and women ought to play as well as how one ought to position themselves in terms of their responsibilities at work and at home"(2009,21). This suggests that there can be a wide range of gender ideologies, from traditional ideologies that maintain gender shouldn't be a factor in what roles and responsibilities people accept to egalitarian ideologies that maintain gender shouldn't be a factor in maintaining men and women should not perform the same types of tasks because they are fundamentally different.

In addition, Kamo Yoshinori discussed that, "children learn about gender socialization and gender specific behaviors by seeing their parents, who serve as role models for both male and female children, in the home. Siblings experience a different type of gender socialization when there is gender inequality in the home. In other words, parents may be conditioned to believe that women are primarily in charge of household chores if they see men avoiding them" (2015, 23).

Although gender equality has progressed in almost all aspects of society, Peter Mencarini and Josha Sironi argue that roles in domestic chores remain highly gender specific. They explained, a person attitudes about gender roles continue to be practically unaffected and resistant to change as a result of the social construction of gender. The division of labor within the home continues to contribute to gender inequality, role expectations within the home mostly remain the same, and women continue to bear the majority of the burden for household responsibilities (2010, 183).

Gupta discusses how men and women develop gender attitudes and behaviors relevant to domestic chores starting in infancy and childhood and carry them over to their adult lives. He pointed out that given the changes in the last several decades within the workforce and marriage norms, one crucial area that appears slow or resistant to change is the social construction of

gender roles. Ongoing gender differentiation, gender socialization and distinction seemingly remains a stronghold in the resistance to change (2006, 25).

Allan Cunningham also mentions that gender socialization in early stages of childhood has a direct influence on domestic chore allocation. According to him, children learn specific sets of gender-specific behaviors by following their parents' daily communication. He discovered in his research that fathers' involvement in domestic chores when their children are young has a positive association in the children's own lives when they become adults, particularly for the male child. In other words, boys whose fathers are not involved in domestic chores find it difficult to engage in domestic chores when they marry (2001, 33). This shows that socialization is an important predictor of domestic allocation and, more broadly, of attitudes toward and willingness to do domestic chores.

2.5. The role of NGO in Gender inequality Issue

NGOs work to promote gender equality concerns for women's well-being because they understand that gender issues have not been acknowledged in various spheres of society. According to Webster, Marine “the welfare of women might be negatively impacted by household duties. Men might decide to exclude women from family decision-making, for instance, without taking into consideration the specific domestic tasks that only women require. Particularly high rates of maternal and newborn mortality can be ascribed to inadequate or improper distribution of resources at the home level” (2018, 16).

According to Webster Marine, the pervasive and largely hidden frequency of violence against women, especially psychological and sexual assault can have a long-term negative impact on women's empowerment. Women may be forced to perform household duties and face a higher risk of developing STDs or HIV/AIDS as a result of an unequal share of family income, fewer opportunities for education and training, and inability to find gainful employment. Regardless of their social and economic level, community customs and conventions require women to complete household duties, which reinforces gender inequality (2018, 18).

o NGOs as Advocates

One of the most important tasks that NGOs perform is advocacy. The goals and objectives of NGOs are typically concentrated on bettering the lives of their constituents and the communities with which they operate, according to Webster Marianne. She explained that Civil Society Organization have taken the lead in defending women's rights as human rights, exposing violence against women, promoting the needs of women, and advocating for and establishing a complete, holistic, and rights-based approach to achieving gender equality (2018, 22)

The activities of networks and coalitions like the Women's Caucus, Advocacy for Women's Health, and HERA at the recent round of UN inter-governmental conferences and at the five-year reviews of the conferences that are currently taking place, according to Geremew Ashenafi, have demonstrated this on a global scale. Additionally, NGOs have been engaged in locating important decision-makers, creating position papers and lobbying materials, contacting the media through press releases and press conferences, and setting up press visits(2020, 48).

Men often make the majority of choices about the planning, financing, and lobbying of services, according to Kobik, Kiyaf, who claims that “NGOs are crucial in persuading decision-makers to adopt a gender perspective. The most qualified organizations to lead national efforts for gender equality are those that are based on women” (2015, 76).

Lucas-Thompson asserts that “NGOs can also be successful in promoting gender equality at the household level by collaborating with legislators, policy makers, and planners. They can also be successful in convincing the general public that their statements are impartial and independent of the government” (2015, 19). Together with other concerned NGOs, they can use the aggregate knowledge and expertise of NGOs to communicate messages to the public in a way that the public can comprehend, which is crucial for achieving gender equality

o NGOs as providers of capacity building

According to Sisay Dejene discussion points NGOs have always participated at all levels in training programmes aimed at enhancing capacity. As a result, they are well-positioned to assist

the relevant government agencies in making the required changes to ensure gender equality (2018, 76). Likewise Selamwit Menkir pointed out NGOs have always participated at all levels in training programmes aimed at enhancing capacity. And they are assisting government agencies in making the required changes to ensure gender equality (2019, 23). By considering these approaches essentially NGOs are playing a crucial role in empowering women.

o NGOs as catalysts

In terms of ensuring gender equality at all levels, NGOs have played a catalyst role in the community at various levels. According to Sisay Dejene, explained through various mechanisms and strategies such as community dialogues, workshops, and the media, NGOs play catalyst roles by educating community members, service providers, local government, and traditional authorities about the dangers and implications of domestic chores on gender equality. NGOs also organized town hall meetings, bringing together private sector investors and business owners, NGOs, government officials, including ministers and permanent secretaries, and parliamentary representatives to bring about meaningful change in the relationship between women and men (2018, 53).

NGOs are involved in developing a gender approach to minimize gender inequality. According to Selamwit Menkir, NGOs can act as catalysts by encouraging the various departments concerned with the needs and interests of women. She said, "This could be more effective if different types of NGOs worked together to enhance women's empowerment and engagement in development programs. Gender inequality is the deep rooted patriarchal structure existing in many parts of the developing world that continues to marginalize women and limit their economic mobility. Hence, most NGOs actively served as catalysts for the full empowerment of women" (2018, 42).

2.6. Expectation from Stakeholder to ensures Gender equality

A government has an important role to play in ensuring the safety and well-being of women. Menelik writes that women have roles, too, appropriate to their ages, maturity levels, and capacities. One of the best ways to protect women is to empower them to protect themselves

through knowledge and skills for self-care. Women can also contribute to making the protection systems stronger when they have meaningful opportunities to participate at the national, regional, and local level (2016, 38).

The state also has the main responsibility for securing women's right to protection. UNICEF claims that governments should establish national women's protection systems and make sure they work well. When the components of the protection system are properly coordinated, they combine to strengthen the protective environment around each woman's life. The governments of poor and underdeveloped countries are often unable to fulfill all of these responsibilities due to inadequate budgets and a poor government system (2018, 26).

2.7. Human Right Based Approach (HRBA) for promoting women's rights

This subsection goes into much greater detail about the Human Right Approach (HRBA) to furthering women's rights, along with structural functionalism, conflict theory, feminist perspectives, and symbolic interaction.

2.7.1. Structural Functionalism

Declan Rice contends that structural functionalism has had a significant impact on study in the social sciences, particularly gender studies, and has supplied one of the most significant views in sociological inquiry in the twentieth century. She talked about that; In this worldview, which prioritizes the family as the most significant aspect of society, presumptions about gender roles in marriage take center stage, she argues that gender roles were established long before the pre-industrial era, when women were more likely to perform domestic tasks outside the home, such as hunting, and men were less likely to handle tasks inside or close to the home. These roles were viewed as functional because women were typically confined by the physical demands of childbirth and breastfeeding and unable to leave the house for prolonged periods of time (2021, 36)

Similarly Chambers Davis highlighted functionalist viewpoints on gender equality, women are responsible for socializing children, offering emotional and practical support, controlling sexual activity and reproduction, providing social identity, and doing household tasks to ensure the family's well-being. This has been done in this way for many generations (2021, 64)

According to James Holmwood, a functionalist believes that in order for a society to thrive, every one of its members must be conscious of a shared set of values and principles. In this approach, members of society can work together to accomplish shared goals. According to functionalists, effective societies have a stable social structure in which different situations each perform particular functions that contribute to the maintenance of the entire community. Similar to how numerous organs carry out different functions in an animal's body to keep it alive (2020, 17)

According to Allen Janssen, functionalists believe that women carry out domestic duties that are advantageous to the family's health or even necessary (2002, 47). Therefore, the core of the functionalist perspective on household chores and the division of labor is that the woman takes care of housekeeping duties in order for the family to survive.

2.7.2. Conflict perspectives

According to conflict theory, which Carl Nickerson outlines, society is a fight for supremacy among social groupings (women and men) that compete for limited resources. He thought of that as men are the dominating group and women is the subordinate group. According to conflict theory, societal problems are mostly caused by dominant groups' exploitation or oppression of weaker groups. Take, for example, the fight for women's voting rights or the controversy surrounding women's "choice" over the number of children they wish to have. It is difficult for women to surpass men because members of dominant groups set the standards for social success and opportunities (2022, 25).

According to Nick Charlotte, conflict theory promotes a balance of power between the sexes on the grounds that social issues arise when dominant groups abuse subordinate ones. Conflict theory holds that competition among social groups for limited resources defines men and women's relationship (2022, 42).

According to Person Gracia, conflict theory says that man's attempts to hold onto power and privilege at the expense of women are the best way to understand gender. Thus, it is possible to consider men to be the dominant group and women to be the subordinate group. While some gender roles may have made sense in a hunter-gatherer culture, conflict theorists contend that these roles only continue because the dominant group automatically strives to uphold its position of authority. Conflict theory holds that oppression or exploitation of subordinate groups by dominant groups is the root cause of societal issues. Consequently, their strategy is normative in that it dictates power adjustments (2021, 75).

2.7.3. Feminist perspectives

Feminist theory is an instance of conflict theory that looks at gender-related disparities. It examines how gender roles and disparities are maintained using the conflict approach. Particularly radical feminism takes the family's part in maintaining male authority into account. According to Hooks Bells, men's contributions are valued higher than women's in patriarchal countries. Patriarchal attitudes and structures are pervasive and accepted. Women's opinions are therefore frequently muted or marginalized to the point of being dismissed or regarded as invalid (2000, 18).

Rice Thomson's discussed that, "regardless of whether a job is viewed as feminine by U.S. standards, women and men typically cooperate rather than compete in civilizations some refer to as matriarchies (where women are the dominating group). However, unlike modern American women, modern American men do not feel a dual consciousness within this social system (2021, 98)

2.7.4. Symbolic Interactionism

According to Becky Thompson, symbolic interactionism seeks to comprehend human behavior by examining the crucial part that symbols play in interpersonal communication. This definitely pertains to the conversation about masculinity and femininity. She pointed out imagine going to a bank to ask for a small loan for a house, a car, or a startup business. If you meet with a men bank manager , you can logically explain your case by listing all the particular numbers that qualify you as an applicant in order to appeal to the analytical talents associated with masculinity. If you meet with a women manager, you can use your good intentions to emotionally appeal to her and appeal to the nurturing qualities associated with femininity. Because symbol meanings are socially manufactured and not naturally occurring, adaptable, or stable, we behave and react to symbols in line with the meaning that has previously been accepted (2002, 84)

Rosemarie Tong says that gender and sexuality is social constructs. According to her, the social construction of sexuality refers to how cultural definitions of what constitutes acceptable sex-related conduct are used to influence how people perceive and experience sexuality. This stands in stark contrast to theories of sex, gender, and sexuality that attribute disparities in male and female behavior to biological determinism, or the idea that these traits determine how men and women behave (1989, 29)

2.8 Gender inequality and domestic chores in Ethiopia

In this sub-section, background information about gender inequality in domestic work in Ethiopia, brief history of the country is also discussed. In addition, it looked into the fundamental principles of gender disparity in relation to PLWHA.

2.8.1. Country Overview

Ethiopia is most populous country in Africa and she is second in Africa and the 13th populous country in the world with an estimated population of 96.5 million. According to the World Bank Report, the population growth rate is found to be 2.6 %. The Central Statistical Agency's single point's estimation in 2019 put the Ethiopian population to 110,785,862. Considering the country domestic law and the regional and international agreements approved by the country, a child is

anyone whose ages are up to the ages 18 years old. Based on this legal frame work; children in Ethiopia constituted 53,567,456 that is 48.3% of the total population. From this total population, 27,641,487 (51.6%) are men whereas 25,925,969 (48.3%) are women. In terms settlements, 43,569,685 (81.3%) are rural while 9,997,771 (18.6%) are urban (2014, 31).

The same report indicated that Ethiopia's population is largely categorized under the younger age cohort, whose age range is from 0 to 24 years old, and they possess half of the total population. The youth population between the ages of 18 and 24 increased from 14% in 1984 to 20% at this moment, and they constituted 22 million. The median age of the population is 18.6 years, which shows that half of the total populations are children and adolescents. In addition, 80% of young people live in rural areas (2014, 32).

2.8.2. Women and decision-making in Ethiopia

In the context of Ethiopia, Men and women do not have equal decision-making¹ power at house hold, in particular where income is concerned. Woinsheet Wondimu discussed some points that unequal decision-making power reflected like the production of goods and services for household consumption, the transfer of large and small assets, negotiations, the sale or purchase of agricultural inputs, business activities, the use of income, savings, the pursuit of medical care in the event of illness, and family planning and birth spacing are largely controlled by men (2014, 27).

Desta Solomon also underlined the value of empowering women at the domestic level. He explained so as to empower women and establish gender-equal societies and economies, women's decision-making at the family level is essential. Women's lives are significantly impacted by their ability to exercise their human rights in social and economic dimensions. Women must be able to and should make educated decisions about their sexual and reproductive health and reproductive rights in order to lower their risk of contracting HIV (2018, 17).

¹Women's empowerment generally refers to the recognition that women can and should participate effectively in decision-making processes that shape their own lives and societies. An important aspect of women's empowerment is agency; defined as the ability to set your own goals or make your own choices and act upon them.¹³² Women's empowerment entails both the development of women's own agency and the removal of barriers - political, legal, and social - to exercise this agency(FGAE, 2019)

Regarding the women's decision making, Genet Gelana, showed many women in Ethiopia lack the capacity to decide for themselves what is best for their own social, economic, and human rights. Women's decision-making and their ability to select protective measures are constrained in many areas across the nation due to unequal power relations between men and women, which prevents women from advancing in their social and economic standing(2018, 16)

Even in making decisions of fertility and family size, men are the major decision makers. According to a report by the Family Guidance Association of Ethiopia showed “deeply patriarchal gender norms restrict the ability of women to participate in decision-making, including regarding their own sexual and reproductive health rights. Both men and women claimed that before using medical services, women had to get their male partners' consent. Numerous examples show how unequal power dynamics between men and women in intimate relationships prevent women, especially those with HIV, from making decisions about their sexual and reproductive rights and health” (2019, 23).

Reakeb Legesse also discussed women in Ethiopia have inferior socioeconomic position due to disparities in education, employment, and resource access, which results in a power gap between men and women. The right of women to gender equality in the nation is hampered by this. She also talked about how society is patriarchal, which contributes to power disparities between men and women. Men typically have a higher social position than women in this situation, and they typically dominate household decision-making. Men have more control over decisions at the household level than women do (Rakeb, 2017)

2.8.3. Gender inequality and HIV/AIDS

The impact of a household task on women demonstrates the close connection between GBV and HIV. A study by Geremew Ashenafi revealed women who have a greater risk of domestic tasks are likely to be at a higher risk for HIV/AIDS and other sexually transmitted illnesses due to poverty and subordination. There is a strong association between gender inequality and domestic chores. Additionally, performing housework exposes one to high-risk behaviors and indirectly raises HIV risk (2014, 78).

Household domestic chores in Ethiopia have been hindering women's ability to access treatment and care and adhere to ART. Several studies demonstrate, like the UN Women Report, that fear

of GBV (abuse and abandonment) leads many women to conceal their HIV status, treatment, and care-seeking behavior from their partners, which, in turn, impacts adherence (2019, 63).

For example, a study conducted by Geremew Ashenafi, indicated antiretroviral access and adherence in the sub city of Addis Ketema of Addis Ababa showed because of fear of blame, abandonment, and losing the economic support of their partner and 76% of women did not adhere to their ART regimen as prescribed because they were trying to hide their medication (2014, 97).

He also discussed fear of violent reactions results in women not accessing treatment and care services at all, including those for the prevention of vertical transmission of HIV. Women may regret accessing health services because of GBV and domestic abuse they subsequently experience. Gender inequality and domestic chores remain a critical barrier to accessing and adhering to ART treatment (2014, 98)

Domestic work for women is rooted in discrimination and inequality, according to the UN-Women Study, which is supported by individual attitudes, beliefs, and practices as well as more general social norms regarding gender and violence as well as systems and structures that replicate and even organize this inequality and discrimination (2018, 74) .According to Zena Dore, women may experience high levels of domestic chores and burdens, both physically and psychologically. Domestic chores performed by an intimate partner are associated with women's lower social and economic status at home (2006, 27).

The Family Guidance Association of Ethiopia report revealed that the response to the COVID-19 pandemic appears to be magnifying existing gender inequalities and vulnerabilities that contribute to a high domestic burden on women who live at home. Extended confinement measures and restrictions on movement, compounded by economic and social stresses brought on by the pandemic, have increased the number of women and girls performing high intensity domestic chores. Closures of government and other institutions implemented to combat the virus's spread have increased the burden of domestic tasks and had far-reaching consequences on the lives of women, particularly the country's most marginalized and poor women (2020, 52).

2.8.4. Women and access to services

There are some relationships between household chores and women's access to social services. Atsedewoine Tesfa spoke about how the burden of domestic chores impacted women's access to essential services. For example, despite the fact that the government has created essential services for women such as health and other social services, as well as widespread awareness-raising efforts regarding domestic chores carried out, the link between HIV/AIDS and domestic chores remains problematic. Government efforts to address gender inequality and domestic chores remained intact and widespread, particularly among PLWHA (2017, 42).

2.9. Human Right-Based Approach (HRBA) for promoting women's rights

In dealing with the human right issues, Paul Uvin categorizes it into three generations. The first generation is concerned with civil and political rights, which are also referred to as "negative rights" in order not to degrade rights, particularly by states as duty-bearers in the area of civil and political rights. This generation of rights was centered on the west's culture and attitude. The second generation of rights consists of economic, social, and cultural rights; these are usually considered "positive rights," including an adequate standard of living. This was a USSR-centered approach. Both generations were targeted at individuals. And the third generation of human rights mainly addresses collective rights that include the right to development and independence from colonial rule (2004, 76).

In order to find an appropriate human rights approach, a human rights-based approach is practical and has lots of benefits for promoting women's rights. According to the United Nations Research Institute for Development (2016), HRBA is normatively based on international human rights standards and operationally directed to promote and protect human rights. It mainly deals with obligations, inequalities, and vulnerabilities and aims to tackle discriminatory practices and unjust distributions of power that inhibit and downsize human rights (2016, 34).

UNICEF's Guiding Principles emphasize that in order to promote a human rights-based approach, state policy, plans, and programs should be attached to a system of rights and corresponding duties established by international law and national law. This aided in the advancement of favorable conditions, allowing right holders, particularly the most marginalized, to participate in policy formulation and hold duty bearers accountable (2016, 16).

Regarding the distinctive features of the Human Right-Based Approach, the UNICEF Child Notice Manual explains that vital features of HRBA are government and non-government organization programs as well as policies usually formed with the purpose of achieving the fulfillment of human rights. Another distinguishing feature of HRBA is what it calls HRBA advanced right holder entitlements; obligations, and corresponding duty bearer's obligations. HRBA is defined as principles, guidelines, protocols, and agreements; standards derived from international and national human rights treaties guide government plans and policies across all sectors (2018, 22).

Although there are strengths to HRBA, there are also some critics. According to Allan Seppanenn, The first is its origin, the second is its operationalization, and the third is the negative consequence of its operationalization. First, HRBA began with the United Nations Declaration on Human Rights in 1948, during the period when peace and prosperity were on the agenda after the Second World War. During the Cold War period, human rights were too bound to political ideologies, and this continued even after the Cold War period (2005, 18).

According to Laure Helene Piron, operationalization may have negative consequences when HRBA is narrowly defined as legal formalization; when this kind of understanding develops; legal formalization becomes an end in itself rather than a means. That is, "not health, but a right to health; not engagement, but declaration" are considered (2004, 46). According to Geremew Ashenafi, once international law, conventions, and declarations are made, no change can be made in practice. Another negative result of HRBA would be a lack of professionalism in making needed changes (2020, 19). In this case, human rights professionals benefit more rather than actually making changes to decrease women's abuse and exploitation. This could discourage people from using the existing law and other aspects of their rights. More specifically, people from disadvantaged groups like poor women could not be reached by the legal and court systems

Summery

This section is organized into eight major subsections. The first three subsections deal with the definition of domestic chores, the origin of raising gender issues in domestic chores, and the various theories in connection to domestic chores discussed in detail. In addition, the role of NGOs in ensuring gender equality and expectations from stakeholders to ensure gender equality

were thoroughly discussed. Finally, the theoretical framework of gender inequality based on HRBA theory, gender inequality, and domestic chores in the context of Ethiopia, as well as the Human Right-Based Approach for promoting women's rights, were discussed.

CHAPTER THREE

3. RESEARCH METHODOLOGY

The purpose of this chapter is to introduce the research methodology that include, sampling, sampling size, methods of data collection, information about the population, methods of data analysis and ethical consideration discussed in much more detail

3.1. Study Area

Mekdim² Ethiopia National Association (MENA) of People Living with HIV/AIDS (PLWHA) and AIDS Orphans were established in 1996 by a group of 3 people living with the virus and 9 AIDS orphans. In 1997, it has got a license from the Addis Ababa City government to work at a regional level. Then, in August 1999, it got an NGO license from the Ministry of Justice to operate at a national level. The foundation of Mekdim was to serve the people who faced the same experiences and wanted to be united to defend themselves when encountering HIV/AIDS at a time of high stigma, ignorance, and discrimination.

The founders, at the beginning, used to meet informally in each other's homes or offices to provide mutual psychological and social support. Cohesion among these individuals was strengthened by the fact that they were either directly infected with HIV or implicitly affected by the epidemic. Consequently, they were able to establish Mekdim which is the first legally registered and presently one of the major PLWHAs Associations in Ethiopia. Currently, the Association has a total of over 10,000 members (26 % AIDS Orphans & 74% PLWHA). And it has been undertaking various HIV/AIDS projects and programs in six different areas in the country.

MENA targets HIV positive people, elderly people living with HIV, orphans and vulnerable children (OVC), and most at-risk mobile populations (MARPs). MENA renewed its license on November 12, 2009 as an Ethiopian resident charity according to the charities and societies proclamation No. 621/2009 and is legally allowed to continue its contribution to the country's

² Mekdim is an Amharic term that means "first" or "pioneer."

development strategies with the interventions of various HIV/AIDS prevention, care, and support services.

The Association's mission is to see a society that supports and cares for PLWHA, AIDS orphans, and a generation that is HIV/AIDS-free. Through all-encompassing care and support, education, and advocacy, the mission statement targets HIV/AIDS prevention as well as the protection of the basic needs and human rights of Peoples Living With HIV/AIDS, their families, and dependents. The main objective of MENA is to raise the standard of living for those living with HIV and AIDS in Ethiopia. The main objective of MENA is to take the lead and set an example in the battle against HIV/AIDS. The organization promoted its fundamental principles of community-based, participatory, PLWHA and AIDS orphans-centered/focused, quality and sustainability services delivery, efficacy, ethical concern and honesty.

Currently, MENA carries out projects in seven major HIV/AIDS programmatic activities: Gender and disability are all cross-cutting themes that are integrated across MENA projects. The first one is information, education, and communication (IE/BCC), which would help community members bring about desired behavioral change and protect themselves from infection. MENA conveys HIV/AIDS education using print media, a coffee ceremony, and organizing music and drama shows, personal testimonies, and sports festivals that are mostly performed by PLWHA and OVC.

The second major area of intervention is counseling. It provides psychological support (pretest, posttest, ongoing, and adherence counseling services) at individual, couple, family, and group levels for people infected with and affected by HIV/AIDS. Provide adherence counseling and follow-up services for PLWHA under Anti-Retroviral Therapy (ART) at individual, couple, group, and family levels. Provide basic training on ART, adherence counseling, and case management for the volunteers.

MENA's Home-Based Care service is the other major program intervention of MENA. It provides home-based care services consisting of medical treatment, counseling, nutritional support, physical care, personal and environmental hygiene to critically sick and bedridden patients via trained volunteers (care givers) and health professionals. Medical and nursing care

services are the other major components of the services in the Association. In this case, medical services were rendered by a health professional to PLWHA so as to diagnose opportunistic infections. It also provides ART to some members of the Association at clinics. Moreover, medical care is given to immediate family members of the clients and OVC.

Under social and legal protection support, MENA provides its clients (PLWHA and OVC) and members of their immediate families with shelter, food, clothing, education (including vocational skill training), and income-generating activities and livelihood support. The organization gives legal services to people living with HIV, OVCs, and their families to protect them from human rights abuses faced by individuals affected by and infected with HIV. MENA is providing OVC care and support services in partnership with CBOs and international NGOs to address the diversified needs of orphans and vulnerable children and families and improve their well-being.

Under the domain of the Most at Risk Population program, MENA has already commenced implementation of the program in 11 towns, namely; Kalitti, Akaki, Dukem, Bushoftu, Modjo, Adama, Wonji, Dhera, Asela, Wolenchiti, Mathahara, and Chiro/Asebe Teferie. The program will target the most at-risk mobile populations (MARPs), including commercial sex workers, females and males involved in cross-generational/transactional sex, in- and out-of-school youth, women working in food and beverage establishments, truck and bus drivers, migrant workers, and PLWHA.

3.2. Sampling

Purposive sampling is one of the non-probability sampling techniques employed to identify and select appropriate informants. Hence, relevant PLAWHA, VSG, Community Workers and MENA PLWHA project management staffs were identified in advance for collecting data. These units of analysis were selected based on the criteria of PLWHA, marital status seniority, and experience.

3.3. Sample Size

According to Anita (2004), in qualitative studies, the purpose is not to be illustrative of the population; rather, the soundness, significance, and insights generated from such studies have

more to do with the information richness of the cases that are selected and the investigative qualities of the investigator than with the sample size.

There are no rules or procedures for determining sample size in qualitative studies. In this approach, it focused on what some people want to know, the objective of the subject study, and practical elements that were received well. In order to provide an in-depth understanding of the study, target groups were divided into PLWHA, community workers, VSG and MENA project management staffs who are HIV+

The major driving factors behind using purposive sampling are that the study was conducted on the meaning and perception of PLWHA in MENA in connection to domestic chores. Efforts of MENA in reducing domestic chores as well as the challenges that faced PLWHA in connection to gender inequality and domestic chores. In this case, it needs a specific area from where the data was collected. It persuaded the researcher that could easily obtain the target population. This is clearly stated in Denscombe (2003), where "purpose sampling" is handpicked for research. The term is applied to those situations where the researcher already knows. As a result, they were chosen with a specific purpose in mind or due to their significance to the issues under investigation.

3.4. Methods of data collection

The researcher collected the data from PLWHA beneficiaries, MENA PLWHA project management staffs, PLWHA community workers, and PLWHA Village Savings Group by using an unstructured interview and three groups of PLWHA focus group discussions

According to Gaurav Kothari, "In-depth, an unstructured interviews are the most often employed type of qualitative data collection techniques in social science research" (2004, 45). This approach usually entails a conversation between the researcher and participant, aided by a flexible interview technique and enhanced by follow-up inquiries, inquiries into further information, and comments. The technique allows the researcher to gather unstructured data, delve deeply into sensitive and sometimes private topics, and analyze participant thoughts, feelings, and opinions about a given subject (Kothari 2004, 46).

In order to find the interviewees, the researcher used “a non-random purposive sampling technique, which involves deliberately choosing a group of persons, settings, or events that contain certain characteristics or information that cannot be gained from other sources” (Maxwell 2005, 69). In this regard the researcher interviewed eight PLWHA from various backgrounds, including religious, educational, and ethnic, to collect data for this study.

In this study, using Focus Group Discussion (FGD) method was essential for learning more in-depth about the viewpoints of PLWHA in investigating the research questions. The researcher utilized an outline or guide to ensure all interview guide might be answered, and the flow of the conversation could be established. FGD was also helpful to obtain several perspectives about domestic chores and to gain insights of the PLWHA's shared understanding of everyday life

3.5. The procedures of data collection

Key informant interviews and focus group discussions were used for the data collection in this study. Both methods were useful to gather opinions on women's domestic chores and gender inequality at the household level. The information obtained from key informant interviews and FGD guided the researcher in getting accurate information about the perception, attitude, and efforts of MENA and the challenges facing MENA project beneficiaries.

In the interview process, all interviewees were asked about their personal biography (age, marital status, attitude of women and men to domestic chores, challenges and efforts of MENA). Moreover, some were asked about their life experiences in relation to domestic chores, efforts of MENA and challenges in connection to domestic chores were asked.

The interview period for each participant, on average, took one hour. It was mostly a one-phase interview. The researcher has personally conducted all the interviews. Individual participants were given more time and attention during the interview sessions because no one knows more about a person's life than the person herself/himself. With permission, some of the participants' discussions were tape recorded using a recorder.

The researcher makes an effort to assume the role of a friend in order to encourage candor and open communication from the participants. The researcher began the interview by establishing

rapport by asking non-threatening demographic questions. In addition, developing trust between the researcher and the research participants improved the responses given by PLWHA.

In this study, unstructured interviews were used to collect practical data. Regarding the domestic chores of PLWH and their social world by asking them to talk about their lives. It had been really helpful to find out PLWHA's personal feelings, thoughts, and experiences. In relation to this, Kothari, Gaurav claim that " deep interviews are useful for gathering information about the social world by providing a means for exploring research subjects' points of view" (2004, 37).

Focus group discussion (FGD) was the other data collection technique used in this research. This technique was used to gather additional information, and three focus group discussions (FGDs) were held with 12 women and 12 men as participants. Each FGD participant was recruited from eight PLWHA of VSG, eight PLWHA of MENA project management staffs, and eight PLWHA of community workers, each group consisted of four men and four women.

Participants in this research were selected according to the following categories: level of education, marital status, HIV+, and primary service recipients of MENA projects. Both women and men who met the selection criteria were invited to participate in FGD from March to April 2022. The discussion was held at the MENA project office compound, as it was a place where they felt comfortable.

In managing the FGD effectively, the researcher served as the FGD's moderator and guided the conversation based on the guiding questions. To foster an environment of openness and promote involvement, the researcher carefully laid out the research's primary goals and objectives. The researcher then clarified how long the session would take and that participants were always welcome to ask questions. Additionally, participants were requested to make introductions to one another. For fifteen minutes, the researcher introduced the focus group's guidelines, such as the fact that there are no rights or incorrect answers, only one person may speak at a time, and that sincere comments were much valued. In this study, an effort was made to offer each participant an equal opportunity.

3.6. Information about Population

Mekdim Ethiopia National Association (MENA) is a purposely selected organization in which most people who are infected with and affected by HIV/AIDS receive social and economic

support. MENA intervention areas exhibited the highest HIV/AIDS prevalence rate, with 17,135 people estimated to live with the virus out of an estimated total population of 321,347. MENA helps PLWHA and OVC with social and economic support to reduce gender inequality at the household level by focusing on domestic chores.

The reasons why PLWHA as of MENA project beneficiaries were selected as follows: First, MENA intervention in reducing gender inequality in the context of domestic chores has never been studied by any researchers, so there was observed gender inequality in houses, especially for married couples, has been an increasing problem among ART users in the Association. Secondly, the choice of this study is based on consideration of logistics-resources and accessibility of data and cooperation from MENA. Thirdly, my previous exposure to and knowledge of MENA and interest in minimizing gender inequality at household level contributed to the selection of the study area.

Chart #1: Information about PLWHA Interview Respondents

Respondents	Gender	Age	Marital Status	Years of Education	Job Position
R#1	M	37	Married	Grade 10	PLWHA beneficiary
R#2	M	39	Married	Grade 10	PLWHA beneficiary
R#3	M	35	Married	Grade 9	PLWHA beneficiary
R#4	M	34	Married	Grade 10	PLWHA beneficiary
R#5	F	38	Married	Grade 10	PLWHA beneficiary
R#6	F	34	Married	Diploma	PLWHA beneficiary
R#7	F	42	Married	Grade 12	PLWHA beneficiary
R#8	F	40	Married	Grade 12	PLWHA beneficiary

Chart #2: Information about FGD #1: PLWHA of Community Workers

FGD#1	Gender	Age	Marital Status	Years of Education	Job Position
1	F	32	Married	Diploma	Community Worker
2	F	27	Married	Grade 10	Community Worker
3	F	41	Married	Grade 12	Community Worker
4	F	38	Married	Grade 12	Community Worker
5	M	41	Married	Grade 12	Community Worker
6	M	39	Married	Grade 12	Community Worker

7	M	44	Married	Grade12	Community Worker
8	M	38	Married	Grade12	Community Worker

Chart #3: Information about FGD #2: PLWHA of MENA Project Managing Staff

FGD#2	Gender	Age	Married	Years of Education	Job Experience	Job Position
1	M	47	Married	MA	17 years	Director
2	M	49	Married	BSC	15 years	Dropping in Center Coordinator
3	M	40	Married	Diploma	13 years	Case Manager
4	M	33	Married	Diploma	6 years	Case Manager
5	F	42	Married	Grade 12	7 years	Case Manager
6	F	36	Married	Diploma	9 years	Case Manager
7	F	44	Married	BSC	11 years	Social Worker
8	F	45	Married	Grade 12	5 years	Case Manager

Chart#4: Information about FGD #3: PLWHA of Village Saving Group (VSG)

FGD#3	Gender	Age	Marital Status	Years of Education	Job Position
1	F	32	Married	Grade 4	VSG member
2	F	29	Married	Grade 6	VSG member
3	F	41	Married	Grade 8	VSG member
4	F	33	Married	Grade 10	VSG member
5	M	36	Married	Grade 11	VSG member
6	M	37	Married	Grade 10	VSG member
7	M	38	Married	Grade 10	VSG member
8	M	35	Married	Grade 9	VSG member

3.7. Methods of Data Analysis

During the process of data collection, the focus group discussions and individual interviews were recorded using a recorder, and notes were also taken during the discussions to further strengthen the recorded materials. There were two types of data in general: written and audio.

Since the research was a qualitative one, the different forms of valuable data were found during analysis. The data collected from every interview and focus group discussion were recorded and transcribed from Amharic to English. As all the discussions were first held in Amharic. The translated data was cross checked with the note as well as with the transcribed data. Then comes the double-checking. The checked translation was put into a logical order by theme. Themes of analysis were determined based on the combination of the research questions, the objectives of the study, the questions asked of the participants, and the data itself

In the interpretation of the research data, although the researcher tried to sufficiently represent the complexities of the experiences of women and men in this study, the researcher was well aware of the limitations in interpreting and shaping the final account. According to the critical feminist ethnographic standpoint of Schrock Richelle, "the researcher must be able to keep a balance between his/her experiences as a source of understanding, and the participants' so that her life experiences do not engulf the inquiry" (2013, 7)

In order to analyze the data, Koothari describes three steps as follows,

“The first stage is data reduction: This is the selection, focusing, and simplification of collected data. This sharpens the information by sorting, focusing, discarding, and organizing it so that the conclusions are more effectively drawn and verified. Data Display is the second stage: Data display enables the drawing of conclusions and the taking of actions the area of narrative text is unstructured and cumbersome, and it may even cause you to draw unfounded conclusions. To reduce this problem, the researcher organized the information and drew conclusions that were more justified. The final stage is a conclusion illustration/verification: A conclusion appears after data collection is presented and conclusions are verified to ensure plausibility” (2004, 43).

As suggested by Kothari, the data gathered through FGD and interviews was categorized in to various themes: While analyzing and examining these sub-themes, Major themes were found, examined in accordance with the study questions, and categorized during the analysis. By following Kotharis' stages, the researcher can sort the essential data, display it the researcher

analyzed the collected data, displayed the subthemes and the major themes, and draw the conclusion.

3.8. Ethical Consideration

Official letters are shown to MENA and its stakeholder groups after being approved by Addis Ababa University's Department of Gender Studies. Then introduce the objectives of the study to all participants as well as relevant administrators in MENA. Permission and informed consent were obtained from the interviewees without pressure by informing them that they have the right to withdraw from the study at any time.

With the same token, the researcher asked informants for permission to tape record in-depth interviews so that it would help the researcher capture accurately the participants' insights in their own words. Participants were informed that they could request the tape recorder be turned off at any time if they were not comfortable with it.

In order to keep informants' private information, participants were informed that their names would not be used at any point if they did not wish to participate in the study, which would not affect their ability to access the usual services they currently receive or expect to receive from MENA then and in the future.

During the data collection process, the researchers assigned each respondent a pseudonym (R) and then transcribed the voice recording into written form. Finally, to complete this study, the researcher intended to delete the voice recordings of the respondents so as to ensure their confidentiality. The duration of the interview was discussed with the participants. Participants were given the opportunity to ask questions about the study before committing themselves to it. They were also informed of the final version of this thesis that was submitted to MENA.

When participating in a study, participants may have high expectations in terms of per dime and benefits. The researcher explains, with the help of the representatives of MENA, the importance of the study and the benefits in terms of more knowledge on gender equality and domestic chores. There are no promises of money or other resources made to participants due to the financial constraints of the researcher, but due to the time they have spent with the researcher

during in depth interviews and focus group discussions, the researcher has covered the cost of refreshments

3.9. Summery

This chapter presented research methodology including research design, study area, sampling, sample size, methods of data collection, information about the population, methods of data analysis and ethical consideration were discussed

CHAPTER FOUR

4. RESEARCH FINDINGS AND DISCUSSION

4.1. RESEARCH FINDINGS

This chapter presented qualitative findings of the study. First, the findings based on all research questions and focus group discussions presented in the following sub sections

4.1.1. Attitudes differences to domestic chores between women and men of MENA beneficiaries

From the findings of this study there were attitudinal differences between men and women towards domestic chores. Eight PLWHA respondents discussed that there are attitudinal differences towards domestic chores between men and women in MENA project beneficiaries. Regarding the women's thought about domestic chores, a forty year old woman (R#8) pointed out a woman, if she wants to become wise, must handle all domestic roles like cooking, cleaning, and taking care of children. She will then be much respected and have enhanced her dignity in the villages.

Similarly, a 42 year old woman (R#7) mentioned how there is a gender bias in child rearing among domestic chores. She discussed girls are expected to learn and become responsible in various activities of household chores, and we have to be well-trained and specialize in household activities like cooking, fetching water, and caring for children and elderly families. This process of socialization shaped the attitudes and behaviors of women towards domestic chores

According to a 34 year old woman (R#6), attitudes of women towards domestic chores are further strengthened by their fear of stigma and discrimination by the PLWHA. She described how the fear of stigma and discrimination is an important factor affecting the attitude of PLWHA. PLWHA usually show their subordination and are subject to their partners, and they prefer to stay at home and limit their activities to housekeeping and other related domestic chores

A 37-year-old man(R#1), discussed how compared to women, men are impatient of household tasks like cooking and laundry. For instance, the majority of men in the community believe that women should be responsible for household duties. It has historically come about as a result of the traditional lifestyle of earlier generations, in which men were in charge of providing food and economic activities and women were in charge of cooking and other household chores. As a result, even though males perform some household tasks, they are reluctant to discuss them with their male companions since they see it as a feminine occupation

Meanwhile, according to a 38 old woman (R#5) attitude of women toward domestic chores is completely different. She described women in MENA project beneficiaries told from childhood that once they marry and have children, domestic chores will be their primary responsibility. As a result, the majority of women start learning how to be good housewives at a very young age. When females receive a positive comment about the food they cooked or the cleanliness of their house, they consider it a compliment

Regarding the men's thought about domestic chores, all respondents say that it is kind of shameful for a man to cook and engage in domestic chores. For example R#1 pointed out that a man who engages in domestic chores will receive stiff criticism from other men in the villages. A 39 year old man (R#2) strengthened this points and he also discussed that some men would view it as taboo. Even if MENA organizes a community conversation program about gender inequality in their villages, this meeting will not result in fundamental changes in attitudes towards men or even for women. They believed that to address social concerns, using social values and community resources did not help foster openness, build trust, or promote gender equality at the household level.

In MENA, project beneficiaries' domestic chores are exclusively masculine or feminine, meaning that there is gender division of labor between men and women However, looking at the question of who does what at home or outside, men PLWHA R#1, R#2 &R#3 discussed women doing multiple tasks and playing multiple roles at household. There are also different perceptions of women's and men's roles in society. That is to say, the man is seen as the head of the household and chief breadwinner, while the woman is seen as a nurturer and care provider. For

example, R# 3 discussed large or all portion of domestic chores tasks are allocated predominantly or exclusively to women regarding domestic chores

A 42 year old woman (R#7) discussed there have been differences between men and women towards domestic work in the past. But currently, the attitude of men and women towards domestic chores shows progress and change as compared to the previous time. She also mentioned there are sample house members who could be used as role models for other house members. Men began to take care of their children, cook food, clean the house, and help women take care of their health and maximize their ART adherence by reducing women's domestic chores

On the contrary to a 40 year old woman (R#8) PLWHA discussed men do not feel an obligation when they are involved in the home as women do, as they perceive it more as a hobby or a free choice. Furthermore, those house chores that require daily devotion (shopping, cooking, washing dishes, washing clothes, and cleaning the house) are considered feminine, whereas those considered male or neutral (paying bills or home maintenance) do not.

According to a 34 years old woman(R#6) discussed men and women have different attitudes on doing household duties. The manner that women treat their daughters and their sons differs. In addition, some women dropped out of school because they were pushed into or were married, and this was due to attitudes toward the roles that men and women play at home being different. In some homes, women handle all domestic duties, including cooking, cleaning, and providing all the entries care and protection at home for husbands and children is essential.

A 37 year-old man (R#1) discussed how his attitude towards domestic chores changed as a result of the program's intervention from MENA projects. According to him,

MENA has been conducting community conversations with PLWHA pertaining to GBV and the empowerment of women. Thus, the Association contributes to minimizing and changing the existing practices of men at the household level in order to alleviate the domestic burden of women. Also discussed how married MENA project beneficiaries have a positive attitude toward gender role orientation and a high level of experience sharing household chores with their spouse, and how they are appropriate for sharing household tasks with women.

Four respondents (R #1, R #2, R #3, and R #4) discussed men and women have their own roles at the household and community levels. Men are responsible for income generating activities and ensure the survival of dependents in the household. Women, on the other hand, are responsible for the domestic sphere. They are in charge of cooking, buying consumption goods, collecting and carrying wood, fetching and carrying water, washing clothes, and taking care of children.

Four male PLWHA has a negative attitude regarding gendered sex roles. This implies that married women still have a tendency to assign some tasks exclusively to women and others to men. For example, a 40 year old woman (R#8) provides a good example of her answers. "Women perform domestic tasks such as cooking, cleaning, and taking care of the entire household. This is not a new practice in Ethiopian cultures, but it has been passed down from our descendants"

Men with less educated wives, more children, and lower monthly incomes, as well as those without a housemaid or other supporting labor, kept their wives busier with housekeeping tasks. For example, a 42-year-old women (R#7) explained domestic chores are performed and spent a large portion of time by women in our society who are less educated and do not have alternative sources of income

Similarly, a 34-year-old men (R#4) explain that his wives are less educated and that she believes women should do domestic chores. He described the division of labor in our communities and households is based on shared views among men that apply to people based on their socially designated sex. Women are expected to handle and be in charge of the home and household chores. Men are typically exempt from household duties because they are the main source of livelihood.

Among the respondents, a 32 year old woman (R#7) explains, that men's attitudes towards domestic chores are sometimes reinforced by the women themselves. She says, described some women do not like their husbands to engage in domestic chores and instead encourage them to do so outside of the home. They thought and believed that women should take care of the entire house's responsibilities. She went on to say that these attitudes and behaviors were formed in

women's childhoods and continued to develop into adulthood. As a result, women encourage men to think differently about domestic chores.

A 34 year old woman (R#6) also pointed out that the attitudes of women and men toward domestic chores strongly contribute to gender inequality in MENA project beneficiaries. According to her this perception has been developed and socially learned in the life span of individuals. Women in MENA who have received care and support still occupy low status in the family. In spite of their contributions to the wellbeing of their family and community, women experience lower socio-economic status in general and are marginalized from making decisions at home. Women PLWHA face a variety of forms of violence in their homes, including discrimination, a lack of basic human rights protection, violence, a lack of access to productive resources, education, training, and basic health services

A 42 year old woman (R# 7) describes due to the current high rate of inflation, poverty, cultural norms, and traditions, many women choose not to use ART or are compelled to perform commercial sex labor. Women's health is impacted by illiteracy, harmful traditional practices (HTPs), such as early marriage, abduction, and large family sizes. Poverty and gender inequality pose significant obstacles to women's well-being.

Similarly R# 6, R# 7, and R# 8 PLWHA expressed the same opinion that women perceive their male partners as being less involved in household chores and only focusing on outside-the-home tasks that are traditionally considered masculine. Men believed that their female partners should be more involved in traditionally feminine activities. Gender ideology seems to determine the percentage of tasks considered traditionally feminine by members of the couple, such as washing, ironing, shopping, cooking, or cleaning. It also generates different meanings for men and women in terms of household chores.

On the other hand, due to the program intervention, some changes have been observed towards men in MENA. 39 years old man(R#2) discussed, he never did anything at home or helped his wife. It felt like a big insult if he were the one who had to do the dishes or cook. Now he actually like cooking. He make the coffee and help raise the children. Taking care of the baby is his

favorite task now. At this time made breakfast for his wife and children. He do not have fixed tasks, but just communicate with each other and help each other out.

Based on the responses of PLWHA interviewees, it appears that women's involvement in domestic chores is high among the MENA project beneficiaries. This high level of involvement in domestic chores can be attributed to a variety of factors. The first one is the attitude of women and men towards domestic chores, which is shaped by the culture and customs of the community. Second, women's and men's attitudes and low levels of social and economic status shaped their behaviors by limiting their role in domestic chores such as cleaning, caring for children and husbands, and so on. Men's fear of stigma and discrimination from the community influenced them to contribute minimally to household chores.

4.1.2. Efforts of MENA projects in reducing gender inequality in connection to domestic chores

In this part effort of MENA in reducing gender inequality at house hold level and other aspects in connection to domestic chores discussed in detail

4.1.2.1. MENA program changed their attitude towards the domestic chores

Most of the respondents reported that MENA put lots of effort into changing the lives of the beneficiaries by reducing the gender inequality of domestic chores. One of the efforts made by MENA projects was to change their attitudes toward household chores. From six PLWHA participants (R#2, R#4, R#7, and R#8) they discussed MENA is one of the non-governmental organizations and health centers in Ethiopia that provide ART therapy to clients. It also offers volunteer counseling and testing, adherence counseling, TB, STI, and clinical treatment to patients, laboratory testing and pharmacy services, referral services, community support for the ART program, clinical monitoring, PMTCT service, and access to an ART regimen. MENA health centers has 2567 ART users, both children and adults, received the services as of 2007. These services in MENA enabled the Association's project beneficiaries to enrage themselves outside of domestic chores.

Another effort MENA made was about the effective management of the MENA project. 37 year old woman (R#1) described that MENA programs are effective in enhancing their lives. According to him: he emphasize effective provision of ART to ensure gender equality at home, it is necessary that ART users, government and non-government organizations, community-based organizations, and other stakeholders are assumed to play an active role. Both women and men ART users have consistently reported that social, economic, and financial support from civil society organizations like MENA is an important factor in achieving optimal adherence to ART.

Similarly, 38 year old woman (R#5) discussed, MENA also builds the capacity of woman as well as renders financial and technical support to their families who are infected with and affected by HIV/AIDS. Similarly, a community-based organization, which is also one of MENA's partners, has been closely working with MENA health centers to improve adherence and raise awareness of gender-based violence and the problems that women face, particularly in relation to domestic chores payed an essential role in reducing GBV and ensure gender equality. In this case MENA strengthen community-based support in reducing stigma, domestic chores, and discrimination through community mobilization. It also offered direct services to those women who are ART users, either through in-kind or financial support, by mobilizing resources from their respective local communities and different funding agency

This effort is found in the answers of four PLWHA respondents (R#2, R#4, R#5, and R#6) who say that MENA programs are very active in raising awareness of women's rights. According to a 34-year old woman (R#6):-

CSOs like MENA are involved in awareness-raising programs in Ethiopia by identifying different thematic issues that affect women, including women's abuse, early marriage, and empowerment processes in the intervention areas. MENA is also involved in the dissemination of civic education, the promotion of economic empowerment and awareness-raising for the wider community pertaining to constitutional rights of women and obligations.

A 39-year old man (R# 2) discussed that different opportunities were also created by MENA for all project beneficiaries in that there were case managers who were providing services at the household level and played a very important role in providing a comprehensive package of health services to people who were in need of the services. In addition, care providers and community workers from MENA were also actively involved in promoting gender equality at

home and curtailing the wide spread of GBV and domestic chores in the intervention areas of the Association.

A 35 years old man(R#5) described MENA reduces domestic chores in two ways: directly through service provision and indirectly by influencing men and women. In terms of service provision, MENA's ability to reduce domestic chores was significant across all intervention areas. MENA reduces domestic chores by directly serving men, women, and their families. MENA was found to have the most significant impact on reducing domestic chores due to the capacity-building and awareness-raising programs of the Association.

A 37-year-old man (R#1) also mentioned the various programs that MENA is carrying out in relation to PLWHA that are focused on women's empowerment and HIV/AIDS prevention and control. MENA project also focused on women's empowerment, was carried out with the technical and financial assistance of USAID and other local implementing partners. For women, PLWHA, and their children, MENA make sure that they had access to fundamental social services. It also improved programs that aimed to empower and free women from the burden of domestic chores.

Furthermore, four men PLWHA (R #1, R #2, R #3, and R #4) discussed that the efforts of MENA to reduce domestic chores at the household level were found to be very important, particularly in relation to the Association livelihood scheme program. For example, a 35 years old woman(R #3) discussed that:

MENA provides legal awareness, counseling, and aid to those women who are burdened with domestic chores, and the Association provides a variety of vocational training in computer applications, beauty culture, and cutting & tailoring. MENA is a catalyst for bringing about the social, economic, and legal empowerment of PLWHA by encouraging microenterprises and entrepreneurship development through Village Saving Groups (VSG). Adult education and health are other areas of assistance to reduce the burden of domestic chores.

To change the attitude of women towards domestic chores, a 39 year old man (R#2) discussed that MENA is undertaking integrated development programs focusing on increasing access for the poor and vulnerable members of the community in intervention areas including vital social

services, and assistance to community organizations in strengthening their capacities to address critical societal concerns such as gender and HIV/AIDS

4.1.2.2. MENA program raised the empowerment of women

According to a 35 year old man (R#3), MENA also created an enabling environment for women's participation in the design and implementation of the Association's programs, according to the 35-year-old man (R#3) by organizing and facilitating various advocacy meetings, interface meetings, discussions, and advocacy campaigns with various government sector offices such as women and children affairs, the ministry of health, and at the sub-city level strengthen the right and protection of women and men

During the project's implementation, MENA also advocates for women's participation, service provision, and budgets for disadvantage women, such as "PLWHA" community and disability groups," 34-year-old woman(R#6) also discussed MENA achieved the key results like increased opportunities for women to speak out on women issues and actions most relevant to them through Social Accountability Group and Community Conversation, influenced attitudes, perception and practices of women domestic chores via these established platform and built partnerships with sector office to promote the right of women to be protected from abuse, neglect, exploitation and violence and enhancing the capacity of stake holders and sectors office to advocate the right and protection of women based on International Human Right principles and the constitution of the country

Also, 34-year-old man (R#4) discussed most women in MENA are dependent on their husband's income. Therefore, it is important for MENA to be empowered economically in order for them to take care of themselves, their children, and families. Due to this, MENA has formed a Village Saving Group (VSG) to save money together, and after a while, one woman takes the money and invests it in a business activity. Next time, it is another woman from the VSG who receives the money to invest. MENA intervenes in this way to strengthen the economic base of its project beneficiaries and enable them to live independently.

Similar to the above, a 34 years old woman (R#6) also mentioned that due to VSG, most women in MENA have started saving money and are starting to get involved in different business activities. They gained economic independence and exercised leadership and decision-making in their groups, families, and communities, which resulted in greater bargaining power in domestic tasks

According to a 42 year old woman (R# 7) also explains the VSG not only empowers women economically, but it also empowers them to believe in themselves and to advocate for their rights. And the women are becoming active, defending themselves, their rights, challenging domestic chores, demanding basic service from the local authorities, and sharing household chores with their husbands. To archive these key results, MENA has provided training, education, and the mentorship of women's groups for the VSG.

According to a 35 years old man (R# 3), discussed that MMENA plays a paramount role in ensuring the rights of women, especially PLWHA, and protecting them from various kinds of violence and abuse Mainly, MENA has a significant role in the areas of capacity building training, system strengthening, advocacy, and enhanced participation of women in all walks of life

According to all the men who were interviewed (R #1, R #2, R #3, and R #4), the considerable training they received from MENA helped them to share household duties with their wives by suppressing the long-standing customs and practices of the community. For instance, a 35 year old man(R#3) discussed that MENA VSG meetings offer a venue for men and women to debate common issues and problems in their community, pinpoint the underlying reasons, and then look for possibilities to address issues regarding domestic chores. This strategy aids in fostering openness, establishing trust, and advancing community-led change on household duties and gender equality. In a similar vein, a 34 year old man (R#4) discussed community dialogues are an important component of MENA's women's empowerment initiative, enhancing gender equality at the household level.

4.1.2.3. MENA Advanced Human Right Based Approach

Since the new government reform in 2019, MENA has advanced human rights-based approaches, and the new Civil Society Law has played a significant role in advancing women's

rights and addressing gender inequality. For example, a 42 year old woman (R#7) also mentioned that MENA plays a key role in the right-based approach and holds powerful women and institutions to their responsibilities both as right holders and duty bearers to those with less power, like women who are affected and infected by HIV/AIDS. MENA implemented right-based programs in intervention areas, focusing on women in particular to claim their rights and protect them from exploitation, including domestic chores

A 38 year old woman (R# 5) emphasized that one of the major focus areas of the human rights-based approach is to ensure the rights of women at all levels. MENA is ensuring that men's actions do not work against women's interests as a primary consideration in decision making. MENA introduced and is rigorously implementing its Anti-Sexual Harassment and Safeguarding Policy to minimize any possible harm to women and to put in place mechanisms that support initiatives and opportunities to bring maximum benefit to women

Similarly, a 37 year old man (R#1) mentioned that MENA also builds the capacity of CSOs, CBOs, and social accountability groups in the intervention areas to influence and engage men in women's right to protect and household decision-making processes. Similarly, a 35 year old man (R# 3) also discussed how these established groups influence men to respect, protect, and support the fulfillment of women's rights. Improved women's capacity to influence sector offices to extend their commitment to mainstreaming women's rights programs and enhance the interest of CBOs in adopting women's rights in their by-laws

In addition, a 35 year old man (R# 3) also discussed that MENA addresses gender inequality in connection to the burden of domestic chores by providing capacity-building training to women, advocating for the rights of women, and challenging the existing inequality of women and men at the household level. Based on the principle of women's rights in the country, MENA at the local level in addressing the rights of women and gender inequality at the household level is recognized as an essential and complementary function of local government towards advocacy of women's rights and raising the awareness of men and women and communities pertaining to domestic chores.

A 42 year old woman (R# 7) also mentioned the following:

The strategy followed by MENA to address gender inequality at the household level is customized to the local cultures and customs in the intervention areas. She advanced that MENA is playing a role in setting women's agendas and intervening accordingly. Simultaneously, MENA compelled leaders, communities, policy makers, and even men to pay attention to women's needs and rights; build the capacity of household members, communities; and promote public and political support for women's rights protection. It also plays a critical role in translating domestic law pertaining to women's rights and norms into reality.

According to a 34 years old woman (R#6), discussed that MENA's role and right-based approach has been a key achievement in ensuring women's rights and gender equality at the household level because it forces us to consider the root causes of women's right protection problems rather than addressing the symptoms. In these conditions, MENA needs to look more closely at the linkages between service providers and the rights-based approach program of the Association. For those who adopt the rights-based approach to development, like in MENA, engaging in service delivery and directly addressing women's needs is very limited, mainly because the government usually discourages the HRBA approach due to previous CSO law (CSO Law Proclamation No. 621/2009). This raises problems for adopting a rights-based approach to development. It also opens MENA to the accusation of ignoring the pressing needs and the root cause of gender inequality at the household level.

A 38 year old woman(R# 5) also discussed that MENA has a number of key achievements in addressing gender inequality in domestic chores. At the household level, MENA helped women PLWHA to influence their counterparts by providing capacity-building training and awareness-raising programs for both women and men in the place where they are living. Similarly, a 39 years old man (R#2) discussed how MENA improved the provision of quality services such as health, economic support, legal protection, and psychosocial support for women and men. This Association effort made a significant contribution to addressing gender inequality at the house level. Furthermore, all respondents emphasized the importance of men, women, CBOs, and religious leaders participating actively in gender transformative and gender session dialogue to ensure effective engagement of women's rights protection at the household level and gender equality.

All respondents discussed key achievements by MENA as a result of program and project intervention to ensure gender equality and lessen the burden of domestic chores on PLWHA. For example a 35 year old man(R#3) discussed MENA has made significant progress, such as mainstreaming the issue of gender equality across its program, management, and decision-making levels. As a result of this commitment of the Association, a sufficient budget and advocacy of the rights of women on a larger scale were conducted right after the new CSO law proclamation No. 1113/2019. It also encouraged stakeholders and CBOs to intervene in women's rights advocacy programs to realize women's rights as per the constitution of FDRE. Also, it ensured that the legal framework was appropriate for enhancing women's rights and creating spaces for women in decision-making processes at the household and institutional levels.

A 34 year old (R#4) also discussed how MENA involves both genders in the implementation of its programs and projects. Women and men are actively involved in the design and implementation of the project. Women's concerns and perceptions are frequently at odds with the Association's program. This means MENA programs represent the needs and interests of women and men on an equal basis.

On the other hand, a 39 year old man(R#2) discussed that women's participation in ensuring the rights of women and reducing gender inequality was not showing significant results. There is still a limited understanding of domestic chores from the perspective of women. Sometimes, in some households, women are still engaged in domestic chores. In this connection, a 34 years old (R#6) discussed her husband is required to provide for the essential necessities of the family members, whereas she was convinced that God designed women exclusively to serve, respect, and love their husbands. Right now, her situations and marriage to her husband are good. I don't want to argue about women's rights with her husband.

Similar to R# 6, R#3, R#5 &R#7, also mentioned despite MENA's contribution to achieving gender equality at all levels, men's engagement in enhancing women's rights and sharing domestic chores between women and men are not showing significant results. There is still a limited understanding of men's household tasks. Typically, women are still preoccupied with domestic chores, and bear the entire burden of domestic chores

According to a 34 years old man (R#4) discussed that MENA has faced different challenges with its program. The first is that the largest proportion of funds is restricted funding, which means it is pledged to a specific program. As a result, MENA is not flexible enough to act on issues that donors are less interested in funding. As a result, MENA could not invest in key areas that fundamentally change the lives of women. On the other hand, a 37 years old woman (R#7) expressed that MENA and its local partners ignored women's voices and views because their needs could not be pronounced while implementing programs to uphold the safety, security, and wellbeing of women. Rather, MENA advanced donors' predetermined objectives, strategies, and activities. To bring real changes in women's lives and wellbeing, MENA should ensure meaningful participation in their decisions that affect the lives and survival of women.

In addition, a 42 years old woman(R# 7) discussed that the services being provided by MENA are incompatible with the magnitude of women's problems that are directly related to domestic chores and gender inequality. Most of all the responses given to women's needs and those of their household members are insignificant because of insufficient budget and lack of priority both from MENA and its funding agency. MENA's efforts to ease women's problems and ensure gender equality in advocacy efforts and services are too small in comparison to the size of the problem.

To summarize, MENA has made significant contributions to improving the social and economic status of women in many of its target groups, and according to the responses of respondents, the Association effectively advanced women's rights and protection across the family and community. And MENA's efforts to reduce domestic chores were critical in promoting and advocating for women's empowerment.

4.1.3. Challenges MENA project beneficiaries to reduce gender inequality in domestic chores

The difficulties that MENA project beneficiaries are currently dealing with are covered in more detail under this subsection, particularly in relation to domestic chores that can endanger their social and economic well-being of PLWAH in connection to domestic chores

4.1.3.1 The problems of MENA in managing their projects for their beneficiaries in reducing gender bias in domestic chores.

MENA has faced challenges advocating for women's rights under Ethiopian CSO government rule, according to seven of eight PLWHA respondents (R #1, R #2, R #3, R #4, R #5, R #7, and R #8). This hinders MENA projects from ensuring women's rights in their projects to reduce gender inequality in domestic chores. As the representative answer, a 38 year old woman (R#5) discussed MENA has been facing challenges while ensuring the rights of women in its intervention areas. MENA's government rules and regulations inhibited MENA's ability to ensure the major principles and rights of women in the country for the last ten years due to the then CSO Law Proclamation No. 621/2009. This government law has a negative impact on implementing and advocating for women's rights by CSOs in general before 2019.

Similarly, a 42 years old woman (R#7) discussed the previous CSO law proclamation No. 621/2009 that prohibited MENA from performing advocacy for women's rights and protection programs based on a human rights-based approach. The prohibitive law hindered the intervention of MENA in supporting its project beneficiaries, as she discussed advocacy of human and democratic values in Ethiopia by CSOs/NGOs; the promotion of equality of nations, nationalities, peoples, gender, and religion; the growth in demand for the rights of the disabled and children's rights inhibited by the government in the last successive years. With the same token, promotion of conflict resolution as well as strengthening the efficiency of the justice and law enforcement services were strictly forbidden.

Another challenge found in the respondents' responses is MENA's problems in raising and managing the funds. Four respondents (R#3, R#2, R#6, and R#8) pointed out the insufficiency of funding and lack of priority from both MENA and funding partners.

According to a 35-year-old man (R#3) pointed out that MENA has faced different challenges with its program. The first is that the majority of funds are restricted funding, which means they are earmarked for a specific program. This makes MENA less flexible to take action on issues that donors have less interest in funding. MENA could not provide comprehensive health package services to PLWHA and advocacy of women's rights at the household level. Moreover, MENA has execution challenges and faces setbacks in measuring and quantifying its impact. It is still unable to evaluate the output or financial impact of its program.

The third challenge found in the interview data is MENA's ignorance of raising women's voices in MENA projects to reduce gender inequality in domestic chores. A 42-year old woman (R#7), one of the MENA project beneficiaries, expressed their partners ignored women's voices and views, and their needs could not be pronounced in their efforts while developing programs and projects. MENA and its partners put their efforts into advancing the predetermined objectives, strategies, and activities of donors so that they cannot bring real changes to women's right protection programs.

The fourth challenge found in the interview data is that one PLWHA respondent's answer indicates that there are different challenges for women while engaging in domestic chores and receiving care and support from MENA. According to a 34 year old woman (R#6) discussed the main challenges for MENA project beneficiaries are that they do not have the opportunity to influence community culture, values, and practices, which are well known by collective cultures; instead, MENA projects impose western human rights values and culture rather than address the root cause of the problem. For example, the very concept of HRBA is entirely a western approach to ensuring women's rights protection and is practiced in the majority of third-world countries.

The fifth challenge that was found in the interview data is a 34 years old woman(R # 6) also indicated that capacity building for HRBA was focused on training activities and awareness-raising of the rights of women. She also discussed how MENA is engaged in training and the development of tools for women's right protection programs. But the overall effectiveness of these initiatives has been limited, and MENA has not taken full advantage of some HRBA developed by other INGOs like Plan International and UN-Women. There were also gaps in the level of familiarity on the part of MENA staff with HRBA principles and the application of HRBA.

The six challenges that found in the interviews data, from the total 8 PLWHA respondents, 5 respondents (R#1, R#2, R#3, R#4& R#7) discussed to change women's attitudes toward domestic chores, technical expertise and a sufficient budget allocation from the government and CSOs such as MENA are required. However, for the past nine years, MENA and other women-focused CSOs have been barred from directly participating in women's rights awareness raising and advocacy, potentially exacerbating domestic chores and gender inequality

In addition, a 35 years old man(R#3) discussed taking the views of women into consideration is difficult in cultures where women are not considered to be fully developed, independent beings that are bearers of rights. This is frequently the case among MENA household project beneficiaries. In some households, women are discouraged from participating or even being involved in decision-making; they have little opportunity to express their opinions at the household and community level. This affects MENA's efforts to include them in consultations and its capacity building program. Due to social and cultural barriers, women's participation outside of domestic chores was seen as weak. This also created additional difficulties in ensuring gender equality and changed the perception of women toward domestic chores.

4.1.3.2. The various challenges that men and women of MENA beneficiaries are facing in the efforts of MENA to reduce the gender bias in domestic chores

According to R#1, R#2, and R#3 male respondents, domestic chores deprive women of their basic rights, including sexual and reproductive rights, disempower them, and constrain their access to resources, opportunities, and security. As previously stated, a 35 years old man (R# 3) discussed how domestic chores impair the overall development of women, constraints on women's productive lives could potentially reduce individual and household incomes as well as economic growth at the individual level. Similarly, a 34 years old man (R#4) discussed that women empowerment education in MENA was not that much better for the overall development of women, especially in connection to domestic chores. The HIV/AIDS pandemic is also a serious threat to many PLWHA families

At the domestic level, a 38 years old woman(R#5) discussed how women's rights are seen as an important issue by MENA and its project beneficiaries. However, this could not make it easier to introduce HRBA in MENA programming. At the household level, perceptions of women's rights and gender inequality, as well as local customs, traditions, and perceptions of women's rights, pose challenges to HRBA implementation. One of the difficulties in implementing HRBA was that women's and men's perceptions tend to exacerbate gender inequality at the household level.

According to a 38 years old woman(R#5) discussed domestic challenges were found to be different depending on the context and socio-economic status of women. Despite some progress,

women's responses to domestic chores are still in their infancy, which is exacerbated by men's and women's persistently gender-biased attitudes and practices. Furthermore, women are increasingly suffering from domestic chores, further exacerbated by the COVID-19 pandemic, because women have to take care of their children and household chores, and, mainly, women are responsible for taking ART medication for themselves and their husbands as per the prescription of physicians.

The above discussion further supported by 38 year old woman(R#5) despite the care and support of MENA, the attitude and practice of women towards domestic chores is still limited. As a result, the psychosocial impact of domestic burden and HIV/AIDS continues to affect them. She also expressed that the attitude of women towards domestic chores is common among both women who reside in urban and rural communities. However, the magnitude of abuse and exploitation in connection to domestic chores varied from household to household

According to 37 years old man(R#1) claims that husband responsibility is implied by the Human Rights-Based Approach employed by MENA and its funding organization. He expressed in MENA-HRBA, accountability is being sensitive to those who are most impacted by household decisions, deeds, and performance, particularly women. He further explained however, in the past, the government has limited MENA's advocacy efforts. The fact that MENA did not implement advocacy for the situation of women at the household level is a crucial issue to take into account when evaluating the implementation of accountability. This makes it difficult for MENA to demand the usage of HRBA. Additionally, the accountability principle could not be used to support the development of the skills required for women to advocate for responsibility bearers to implement better accountability mechanisms.

Similarly a 40 years old woman (R#8) discussed there are different challenges to non-adherence to Antiretroviral Therapy (ART), especially in connection to domestic chores. According to her, there are two factors related to domestic chores and ART adherence. Domestic chores like cooking, cleaning, and taking care of their household members and women's subordination to their husband show some relationship to adherences that negatively affected the proper taking of ART treatment

Furthermore, a 34 year old woman (R#6) discussed that women's subordination at home is one of the first challenges to be considered in relation to adherence, and other personal factors such as gender-biased attitudes and women's personal beliefs have appeared as contributors to non-adherence. MENA women's domestic chores have an impact on their adherence. These issues include increased domestic chores, which, when combined with their subordination and regimen complexity, reduces adherence to ART.

According to a 40 year old woman (R#8) discussed, the economic condition of women at household level, including income, has a major impact on domestic chores, adherence, health status, and access to health care. The economy is related to education level, food and nutrition, transportation costs, and other related problems directly and indirectly linked to economic factors. Because of poverty and low income, people living with HIV/AIDS have a negative attitude toward adherence. Adherence to ART requires basic needs, mainly clothes, food, shelter, and personal hygiene. Individuals' needs require sustainable income from the side of beneficiaries, and people with poverty and low income are more likely to default on their medication

According to, a 38 years old woman (R#5) mentioned. The fact that the spouse was uninterested in and uncomfortable with her taking ART made her family's attitude toward it unfavorable. She expressed she genuinely believe that if individuals get HIV/AIDS and grow ill like they did, it is because they were predisposed to do so, and there was nothing they could have done to halt their illness, the woman said her husband was often scolding her and telling her not to take ART in front of others

She also discussed the attitude of the family towards the medication of ART had a powerful effect not only on the level of adherence but even for the family as a whole, and this later on brought family conflict, divorces and strengthen domestic chores

Similarly according to a 34 years old man(R#4) discussed domestic chores often brought psychological consequences in the form of depression that directly affected physical appearance. The experiences of abuse at home often erode women's self-esteem and put them at greater risk of a variety of health problems including non-adherence to ART, post-traumatic stress disorder, and alcohol and drug abuse

Furthermore, a 34 years old woman(R#6) discussed women spend 14 hours every day providing domestic care for their families, including carrying out chores and caring for loved ones. This is seen to be the norm for all women and adds to their stress. Women are always responsible for performing household tasks, including cooking, cleaning, and doing the laundry. If both the husband and wife are employed, the woman is always responsible for taking care of the home's needs. Additionally, these household difficulties might occasionally make it difficult for women to regularly take their prescribed medications, such as Antiretroviral Therapy (ART)

Based on the annual report of MENA in 2021, women with HIV may experience increased stress as a result of taking ART, which negatively affects family cohesion and causes additional stress for HIV-infected women. A 39 years old woman(R# 2) discussed how non-adherence is caused by an inability to do basic household chores and a greater dependency on their husband's income. In the research of MENA project recipients, there appears to be a considerable correlation between household chores and ART adherence

Similarly a 39 years old man(R#2) discussed women are brought up to handle household chores. Women are taught to take care of the cooking, cleaning, and other chores around the house beginning at an early age. In the intervention areas, for instance, women are encouraged to succeed in household chores rather than pursue a successful job. It is considered that the ability to cook and clean is just as fundamental as the capacity to write and read. This social experience of women makes women take care of the entire household activities, which makes them vulnerable to depression, stress, and violence.

All PLWHA respondents' four men and women (R #1, R #2, R #3, R #4, R #5, R #6, R #7, and R #8) affirmed that they have experienced various life threatening circumstances in their household. For example, according to a 34 year old (R# 6) mentioned the extreme work load, physical and verbal assaults, sexual harassments, and their partners' denial of HIV status. In addition, economic problems, and a feeling of inferiority, humiliation, degradation, and maltreatment were some of the challenges that women PLWHA faced at home. All respondents discussed how hostile experiences and challenges, as well as their failed expectations of changing their lives and their family, have created difficulties in their ART adherence, negatively affecting their lives. Even though, the informants have experienced various unexpected and

unfavorable situations, their experiences and difficulties are almost similar regard to the burden of domestic burden

As summary points of discussion, among the respondents, a 42 year old woman(R#7) discussed that the most prevalent forms of abuse and exploitation faced by women as responsible persons for domestic chores in MENA are overwork, sexual abuse, confinement, insult and belittlement, and physical abuse. Therefore, the experience of women towards domestic chores in the Association target groups is related to various forms of oppression where the oppressed experience frustration and repression because of the fact that the low socioeconomic standard of the subjects compared to men is high.

4.1.4. Focus Group Discussion #1, #2, #3

In this sub-section, findings from FGD discussions are presented across the entire three research objectives. Thematic research questions were used to summarize the key points raised by FGD participants.

4.1.4.1. Attitudes differences between women and men of MENA beneficiaries regarding the domestic chores

Among male FGD participants from PLWHA project management staffs (R #1, R #2, R #3, and R #4), men in all their diversity were actively participate in challenging the burden of domestic chores. Men were engaged as agents of positive change in changing unequal power relations, especially in areas such as promoting gender equitable domestic chores, advocating against gender inequality, and changing attitudes and behaviors that are a cause and consequence of the domestic chore burden. Transforming harmful gender norms and engaging men as partners in domestic chores and agents of change would therefore support women in domestic chores and increase mutual support and responsibility between men and women in domestic activities.

Similar to what the above-mentioned men PLWHA community workers from FGD#1 (R #5 and R #6) discussed, for women, knowledge of domestic chores and senses of exploitation are not sufficiently realized by their male partners. This is particularly true for men, who conform to traditional notions of social division of labor in the house and believe that a woman needs to take care of the housekeeping tasks.

PLWHA VSG participants from the FGD#3 discussed that out of 8 FGD participants, six of them (R #3, R #4, R #5, R #6, R #7, and R #8) expressed the domestic behaviors of women and men in their respective households. In this condition, they explained, women are expected to take care of their children, cook, and clean the home, while men would take care of the fiancé and public-sphere activities. For example, among participants, a woman (R#4) whose age is 33 pointed out, "Such types of social arrangements help to keep the family together." She also explained that since they are part of Ethiopian society, the family's domestic chores are mainly performed by women and their daughters. "Women in our society would be expected to behave in light of these norms and customs"

Similarly, all male FGD#2 participants from MENA PLWHA project management staffs agreed that men's experiences and identities influence how men see and view domestic chores in different ways. R# 7 discussed how "a woman in MENA living with HIV usually spends her time at home, and this will affect the way women are treated by men because most men used to believe women should do domestic chores"

On the other hand, male participants from VSG discussed that, in the household, men and women have equal responsibilities with regard to domestic chores. This attitudinal practice and changes towards domestic chores happened as a result of MENA program intervention and peer discussion in VSG groups. For example, R# 7 from FGD of VSG discussed that "Men and women will have the same role with regard to domestic chores, and this implies that, with regard to domestic chores, the interests and needs of men and women are taken into consideration by recognizing mutual support"

In addition to the above, the participants in the FGD from MENA project management staffs (R#2, R#3, R#4, and R#5) discussed that most of their husbands view domestic chores as the responsibility of women. For example, R#4 (aged 33) talked about how "this perception of the husband comes as a result of social and historical experiences of men." Across all members of the FGD, participants emphasized dominant and rigid gendered cultural norms, values, and practices that influence how husbands and wives behave, and this limited their engagement in domestic chores. Men are seen as heads of households, public figures, principal income earners,

and ultimate authorities in the home and community. As a result, the husband of PLWHA views domestic chores as the work of women.

All FGD participants (PLWHA Community Workers, MENA PLWHA project management staffs and PLWHA of VSG) agreed that women's attitudes toward household work are further strengthened by their concern for being stigmatized and subjected to prejudice by the wider communities. They talked about how the mindset of PLWHA is significantly influenced by the fear of stigma and prejudice. PLWHA like to stay at home and restrict their activities to cleaning and other domestic chores. They typically exhibit subordination and are subservient to their husband.

According to the Villages Saving Group (VSG) FGD data stated above, men and women have different attitudes toward household tasks. The manner that families treat their daughters and their sons differs. In addition, some women dropped out of school because they were pushed into or were married, and this was due to attitudes toward the roles that men and women play at home being different., a 38-year-old woman (R#7) from VSG, for instance, talked about how "women perform all domestic tasks, including cooking, cleaning, and caring for and supporting her children and husbands."

A community worker whose age is 27 years old discussed how "men in the villages are harshly criticizing any man who helps out around the house chores." They also discussed and agreed that some people would find it taboo. Even if there is a community conversation program that is organized by MENA regarding gender inequality in the communities and households, this meeting could not fundamentally bring about attitude changes towards men or even for women.

All participants in FGD (FGD#1,# 2, and #3) discussed how most women believe their partners do considerably fewer domestic chores and only concentrate on tasks that are typically seen as masculine. Men thought their female spouses were more active in tasks that were typically done by women, especially those that were seen as feminine, like domestic chores, including washing, ironing, shopping, cooking, or cleaning, which appears to be influenced by gender ideology. In terms of home responsibilities, it also produced diverse connotations for men and women.

4.1.4.2. Efforts of MENA projects in reducing gender inequality of domestic chores

Out of eight PLWHA community workers, six community workers among FGD participants (R #1, R #2, R #3, R #5, R #6, and R #8) mentioned advocacy as a very important intervention that can benefit ART users in correctly taking ART treatment and reducing domestic chore burden. Advocating for better awareness of gender equality at the household level will help create knowledge about ART and minimize the stigma and discrimination associated with it. Because a positive response to ART drug adherence from women can have significance in minimizing the challenges and worries of female ART users, this will also benefit the entire family by taking the necessary precautions to prevent and control HIV/AIDS. So, advocacy through the media, coffee ceremonies, and community mobilization in MENA helps to mitigate gender inequalities at home as well as prevent, control, and treat female ART users.

MENA's contribution is found to be vital in ensuring gender equality in the context of domestic chores. All PLWHA project management staffs of MENA discussed the importance of MENA programme intervention in reducing gender inequality and domestic chores. R# 2, for example, spoke about how "MENA has been providing various economic and social supports to women and men project beneficiaries, such as health services of the Association's livelihood scheme, family and child care, and women's empowerment programs were critical to PLWHA in cultivating fertile ground for women's economic and social empowerment."

All participants in FGD (FGD#1, #2) mentioned that MENA actively participates in awareness-raising campaigns to ensure the implementation of women's rights. For example, R#3 from PLWHA a community worker whose age is 41 years old discussed: "There are several issues impacting women, including women's abuse and domestic chores. To reduce this problem, MENA is participating in awareness-raising campaigns, performing civic education, encouraging economic empowerment, and raising knowledge of women's constitutional rights and obligations". Also R#2 aged 49 from MENA project management staffs discussed "MENA's is contributed to raising awareness in larger communities and reducing the domestic burden of women at home."

As summarized in the FGD discussion, MENA efforts to ensure gender equality at the household level are critical for MENA project beneficiaries. The Association was able to realize various types of capacity building programs, health services for PLWHA, advocacy on women's rights, and gender equality, despite various setbacks and challenges that the Association faced.

4.1.4.3. Challenges of MENA project beneficiaries to reduce the gender inequality in domestic chores

In FGD, PLWHA of community workers (R#2, R#3, R#4, R#5, R#6, and R#7) discussed the challenges of domestic chores and tasks between men and women. They expressed that the burden of household responsibilities prevents women from utilizing health care. For instance, R#5 from community workers answered, "The daily domestic activities they are required to perform are frequently quite strenuous. This impacts both their ability to consistently follow ART protocol and the ideal amount of ART adherence. "Typically, husbands do not demonstrate a willingness to lighten the load of work for women"

All participants of PLWHA community workers discussed in all areas of development, women confront a variety of societal and structural hurdles that limit their ability to take advantage of opportunities and make decisions that will help them reach their full potential. For example, R#3, whose age is 41, discussed, gender norms in household chores and their struggle to keep up with their domestic responsibilities perpetuate gender inequality between women and men

In addition to the foregoing, FGD participants from all VSGs discussed the numerous challenges that women in MENA face on a daily basis, such as unequal access to and control over resources and productive assets, as well as a heavy domestic workload. R#5, for example, spoke about how the COVID-19 epidemic greatly increased the amount of caring duties for many women, making their status more hazardous. It is more difficult to devote the necessary time to generating household income, which has a detrimental effect on family incomes, the accessibility of food, and nutrition

All participants from the PLWHA of community workers discussed, MENA economic and social support played an important role in the empowerment of women. The Association created a platform for women's participation, service delivery, and capacity building training for women and men. These efforts of the Association minimized most of the domestic chores for women. But the capacity building program in MENA in the areas of GBV and gender equality has slightly changed the attitude and perception of men at home. When combined with ART adherences, women's domestic chore burden remained unchanged, complicating PLWHA's social and economic situation.

To strengthen the above points of discussion, participants of the FGD from MENA PLWHA project management staffs discussed the limited engagement of men in domestic chores and the plight of domestic chores, how low social and economic status challenge women's lives, and how additional burdens on women's lives inhibit their development. For example, R#3, whose age is 40 years old, discussed "how they had fallen into a situation where they were not physically, socially, or economically capable of adhering to an ART regimen." To minimize this problem, MENA provides economic and social support to people who are infected with and affected by HIV/AIDS. Furthermore, raising awareness about gender equality and the burden of women at the household level benefits both women and men.

As a summary of the FGD discussion (FGD # 1, #2& #3), MENA's contribution to women's lives across all spectrums has played a critical role in improving women's social and economic status. The Association programme helped improves women's social and economic status. On the other hand, these FGD participants' emphasized that women are still facing the challenges of domestic chores.

4.2. Discussion

In this section research findings collected from the interviews are categorized according to the themes and analyzed with the literatures discussed in the chapter two.

4.2.1. Gender biased attitudes towards domestic chores is obvious in the area of child rearing.

PLWHA respondents (R #1, R #3, and R #7) pointed out the gender bias in child rearing in their lives. According to them, "girls are encouraged to study as well as take responsibility for various tasks linked to household responsibilities, like cooking, getting water, and taking care of young children and elderly relatives. In the socialization process, women were expected to take on the responsibilities of handling domestic chores, which shapes their attitudes and behaviors by living with this expectation

The gender bias in raising children found from the research is also discussed in the book by Atsedewoine Tesfa, who wrote that women's disproportionate engagement in domestic chores and its determinants have been directly connected with the attitude differences between men and

women at domestic level in Ethiopia. This attitude difference began in early childhood and gradually became socially acceptable throughout communities. Since the establishment of the family, the attitude towards domestic roles and tasks has been solely the responsibility of women (2017, 48).

The above points of discussion are further supported by Woinsheet Woindimu, whose preoccupation with socialization theory and focus on cultural transmission enhanced and determined the attitudes of women and men towards domestic chores. This social learning and socialization process perpetuates gender inequality and exclusively assigns domestic chores to women (2016, 34)

In addition to the discussion of, Allan Cunningham provides that the societal construct of "home duties" assigns these tasks primarily to women and has a significant social and economic influence on their life. This perpetuates gender inequity through generations. Where there are gaps in fundamental services, such as in the case of poverty, disability, and HIV/AIDS, these household tasks are more challenging. Therefore, concerns surrounding household tasks overlap with issues of rural-urban and rich-poor inequality, social position, ethnicity, and others that profoundly affect how men and women view household chores (2007.45)

In connection with the above discussion points, male participants in the FGD expressed that the attitude and allocation of time to domestic chores were defined by the economic base of men. They talked about how, because men are the primary breadwinners, it is their responsibility to secure the household income. This social division of labor makes men consider domestic chores the primary task of women.

The above point of discussion further supported by Andey Lachance and Sien Bouchard in their explanation of relative resources theory. They discussed that negotiations on household tasks would be based on this relative resource power, which may be understood as a measure of the power differences between men and women. Men, who normally have greater means, provide those resources in exchange for less involvement in unfavorable family responsibilities, whereas women perform domestic duties to the extent that their relative authority in the household is minimal (2010, 99)

From the above analysis, we can summarize that gender bias toward domestic chores is associated with different social, psychological, and economic experiences that shape the attitudes of men and women toward domestic chores, which in turn perpetuate gender inequality between women and men PLWHA in MENA

4.2.2. Gender biased attitudes towards domestic chores is deeply rooted in social structure

From the research findings, it is found that gender bias is deeply rooted in social structure. Some respondents of PLWHA (R#2, #R6), and FGD # 1 and # 2 emphasize these findings: For example R#2 from PLWHA discussed it is rather embarrassing for men to cook and do housework. Men in the villages are criticizing any man who helps out around the house. This is because domestic chores are primarily the responsibility of women, which is a social construct that has sustained gender inequality across generations.

These findings are also found in the discussion of the human rights-based approach, which considers women's attitudes toward domestic chores in one way and gender inequality across generations in another. According to Geremew Ashenafi these socially constructed practices of gender bias towards domestic chores violate the right to women's empowerment and their corresponding human rights. Gender bias and attitude are two of the most common societal problems affecting women, families, and communities regardless of their age, race, nationality, and socio-economic status. "Apart from these attitudes, gender biases towards domestic chores perpetuate women's rights violations, psychological problems, and other related problems" (2020, 77).

On the other hand, gender disparity between men and women contributes to the harmonious existence of men and women in any community. This is indeed further supported by the findings of FGD # 1 and FGD #3. This discussion also similar to structural functionalism perspectives According to Declean Rice, gender disparities exist as an effective method of dividing labor or as a societal structure in which specific groups are unmistakably in charge of specific tasks. The division of labor aims to increase productivity and resource efficiency. The division of labor is used to interpret prescribed gender roles as complementary: women take care of the home, while men support the family. This is known as a structural functionalist interpretation of gender

inequality. Gender thus contributes to the stability of society as a whole, much like other social structures (2021, 37).

4.2.3. Gender inequality is found in Women's disproportionate engagement in domestic chores.

Women's disproportionate engagement in domestic chores and its determinants have been directly connected with the attitude differences between men and women at the domestic level in MENA project beneficiaries and this was reinforced by the respondents of the PLWHA (R#1, R#4, R#6, R7, and R#8).

The above finding was also supported by Atsedewoine Tesfa, who pointed out women's disproportionate engagement in domestic chores and its determinants have been directly connected with the attitude differences between men and women at the domestic level in Ethiopia. This difference in attitude began in childhood and gradually became socially acceptable throughout communities. Since the establishment of the family, the attitude towards domestic roles and tasks has been solely assigned to women (2017, 48).

The above points of discussion are further supported by Woynshet Wondimu whose preoccupation with women's disproportionate participation in domestic chores, as well as community and women's attitudes toward gender division of labor, obscure the more salient features of social life in gender inequality at home, such as re-victimization, help-seeking behavior, and subordination to their husbands (2014, 34).

Male and female participants from all research target groups stated that there is a disproportionate engagement between spouses in household chores. This unequal engagement has a connection to gender socialization theory. According to Davis and Greenstein a group of ideas and views known as "gender ideology" concern the societal roles that men and women should take on as well as how one should place themselves in terms of their obligations at work and at home (2009,21).

This implies that there are a variety of gender ideologies, ranging from traditional ideologies that maintain gender shouldn't be a factor in what roles and responsibilities people accept to egalitarian ideologies that maintain men and women shouldn't perform the same types of tasks because they are fundamentally different.

4.2.4. Gender biased attitudes towards domestic chores is strengthened by societal expectation.

According to R#3, R#6, and #7 from PLWHA interviewees, women's attitudes toward domestic chores are further reinforced by their concern for being stigmatized and subjected to prejudice by the communities they talked about how the mindset of women- PLWHA is significantly influenced by the fear of stigma and prejudice from the communities. Men are expected to take care of the fiancé and activities in the public arena, whilst women are expected to look after their children, cook, and clean the house. This was the topic of discussion in FGDs # 1 and# 2. Such social configurations support maintaining family unity

The above points of discussion by FGD participants are similar to Declan, Rice's sociological structural functionalism perspectives discussion, as she pointed out, this sociological viewpoint examines or views society as a complex system whose components interact to foster cooperation and stability. This method examines social structures that shape society as a whole from a macro-level perspective, taking into account both social structure and social functions. The concept of functionalism looks at society as a whole in terms of how its institutions, norms, habits, and traditions work. Herbert Spencer popularized the idea that various aspects of society are like "organs" that contribute to the healthy operation of the "body" as a whole. (2021, 35).

In a similar vein, Declean Rice claims, the Talcott Parsons nuclear family model played a significant role in the development of the functionalist perspective on gender inequality, which was most strongly expressed in the 1940s and 1950s. Gender disparities, according to this theory, are an effective method of dividing labor or a social structure in which specific groups are clearly in charge of different types of labor. The division of labor aims to increase productivity and resource efficiency. The division of labor is used to see prescribed gender roles as complementary: women take care of the home, while men create resources for the family. This is

known as a structural functionalist view of gender inequality. Gender thus contributes to the stability of society as a whole, much like other social structures (2021, 37).

Gender bias and societal expectations regarding men's and women's roles could be considered the most significant factors that sustain gender inequality at the household level, according to the findings and literature reviews. This is also witnessed in this study of MENA project beneficiaries in that societal expectations, gender socialization and gender bias aggravated domestic burdens in the lives of PLWHA.

4.2.5. Gender biased attitudes towards domestic chores has been little changed.

According to the findings of FGD #2 from the MENA project management staff; there have historically been differences between men and women when it comes to domestic chores. But currently, the attitude of men and women towards domestic chores shows progress and change as compared to the previous time. For example, there are sample house members who could be used as role models for other house members who are sharing their wife's domestic chores.

The above point of discussion is further supported by the Annual Report on MENA in 2021, Men are becoming more accepting of household duties. This transformation was brought about through several intervention programs in the past. Furthermore, by including important constituencies like women's affairs and women in the association's lobbying activities, MENA mainstreamed gender issues across all of its programs and relentlessly fought for gender equality at the household level.

Based on human rights-based approaches, advocacy for the rights of women and gender equality across all levels is a vital element in any government and non-government program because it benefits changing women's and men's attitudes toward ensuring gender equality in any target group. Advocacy of the right of women to gender equality prevents and reduces domestic chores, enables us to identify the root cause of violence against women, is good for the economy, and ultimately ensures the human rights of women by bringing attitudinal changes towards the community and society (UN-Women Report, 2018).

According to R#3 and R#7 from the PLWHA interviewees and FGD #1, there are a number of women who believe that men do not feel the same obligation when they are involved in the home

as women do, as they perceive it more as a hobby or a free choice. Domestic chores that keep the home running every day (shopping, cooking, washing dishes, washing clothes, and cleaning the house) are considered feminine, whereas those considered male or neutral tasks are considered neutral. As a result, domestic chores are considered the primary responsibility of women due to community custom and tradition

This attitude and practices are further supported by Johan Baden, who explained, because they believe that doing housework is essential to their gender identity and a source of power in the family, some cultural interpretations and symbolic interaction theorists contend that women are more involved in housework and do not want to fully share to men, whereas husbands, whose gender identity has traditionally been marked by paid work, would not object to doing fewer household chores than their wives (2013, 26)

According to the PLWHA project management staff, the awareness-raising program and livelihood scheme, as well as the Association's care and support, changed the attitudes of women and men toward domestic chores. However, the majority of PLWHA respondents and all FGD participants expressed attitudes and existing practices regarding domestic chores still performed by women.

4.2.6. Gender biased attitudes towards domestic chores are educated by socialization

There is a difference in how families treat their daughter's vs their males, according to R#1 and #4 from PLWHA interviewees. Additionally, some women dropped out of school because they were pushed into or were married, and this was due to disparities in attitudes on the roles that men and women play at home. In some homes, all domestic work is done by women.

The family's aforementioned custom is comparable to social construction theory. Leslie's Anderson pointed out, men's and women's roles and attitudes are socially constructed. As a result, this construction of role and responsibility influenced men's and women's sociocultural development; the attitudinal difference varies from culture to culture depending on how members of that culture regard the roles of men and women. Additionally, elements including religion, ethnicity, family values, and historical and cultural background can have an impact on how women behave and think about domestic chores. Gender identity, according to the idea of "the

social construction of gender," is more influenced by society than by biological sex differences (1991, 195).

The explanation above is comparable to Kamo Yoshinori's thesis on gender socialization. According to this, gender socialization is the process through which men and women acquire the gender-specific laws, norms, and expectations of their culture. The key agents of gender socialization are those with the most sway over the process, such as parents, teachers, schools, and the media. Gender socialization teaches children about gender, which later aids in the development of their own gender identities (2015, 27)

Additionally, Kamo Yoshinori stressed, gender socialization takes place early in childhood. At a young age, children began to comprehend the differences between genders. According to studies, youngsters can distinguish between men and women in images at the age of nine and can distinguish between male and female voices from six months old (2015,25)

The points raised above are similar to feminist theory; the division of domestic labor between men and women, according to feminist theory, is the result of long-standing and socially constructed gendered norms and values. Feminists also maintain that traditional sex role attitudes and beliefs are significant and continue to support traditional definitions of "women's work" (Fraser, 2000). Such assumed beliefs enable actors to be reliably classified as men and women in all contexts and understood as more or less suitable candidates for various roles and positions in society. Socialization of women and men towards domestic chores, roles, and responsibilities was begun at the early stages of childhood.

According to the data findings from R#5, R#7, and R#8 from PLWHA interviewees, children learned about the different roles of women and men from different agents of socialization like family, the media, and others. Children's early socialization influenced the behaviors and attitudes of both men and women later in life. This point of discussion is further supported by Anderson's logo, the social expectations of being a male or a girl are transmitted through a variety of different ways. One can observe this, for instance, from the moment a child is born and is forced to deal with a "blue" or "pink" reality³ (2005. 37)

³According to Paoletti (2012), in the modern society, there are stereotypes such as "pink is the color of girls, blue is the color of boys". For example, it is likely that pink is used for things related to women, and that blue is used for those related to men. The association between color and gender in memory becomes stronger through experiences of gender categorization by color showed that the stereotypes about pink/blue color were strong even among pre-school

Based on R#6 and R#8 from the PLWHA results, patriarchy dominates most aspects of family interaction, roles between men and women. This preconceived idea determines the attitudes and practices of men and women towards domestic chores. This was also further supported by Woinshet Woindimu, as she discussed, in the context of Sub-Saharan African countries in general and Ethiopia in particular, where patriarchy predominates most aspects of social interactions, the division of housework, including family role attitudes, is characterized by unbalanced distributions of sex and family roles and biased gendered attitudes favoring men while putting women at disadvantaged positions (2016, 27).

Regarding the attitude of women towards domestic chores, role division was found to be the sole responsibility of women in households. Data from FGD#1 and FGD#3, these attitudes and beliefs of women are further reinforced by poverty. This attitude and existing gender inequality were further supported by Lenesil, Torden, who discussed that women especially PLWHA, are still in a position of low status in their family and community due to the inequality that existed at the household level. This makes them more vulnerable to multiple forms of gender-based violence, which include but are not limited to discrimination, lack of protection of basic human rights, violence, lack of access to productive resources, education and training, basic health services, and unemployment (2005.78).

The findings and existing literature revealed that gender differences occur as a result of socialization from childhood to adulthood. To that end, various socialization agents, such as the media, family, schools, and formal and informal social structures, reinforced the existing social divisions of labor between male and female at home.

4.2.7. Gender biased Attitudes towards domestic chores are reinforced by poverty

Based on R#2, R#3, R#5, R#6, and R#7 from PLWHA interviewees, group discussions #1 and #2 revealed that women and men's attitudes towards domestic chores in MENA project beneficiaries are unchanged, Women are still working on domestic chores, and the involvement of men in domestic chores was found to be very much lower. Women perceive their partners as much less involved in household chores and only focus on household chores traditionally

children and later on adult women and men

considered masculine. This condition is also further reinforced by poverty and the low socioeconomic status of women.

Respecting and defending the fundamental components of women's rights at all levels is one of the principles based on a human rights-based approach. However, the burden of household duties on women's lives is made heavier by gender equality and attitude disparities. Girls' and women's health is harmed in one way or another throughout their whole life cycle. According to the UNFPA Report, women typically do not have access to more resources, which typically limits their decision making power at home and limits their role to household tasks (2019, 26).

All FGD participants stressed that poverty and domestic chores narrow women's choices in the type of job they get, often condemning them to informal or low-paid employment, and this dramatically increases their overall hours of work both at home and in the public sphere. According to the findings of FGD participants, women are submissive to their husbands due to poverty and gender stereotypes. These conditions compelled women to fall into extreme poverty as a result of poverty, additional care, and domestic responsibilities.

From the theory of relative resources, Allan Bittman argues that "the level of poverty does directly influence domestic house chores." Because men use their financial resources to do fewer domestic chores, they earn more money and do fewer domestic chores than their wives. This indicates that domestic chores are directly connected to poverty and the income status of partners (2003, 50).

4.3.Mekidim Ethiopia National Association (MENA) made efforts in reducing gender inequality of domestic chores in the context PLWHA

It is essential that ART users, governmental and non-governmental organizations, community-based groups, and other stakeholders have an active role in order to effectively provide ART and ensure gender equality at home. Users of ART have frequently stated that getting the best possible adherence to their treatment depends on the social, economic, and financial support of civil society organizations like MENA.

4.3.1 MENA Economic and Social Support

FGD #1, FGD #2, and R#1, R#2, R#3, and R#7 from PLWHA interviewees discussed how women's living conditions improved as a result of MENA's economic and social support, as did their participation in the Association's services and capacity-building programs. Moreover, the awareness-raising program and community discussion platform enabled women to exchange their views and rights. This is backed up by the UN Women Report, which states, different advocacy and capacity-building programs that have been targeting service providers and other legal enforcement agencies to protect the rights of women by NGOs, have therefore led to raising the awareness of project target groups (2019, 23).

According to Sisay Dejene, most CSOs like MENA provide social and economic support to their target groups through the technical and financial assistance of USAID. He emphasized, CSO promotes accountability and transparency at the state apparatus's lowest levels, and it builds government institutions, judges, prosecutors, administrators, and police in various parts of the country to ensure women's rights are protected and domestic chores are reduced. They also assisted the government to comply with the rights and protection of women's (2017, 64)

All PLWHA respondents and FGD #2 participants emphasized that MENA builds the capacity of women to provide financial and technical support to their families. Similarly, a community-based organization, which is also one of MENA's partners, has been closely working with MENA health centers to improve adherence and raise awareness of gender-based violence and the problems that women face, particularly in relation to domestic chores.

According to Allen Jensen, with the aim of ensuring the realization of the rights of women (especially poor and disadvantaged women), CSOs in Ethiopia are actively involved in social and economic support. He pointed out. CSOs is involved in awareness-raising programs in Ethiopia by identifying different thematic issues that are affecting women, including women's abuse, the burden of domestic chores, and disempowerment. These CSOs are involved in the dissemination of civic education, the promotion of economic and social support, and awareness-raising programs (2002, 18).

Women's economic empowerment increased their income diversity. This contributed to improving gender equality, and minimize the domestic burden on women. Economic empowerment is a major program intervention by CSOs in the context of PLWHA to address a

set of problems such as poverty, inequality, and domestic chore challenges that, when combined with the twin challenges of gender stereotype, HIV/AIDS, and domestic burden, pose a major challenge in the lives of PLWHA.

4.3.2. MENA and its holistic support approaches

From FGD #1 and FGD #2 discussions, MENA provided PLWHA and their families with holistic support such as counseling, health education, and GBV prevention, as well as ensuring clients received adequate treatment. And also, physicians and other co-workers promoted disclosure by beneficiaries about any gender-based violence to legal enforcement agencies and promoted successful women's empowerment programs at the household level.

This intervention program in MENA is similar to that of other CSOs in the country. For example, according to Sisay Dejene, it was discussed CSOs like MENA in Ethiopia advanced and supported project beneficiaries in health, education, and the prevention of gender-based violence, and enhanced the capacity of legal enforcement agencies at the local level to ensure gender equality at all levels (2017, 65). This program intervention was similar to the promotion of HRBA at the local level to ensure holistic support for women and protect their rights at the household level through the intervention of locally based organizations (Luke, 2019).

FGD #1 and FGD #2 described that MENA created different opportunities for all project beneficiaries. For example, R#1 from PLWHA discussed that MENA is providing holistic support services at the household level and played a very important role in providing and accessing these services to PLWHA who are in need of care and support. In addition, care providers and community workers from MENA were also actively involved in promoting gender equality at home and easing the burden of domestic chores.

This finding is also in sharp contrast with that of Geremew Ashenafi. He mentioned, due to the existence of gender differences and social inequality between men and women at home, the latter tend to be marginalized and take the entire responsibility of domestic chores. Even if CSO

provides awareness-raising on women's empowerment and advocates gender equality, there are still women who shoulder domestic burdens (2014, 143).

FGD#3 Village Savings Group PLWHAs, on the other hand, are currently receiving livelihood assistance, raising awareness about GBV, and consistently addressing the plights of PLWHA domestic chores. However, the services provided by CSOs lack coordination and mainstreaming in key government offices. For example, Geremew Ashenafi expressed that “the PLWHA program by CSOs should advocate for the mainstreaming of services in key sectors such as education, health, and women's development to expand the scope for service delivery. Once mainstreaming is achieved, the women's empowerment program and its stakeholders should ensure the mainstreaming of the services to ensure quality service delivery to PLWHA (2014, 56)

According to Selmawit Menkir, the provision of services to PLWHA should seek to prevent further vulnerability by relieving women of the burden of domestic chores. Implementation of a PLWHA focused program should minimize the risks of harm and not exacerbate the already vulnerable status of program beneficiaries (2018, 46). MENA programs should strive for consistent service delivery. In order to minimize risks, various strategies may be adopted, such as seeking community input when implementing programs and ensuring the consistent and continued participation of PLWHA and all other interested stakeholders.

4.3.3. MENA created an enabling environment for PLWHA

According to R#1; R#4; R#5; R#6; R#7; and R#8; and FGD#3, MENA fostered an environment that encouraged women to take part in the development and implementation of the Association's initiatives. MENA promoted the meaningful participation of women in all facets of their lives, including social and economic ones, by organizing and facilitating a variety of advocacy and interface meetings, discussions, and advocacy campaigns with various government sector offices, including those dealing with women and children affairs and the ministry of health.

According to Birhan Demeke, one of the core elements of HRBA approaches to realizing the full rights of rights holders in social and economic progress is meaningful citizen participation. Similar to this approach, MENA has followed and strengthened the meaningful participation of

women and men in the reduction of gender inequality at the household level and advanced the right and obligation of women and men at least to share domestic chores (2015, 65).

R#2; R#5; R#6; R#8; and FGD#1 from PLWHA interviewees and PLWHA of community workers indicated MENA increased opportunities for women to speak out on women's issues and actions most relevant to them through the Social Accountability Group and Community Conversation. These influenced attitudes, perceptions, and practices of women and men towards domestic chores. In addition, the right of women to be protected from abuse, neglect, exploitation, and violence was promoted, and stakeholder groups and sector offices were strengthened to advocate for women's rights and protection at the household level.

According to James, Holmwood, advocacy for gender equality is a vital aspect of ensuring women's rights and minimizing the plight of domestic chores. Creating an enabling environment for women improves basic social services, including health, education, and protection of women in the community and at the household level. Advocacy efforts of CSOs are usually conducted in the form of organizing and facilitating advocacy workshops for women, community-based organizations, religious leaders, and others. (2005, 20)

R#7 from the PLWHA interviewees and FGD #3 from the PLWHA discussed how the formation of VSG makes them economically empowered, believes in them, and advocates for their rights. These women are becoming active, defending themselves, demanding basic services from the local authorities, and sharing domestic chores with their husbands.

The above points of discussion by the key informants and FGD #3 are similar to the theoretical perspectives of conflict theory, according to Chambers Davis, the social and economic lives of human beings determine the economic basis of humans. In this economic base, subordination of women to men created exploitative relationships at any level, which facilitated the creation of gender inequality. With the same token, Marxist feminist perspectives advanced the economic base of women, and exploitive relationships between men and women led to gender inequality at all levels including at home (2021, 22).

Creating an enabling environment for PLWHA, empowering PLWHA to mobilize and utilize existing resources will help generate ownership and sustained action to support PLWHA. To reduce domestic chores and create equal responsibility for men and women PLWHA MENA programs should ensure that communities have the necessary support to take responsibility for addressing the needs of PLWHA. Such an approach works towards ensuring ownership of the services by the community and enhancing shared responsibility and support between men and women.

4.3.4 MENA promoted HRBA

All PLWHA respondents emphasized that MENA adopted right-based programs in the intervention areas, particularly by focusing on women to claim their rights and increase impact and sustainably by addressing the root causes of women's rights violations, domestic chores and bringing about practical changes to make a lasting difference in the lives of women.

According to Lucas Thompson, one of the major focus areas of the human rights-based approach is to ensure the rights of women at all levels (2015, 16). MENA is ensuring that men's actions do not work against women's interests as a primary consideration in decision making. MENA introduced and is rigorously implementing its Anti-Sexual Harassment Policy and Safeguarding Policy to minimize any possible harm to women and to put in place mechanisms that support initiatives and opportunities to bring maximum benefit to women.

MENA also builds the capacity of CSOs, CBOs, and social accountability groups in the intervention areas to influence and engage men in women's right protection and household decision-making processes. With the support of MENA, these established groups influence men to respect, protect, and support the fulfillment of women's rights. Improved women's capacity to influence sector offices to extend their commitment to mainstreaming women's rights

This role of MENA is closely related to Anderson, Clark's explanation of the pluralist function of the liberal view of CSO, in which he discussed that CSO can fulfill three roles, such as complementing, reforming, and influencing the attitudes and practices of individuals and communities. The concept of complement is one of the roles of CSOs as service providers and

implementers of development activities, to this effect, Clark identified capacity building, system strengthening, and advocacy elements of CSOs that ensured full participation of women (2000, 46).

According to R #2 from PLWHA, MENA includes women's participation in its programming context and enhances women's involvement in all areas of the Association's programming, including the planning and implementation of programs and decisions. The strategy followed by MENA to address gender inequality at the house level is consistent with the views of Simons (1998), who advocated the liberal view regarding CSO. He advanced CSOs are playing a role in setting women's agendas and intervening accordingly. Simultaneously, they compelled leaders, communities, policymakers, and even men to pay attention to women's needs and rights; build the capacity of household members and communities; and promote public and political support for women's rights protection. (1998, 64)

According to Altal Bianchi, a human rights-based approach primarily focuses on issues that are considered to affect the well-being of women, examining attitudes and practices of household and community practices and then creating an enabling environment to better meet its commitments to gender equality and communicating rights holders to claim their rights (2000. 29) With the same approach, MENA women's right programme strengthens the capacity of local actors, community gate keepers, and CBOs to enable them to demand the right and empowerment of women at house and community level.

The previous 2009 CSO Law Proclamation No. 621/2009 has narrowed the political space for CSOs to engage in human and women's rights work in Ethiopia. As a result, the operating environments for charities and societies are restricted and heavily regulated by the government. The challenges that CSO faced emanated from four major causes: the limited space placed in financial sources for Ethiopian charities and societies (90% to 10% ratio), the exclusion of Ethiopian resident and foreign charities from human rights and governance advocacy work, vast discretionary power given to the Charities and Societies Agency (ChSA), and the absence of an adequate independent review mechanism that makes women's participation and rights advocacy work more problematic Debebe,et.al (2014). However, as a result of the current, massive government reform in 2018, the previous CSO law, and 2009 Proclamation No. 621 is now

replaced by Proclamation No. 1113 of 2019. Following this proclamation, the government allowed CSOs to engage in advocacy and human rights work.

Furthermore, according to the Association's 2019 Annual Report, MENA contributed to the establishment of women-led structures such as VSG and Social Accountability Groups in order to influence the government at regional, zonal, sub-city, and district levels in improving the provision of quality basic social services (health and economic empowerment) for women. The same report, however, stated that in reducing domestic chores and gender inequality, the coordination and reporting mechanisms are inadequate to ensure that issues raised by women are incorporated into government plans, programs, and strategies of sector bureaus, but women have limited advocacy engagement at government institution levels in districts and sub-city levels.

According to Birhan Demeke, for appropriate use and application of the HRBA, programs need to invest in sensitizing key stakeholders and beneficiaries so as to enhance the importance of women's rights and advocate for their integration into the overall design and planning of programs for PLWHA(2015, 37). HRBA efforts should focus on the rights of women in improving the quality of services and providing support for all PLWHA programming efforts.

4.3.5 MENA level of influences

R#3, FGD #1 and FGD#2 pointed out with the support of MENA, women influence the attitudes and practices of men towards domestic chores to respect, protect, and support women in household tasks. MENA capacity building training and service delivery to households increased men's commitment to household chores and promoted mutual support and acceptance of their partners duty in the houses

According to UN-Women Report, a human rights-based approach also emphasized capacity building and gender dialogues to ensure protection and gender equality at home, and this can add value by offering legal protection and mutual support, enhancing greater responsibility for men and women, and bringing actual enjoyment of their rights (2019, 77).

On the other hand, R#1, R#4, and R#8 from PLWHA interviewees discussed that women's participation in ensuring their rights and reducing domestic burdens was not showing significant results. There is still a limited understanding of domestic chores from the perspective of women.

Sometimes, in some households, women are still engaged in domestic chores. This point of discussion further supported MENA Annual Report in 2021.

To summarize the entire discussion, MENA has made significant contributions to improve the social and economic status of women in many of its target groups. And the Association effectively advanced the rights and protection of women across the family, community, CBOs, and government sector offices with the objective of reducing domestic chores and enhancing gender equality.

4.4. Challenges of MENA project beneficiaries in their project management of reducing gender inequality of domestic chores

In this subsection, the challenges of MENA project management in reducing gender inequality in domestic chores are discussed, and the findings from each respondent and the FGD are triangulated against the review literature.

4.4.1. MENA Challenges from government civil society law

All respondents from PLWHA and Group Discussions #1, #2, and #3 expressed that MENA has been facing challenges while ensuring the rights of women in its intervention areas. Government rules and regulations inhibited MENA's ability to ensure the major principles and rights of women in the country for the last ten years due to the then CSO Law Proclamation No. 621/2009. This government law has a negative impact on implementing and advocating the rights of women, including domestic chores.

The above points of discussion are further supported by Sisay Dejene, the previous CSO law proclamation No. 621/2009 prohibited NGOs from performing advocacy and protection programs for women. The prohibitive law hindered the intervention of both local and international Non-Governmental Organization in supporting their project beneficiaries (2017, 35).

According to Genet Gelana following the ratification of the law, the government was serious about the advocacy of women's rights and the protection programs of NGOs and others

implementing local partners. As a result, MENA and its partners faced challenges in implementing women's rights and protection programs based on HRBA⁴(2018, 23).

Based on the findings from R#1, R#3, and R#6 of PLWHA interviewees and Focus Group Discussion #1, PLWHA of community workers pointed out that MENA project beneficiaries lack the capacity to decide for themselves what is best for their own social, economic, and human rights. Economic and social constraints limit women's decision-making and ability to exercise their rights, perpetuating gender inequality at home where women bear the burden of domestic chores.

Similarly, Genet Gelana, discussed and asserted that, many women in Ethiopia lack the capacity to decide for themselves what is best for their own social, economic, and human rights. Women's decision-making and their ability to select protective measures are constrained in many areas across the nation due to unequal power relations between men and women, which prevents women from advancing in their social and economic standing (2018, 16).

Seven respondents from PLWHA explained that the previous CSO law proclamation No. 621/2009 hindered the intervention of MENA in enhancing women's rights and protection in the intervention areas. However, the PLWHA community workers FGD discussed from 2014 to 2019, MENA repackaging women's rights and protection programs and sustained advocacy of women's rights for about seven years, implicitly at least, to reduce PLWHA domestic chores. However, R#1 from the PLWHA explained that these novel approaches to ensuring gender equality at the household level never encountered a problem with target women's participation.

One of the most important roles that NGOs undertake is advocacy. Webster, Marianne, writes that, the aims and objectives of NGOs are usually focused on improving the lives of their constituents and the communities with which they work. In explaining the role of NGO advocacy for women's rights, NGOs are at the forefront in protecting and enhancing the rights of women. But this role of NGOs in Ethiopia in advocacy for the rights of women has been curtailed for the last 10 years, and this has prohibited NGOs from influencing duty bearers in the protection of women's rights (2018, 98).

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One of the HRBA's goals is to improve the civil society space by strengthening coordination and collaboration among actors. As a result of MENA project beneficiaries influencing the Association to create more enabling environments for women's rights protection programs at domestic level, MENA has achieved this by building a strong relationship with governments and women led actors in most of the intervention areas. Collaboration between MENA and government sector offices improves the effectiveness of advocacy for women's rights, particularly in the context of domestic chores. This effect is the result of the new CSO Law Proclamation No. 1113/2019

4.4.2. MENA inadequate services

R#1, R#2, R#5, and R#8 from PLWHA and FGD #1 of PLWHA of community workers discussed that there is an inconsistency between demand and supply for the Association and that the services being provided by MENA are incompatible with the magnitude of the problem. Women from MENA needed medical treatment, livelihood, social and economic support, and assistance with household chores, but MENA's services were limited by budget.

The incompatibility of services and advocacy also supported by Lucas-Thompson, NGOs can also be effective in working with parliamentarians, policymakers, and planners to promote gender equality at the household level. However, the services being provided by NGOs are incompatible with the magnitude of the problem. Most of the funding being provided by NGOs in order to advocate for the rights of women is mainly spent on workshops and covers the cost of technical and administrative staff. (2015, 31)

According to the FGD#2 results from MENA project management staff, MENA faced a variety of challenges with its program. The first is that the majority of funds are restricted funding, which means they are earmarked for a specific program. This makes MENA less flexible to take action on issues that donors have less interest in funding.

Similarly, Selamawit Menkir stressed the above points by discussing that NGOs in Ethiopia were involved in a gender approach to holistic development to transform the lives and conditions of women. However, most NGOs have been facing financial constraints, and even the existing fund of NGOs is earmarked and allocated to achieve a specific goal and objective. This means most of the strategies and intervention programs of NGOs ignore the actual problem of women (2016,

47). She also further explains Gender inequality is the deep rooted patriarchal structure existing in many parts of the developing countries continues to marginalize women and limit their economic mobility (2016, 49)

To address domestic chores and gender equality in the lives of PLWHA, ongoing engagement, advocacy, and awareness-raising programs for both men and women PLWHA were required. Economic intervention and livelihood support for PLWHA alone cannot bring real changes in the lives of women. According to the PLWHA of VSG, livelihood support in MENA alone could not fundamentally alter exploitative relationships between male and female PLWHA at the household level.

According to Geremew Ashenafi, the needs of PLWHA may not be met by a single organization's or an individual's support (2014, 51). In order to fulfill the vast needs of PLWHA all service providers should identify service gaps and fill them by coordinating their efforts. He also emphasized that all key stakeholders involved in providing service and support to PLWHA should ensure holistic care and support, including at the federal, regional, and local levels (2014, 52)

4.4.3. Minimal participation of MENA project beneficiaries

The other challenges of MENA project beneficiaries are less participation in matters that affect the lives and survival of women. Based on this, R#7 from PLWHA discussed that project beneficiaries from MENA expressed women's voices and views, and their needs could not be pronounced in their efforts while developing programs and projects to uphold the safety, security, and wellbeing of women. Rather, both MENA and its partners advanced predetermined objectives, strategies, and activities of donors.

The above challenges of MENA are further supported by Webster Marine. She pointed out NGOs usually do not recognize the root cause of gender problems. Most NGOs advance predetermined objectives and strategies of the funding agency. This results in fewer NGOs' target groups participating in the project's design and implementation, which also overlooks the target groups' actual needs (2018, 25)

According to, Allan Fernando, women expressed less participation and priority. He argues that Women's needs are marginalized mainly because women have less power to negotiate and are considered as subjects even by CSOs. The right approach framework is derived from UN-women, which frequently promotes the views of women as subjects both in need of protection and with the right to express and participate, but practically, the participation of women that affects their lives is found to be less(1991, 26)

Allan Fernando argument is similar to the feminist theory of women's rights. The basis of this theory is that women have the capacity to reason and decide. In this aspect, women could be the bearers of rights. This theory emphasizes that the majority of women do not have the right to express themselves and participate in matters that are directly linked to their needs

According to Geremew Ashenafi's, In most community members in Ethiopia, consulting women is not seen as a right that women should have or an obligation that their husbands must meet. Therefore, those women who do express their views or display decisiveness are seen as deviants and are thus punished or insulted. They are also seen as bringing embarrassment to their husband, as their behavior implies that they have not been properly socialized and are thus unaware of their role in key cultural values such as respect and obedience. And this conception of culture and customs is reflected in the organizational planning and implementation of women-focused projects (2020, 68).

R# 7 and FGD# 1 of PLWHA of community workers discussed how women have faced challenges in claiming their rights, despite the fact that MENA and its project beneficiaries consider women's rights to be an important issue. This could not make it easier to introduce HRBA into MENA programming. At the household level, perceptions of women's rights are challenged by local customs, traditions, and perceptions of women's rights. R# 2 from PLWHA, FGD#2 of the MENA project management staff, and FGD#3 of the PLWHA VSG discussed women's rights as an important issue for MENA and its project beneficiaries. However, this could not make it easier to introduce HRBA in MENA programming.

A discussion from a sociological and anthropological perspective was opposed to the universal prescription of women's rights. There is an argument that, through international rights legislation

and specifically the rights of women, a European conception of womanhood based on the values of a white, urban middle class has been exported to the South (Boyden, in James and Prout, 1990). According to Allan Jeffers, "the UN Declaration on the Rights of Women" was felt to be responsible for reflecting western constructs of women and could still be considered problematic (2002, 45).

R# 2 and R#5 from PLWHA interviewees discussed that despite some progress, women's responses towards domestic chores are still in the infant stages, and this is enforced by persistent gender-biased attitudes and practices of both men and women. This was further exacerbated by the COVID-19 pandemic because women had to take care of their children and household chores and were also responsible for taking ART medication for themselves and their husbands as per the prescription of physicians. R# 8 from PLWHA also mentioned that the attitude and practice of women towards domestic chores are still limited. As a result, the psychosocial impact of domestic burden and HIV/AIDS persists in all aspects of their conditions.

R# 3 from PLWHA explains that taking the views of women into consideration is difficult in cultures where women are not considered to be fully developed, independent beings that are bearers of rights. This is frequently the case among MENA project beneficiaries. In some households, women are discouraged from participating in or even being involved in decision-making. This discussion was further supported by Charlotte, Nickerson, who explained that one of the main obstacles to realizing the rights of women is women's subordination at home; women's personal beliefs and gender-biased attitudes have also been identified as deterrents (2022, 19).

4.4.4 Women subordination and Adherences to ART

Similarly, in R# 3, women's subordination at home is one of the first challenges to be considered in relation to adherence, and other personal factors such as gender-biased attitudes and women's personal beliefs have appeared as contributors to non-adherence. Also, R#1 from PLWHA discussed the low economic condition of women at the household level, which has a major impact on adherence, health status, and access to health care. Because of poverty and the burden of domestic chores, PLWHA have a negative attitude towards adherence.

The above points of discussion are further supported by Baron, Linda, and Adherence, as she points out, health status and access to healthcare are all significantly influenced by economic factors, particularly income. Education levels, food and nutrition, transportation expenses, domestic tasks and other issues are all directly or indirectly related to the economy. People with HIV/AIDS who are poor or have low incomes have a bad attitude about adherence (2007, 14).

R# 6 from PLWHA pointed out that domestic chores often brought psychological consequences in the form of depression that directly affected physical appearance. The experiences of abuse at home often erode women's self-esteem and put them at greater risk of a variety of health problems due to non-adherence to ART, post-traumatic stress disorder, and alcohol and drug abuse. In accordance with the aforementioned issue, the relationship between the wife and the husband at the household level had a substantial impact on adherence to ART. According to Geremew Ashenafi, he pointed out when it comes to social and economic support, ART users are typically wholly or partially reliant on the assistance of NGOs, medical facilities, and their families, This is because issues including lack of employment opportunities, household duties, limited work experience, particularly for women, isolation, and loss of property rights all have an adverse impact on women's adherence to ART (2014, 67)

According to the findings of FGD #1, 2 and 3, women's subordination to men exacerbated existing gender inequality, which in turn increased women's participation in domestic chores. Coupled with the socioeconomic problem of PLWHA, this complicated the lives of women and women PLWHA accepted domestic chores as the primary tasks.

According to the feminist theory of Hooks, Bells, the main barrier to the advancement and development of women is patriarchy. Although there are variations in levels of dominance, the general idea that those men are in charge remains the same. This control may take different forms. Therefore, in order to fight for women's growth in a systematic fashion, it is vital to comprehend the system that maintains women's subordination as well as to unravel its workings (2000, 19).

4.4.5 Psychological and social impact of domestic chores

According to R#5, women who are overburdened by domestic chores suffer more depression, anxiety, and phobias than women who have not been overburdened by domestic tasks, according

to studies in Australia, Nicaragua, Pakistan, and the US. According to Yared Tadesse, women who are heavily burdened with domestic chores were six times more likely to experience emotional distress, as measured on an international mental health scale, than other women. A heavily loaded woman with domestic chores was the single most important risk factor that particularly affected people who are living with HIV/AIDS and women who are on ART. Their dependence on the income of their husbands, coupled with the complexity of ART treatment, leads women to feel less valued and disappointed. This ultimately leads to death and an increased default rate (2006, 87).

R#6 from PLWHA and FGD #1 of PLWHA community workers discussed how women spend 14 hours every day providing domestic care for their families, including carrying out chores and caring for loved ones. Long hours of household work might occasionally make it difficult for women to regularly take their prescribed medications, such as Antiretroviral Therapy (ART). The PLWHA R#7 is discussed. PLWHA's health was jeopardized due to noncompliance with ART. These findings were supported further by MENA Annual Report. Women with HIV may experience increased stress, which negatively affects family cohesion and causes additional stress in their lives (2021, 34).

According to Teshome Bekele, also discussed that non-compliance with ART is multifaceted and can be understood in terms of its sociocultural, economic, and psychological dimensions. Household chores, gender stereotypes, unemployment, education, and religion all hinder adherence. (2017, 25). According to Geremew Ashenafi, women's cultural, gender-stereotyped, and household practices contributed to non-adherence"(2014, 70). Person Gracia argues that non-adherence to ART occurs mainly because of the low economic status of women, gender, and the burden of household activities on women, which shapes the behavior and attitude of women towards ART treatment (2021, 18).

Discussions from FGDs #1, #2, and R#1 and R#7 from PLWHA focused on the multiple difficulties those women beneficiaries in MENA experience on a daily basis, including unequal access to and control over resources and productive assets as well as a heavy workload of household chores. The COVID-19 epidemic significantly increased the number of caring responsibilities and made life more difficult for most women. Their capacity to devote the

necessary time to maintaining the household chores increased, which had an adverse effect on family earnings, the accessibility of food, and nutrition.

The discussion above supported by the Family Guidance Association Ethiopia Report, which stated that Ethiopia's patriarchal structure causes unequal division of labor, limited access to socioeconomic services, less decision-making power, and economic dependency because women are mostly unemployed or have limited participation in household decision-making (2021.60).

R#2 and R#3 from PLWHA and FGD#1 of PLWHA community workers discussed extreme domestic chore loads, physical and verbal assaults, sexual harassment, and denial of economic empowerment as the major experiences that women in MENA have faced as a result of the domestic work environment and other hostile situations in their home. The resultant women faced various mental illnesses and other psychosocial problems, including non-compliance with ART.

Similarly, according to the UN-Women Report the most prevalent forms of abuse and exploitation faced by women as responsible persons for domestic chores in Ethiopia are overwork, sexual abuse, confinement, insult and belittlement, and physical abuse. Therefore, the experience of women towards domestic chores in the country is related to various forms of oppression where the oppressed experience frustration and repression because of the fact that the socioeconomic standard of women relative to men is high (2019, 35).

All interview respondents confirmed that most of the project beneficiaries from MENA have experienced life-threatening circumstances in their households, like an extreme work load, physical and verbal assaults, sexual harassment, and denial of HIV status by their partners. In addition, economic problems and feelings of inferiority, humiliation, degradation, and maltreatment were some of the challenges that PLWHA women faced at home. Those hostile experiences and challenges, combined with their failed expectation of changing their life and family, have created social and psychological difficulties.

The above findings from PLWHA interviewees and three FGDs' results are supported by Hooks and Bells. As a result of gender inequality, domestic chore burden, and gender socialization coupled with HIV/AIDS, the problem of women worsens both economically and socially and psychologically (2000, 13). Thompson Becky also mentioned women's reliance on men's income, and long-standing community traditions and customs expose women to a variety of social and economic problems, including HIV/AIDS (2002, 45).

Based on the analysis regarding the general challenges faced by MENA project recipients and household duties have significantly impacted their quality of life overall because they give them a sense of subordination and suppression. The results of the study show that gender stereotypes and the feminization of domestic chores can have a direct impact on how individuals feel about themselves and the issues they confront at home.

Generally PLWHA, on the other hand, stated that there are still issues with household chores and gender inequality. These issues stem from men's attitudes toward domestic chores, a fear of stigma and discrimination, and women's attitudes toward domestic chores, a lack of partnership and networking, and the incompatibility of the Association's services, women's subordination and poverty contribute to domestic chores and gender inequality in PLWHA households.

CHAPTER FIVE

5.1 CONCLUSION

Domestic chores have been considered one aspect that perpetuates gender inequality at the household level. There are a number of issues that sustain gender inequality, which include gender socialization, community and personal attitudes, physiological makeup, poverty, and the economic status of women and others. MENA project beneficiaries, especially PLWHA, have been facing different problems in connection with domestic chores. PLWAH attitude, perception, subordination, and lack of adequate income enforced domestic chore burdens at the household level. Recognizing this problem, MENA and its partners are providing different capacity building trainings that include GBV, gender transformation, livelihood support, awareness raising, community mobilization, and livelihood support to PLWHA provided by the Association. These efforts of the Association changed the perception and attitude of women and men towards domestic chores. On the other hand the Association faced different challenges while implementing its program to ease domestic chores of PLWHA

The objective of this study is to 1) investigate the difference of attitudes between men and women about domestic chores from the perspective of Peoples Living with HIV/AIDS of MENA project beneficiaries. And 2) find the efforts of MENA in reducing gender inequality of domestic

chores in the context of PLWHA; 3) the challenges of MENA project beneficiaries in relation to domestic chores were discussed in much more detail.

For this research, qualitative research methodology was employed. A unstructured interview guideline was prepared for PLWHA interview respondents, PLWHA community workers, MENA project management staffs, and PLWHA members of Village Savings Group who were selected based on the criteria of authority, seniority, and experience

From the major findings of this study, it was clear that there were attitudinal differences between men and women towards domestic chores. Men consider themselves the main decision-making body in the household and are primarily engaged in activities outside of domestic chores. Similarly, women's domestic chores are primarily their responsibility, and there are marked differences in attitudes toward domestic chores between men and women. Men consider themselves the main decision making body in the household. This and other related women's and men's conditions perpetuate gender inequality at house hold level.

Moreover, the findings of this study revealed that women's involvement in domestic chores is high among MENA project beneficiaries. This high level of involvement in domestic chores can be attributed to a variety of situations. The first one is the attitude of women towards domestic chores, which is shaped by the culture and customs of the community. Second, women's attitudes and low level of social and economic status shaped their behaviors, limiting their role in domestic chores such as cleaning, caring for children and husbands, and so on. Men's fear of stigma and discrimination from the community influenced them to contribute minimally to household chores.

Women's disproportionate engagement in domestic chores and its determinants have been directly connected with the attitude differences between men and women at the domestic level in MENA project beneficiaries, and this is reinforced by custom, tradition, low level of awareness, poverty, and agents of socialization like family, media, and others.

MENA also makes significant contributions to ensure gender equality and reducing domestic chores for PLWHA. The Association's key contributions include capacity building, advocacy for women's rights, providing livelihood support, and holistic services that have, to some extent,

reduced PLWHA's domestic chores. But since there were inconsistencies between demand and supply and predetermined project objectives from the funding agency, they slowed down the efforts of the Association to ease domestic chores for women.

Through the Social Accountability Group and Community Conversation, MENA increased opportunities for women and men to speak out on women's issues and actions that are most important to them. Influences the attitudes, perceptions, and practices of women and men toward domestic chores. In addition, the right of women to be protected from abuse, neglect, exploitation, and violence in connection with domestic chores was promoted, and stakeholder and sector offices were strengthened to advocate for women's rights and protection of women at the household level.

The strategy followed by MENA to address gender inequality at the household level with regard to domestic chores is customized to the local cultures and customs in the intervention areas. MENA's role in setting women's agendas and intervening accordingly results in a positive result. In addition, MENA compelled leaders, communities, decision makers, and even women's husbands to pay attention to women's needs and rights so as to share domestic chores in the house. To this effect, the Association works to build the capacity of household members, communities; and promote women's rights in connection with the plight of domestic chores.

MENA has contributed a lot to addressing domestic chores. At the household level, MENA helped women PLWHA influence their counterparts by providing capacity-building training and awareness-raising programs for both women and men. MENA also improved the provision of quality services such as health, economic support, legal protection, and psychosocial and economic support for women and men. The Association's efforts contributed significantly to addressing gender inequality at the household level and easing domestic chores.

There were also a number of challenges that faced the Association in addressing domestic chores. The first challenge is that the highest proportions of funds are restricted funds, which means they are pledged to a specific program. This makes MENA less flexible to take action on issues that donors have less interest in funding. MENA could not provide comprehensive package services to PLWHA, and advocacy of women's rights at the household level makes it

difficult to address the multifaceted problem of domestic chores. Some of the major constraints that the Association faced were the previous government's Civil Society Law Proclamation No. 621/2009, women's attitudes, local customs and traditions, and limited services from MENA, which hindered the Association efforts in addressing the domestic chores of PLWHA.

Based on this finding, the overall challenges faced by MENA project beneficiaries significantly impacted their overall quality of life because these challenges brought a sense of subordination and suppression. Gender stereotypes and the feminization of household tasks, according to the findings, have a direct impact on how people feel about themselves and the issues they face at home.

From the findings, MENA is engaged in ensuring women's right to protection, which entails measures that should be taken in order to solve the challenges indicted above and enhance women's right to protection at the grass-roots level. Based on this, the following key points could be addressed at each level of stake holders:-

For MENA: should strengthen women's rights in FDRE's constitution and principles across all levels. It should strengthen domestic law that entails mechanisms, procedures, and remedies in order to implement the major provisions of the constitutional rights of women

Second, creating a space for MENA-supported partners to engage them in micro-level advocacy activity. For example, VSG and Social Accountability Groups are two good platforms established at the local level. MENA should advocate for women's rights to work outside of the home and for equal sharing of household responsibilities.

Third, MENA and other stakeholders should conduct awareness-creation programs in connection with domestic chores for the community and local government officials to avoid resistance and boldly work on rights and advocacy.

Fourth, MENA and its partners should extend their strategic partnership. For example, creating strategic partnerships with the Federal Attorney General, the Ministry of Labor and Social Affairs, and others will be a good entry point to enhance women's rights.

Fifth, engagement of marginalized women and men such as PLWHA and person with disabilities is still limited and needs effort to bring them into the development program of the Association.

Sixth, address gender inequality and domestic chores, MENA should utilize gender-transformative, women- and men-friendly, and socially inclusive approaches. MENA needs to recognize the need for a holistic approach to prevent and respond to domestic chores. An important part of that approach is meaningful male engagement. MENA is required to understand and value the pivotal role men and women play in promoting gender equality and ensuring equitable domestic chores. To that end, MENA must engage with multiple systems and stakeholders for gender-transformative change; seek to meaningfully engage men to challenge negative notions of masculinity and promote healthy, gender-equitable relationships and shared decision-making.

Seventh, MENA needs to scale up its intervention at the policy level and evidence-based advocacy at the macro level to ensure gender equality and the protection of women's rights through constructive engagement with duty bearers at various levels.

MENA needs to recognize that male engagement is not a standalone activity, so in addition to engaging with men, MENA must work with women, girls, socially marginalized groups, service providers, community health workers, community and religious leaders, and other stakeholders to address the plight of domestic chores. When the Association uses this holistic approach, which includes meaningful male engagement through gender-transformative approaches, the impact can be far-reaching and life-changing.

For Women and Children Sector Office: Take a gender transformative approach that addresses the root causes of systemic inequalities and transforms the prevailing gender power structure to address gender-related barriers at the household, community, and institutional levels.

Secondly, women's and children's sector offices at various levels should express commitment to gender equality across sectors, i.e., Ethiopia has ratified CEDAW, adopted gender policies, etc. This should be implemented effectively to bring substantive equality between men and women and boys and girls with regards to domestic chores.

Thirdly, Women and Children Sector Offices need to empower PLWHA women across dimensions such as access to and control over resources; decision-making and participation

across spheres (household, community, and institutions beyond numerical values), and gender equitable distribution of roles.

For project beneficiaries, men's engagement is critical given the fact that domestic chores and gender inequality are areas where programming is mostly directed at women. Supporting employment and business opportunities for PLWHA women in income generation activities cannot be done without addressing the root causes and external barriers that block women's access to these resources.

Secondly, PLWHA as critical stakeholders and agents of change It means not only building individual and group women's agency and power, but also working with women's rights and grassroots organizations in order to leverage their strength and ensure gender equality.

Family and community: The level of family is critical to address some of the root causes. If we want to redistribute roles, enhance decision-making and participation, change norms, we need to engage men and community members.

To summarize, issues that need to be addressed are dimensions of change, particularly at the family and community level, including men, to address the root causes. All key stakeholders listed above need to adopt gender sensitive programs to get lasting changes in PLWHA status at the household level. Engaging women and men as agents of change will enhance gender equality at all levels.

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Appendix I

Interview Guideline #1: To PLWHA of MENA

Segment One: Attitudes differences between the women and men regarding domestic chores

1. Introduces yourself?

2. Could explain yours role in the Association?

3. Could you discuss differences between men and women in domestic chores?. Discusses in the context of PLWHA?

4. In what way cultures of society contribute attitudinal differences towards domestic's chores?. Please explain in the contexts of PLWHA?

5. Do you think attitude and perception towards domestic chores contributed gender inequality?. If you say "yes" How attitude/perception contributes to gender inequality?

6. What are the attitudes of men towards domestic's chores? Please discuss in detail in line with PLWHA?

7) Could you discuss the dynamics of behaviors to domestic chores as a result of MENA intervention?

8) To what extent your Association (MENA) address misperception of domestic chores?

Segment Two: Challenges of MENA project beneficiaries to domestic chores

1. Could you discuss any constraint while implementing your project?

2. What are the challenges of women while engaging in domestic chores?

3. How men address the challenges of domestic chores?. Please discussed in detail?

4) How women responded domestic challenges?

5) How your organization addressed the challenges of domestic chores? Please explain in detail?

6. Do you think domestics chores challenges non adherences to Antiretroviral Therapy (ART)? If you said “yes”. Please explain in detail?

Segment Three: Asses MENA contribution in minimizing gender inequality in domestic chores

1. How MENA address gender inequality in domestic chores?

2) What are the key achievements of MENA in addressing gender inequality in domestic chores?

3) How MENA involved women in addressing gender inequality?

4. Could you discuss key challenges of MENA intervention?

5) Could you discuss any challenges of domestic chores to realize MENA over all programmatic objectives?

6. Any other comments

Appendix 2

Focus Group Discussion Guideline #1 : To the beneficiaries of MENA Project

I. Segment One: Attitudes differences between the women and men regarding domestic chores

1. What are your role and responsibility at home? Please discussed in detail?

2. Are you employed person? If you said “yes” Please disuses in detail?

3. What is your attitude towards domestic’s chores?

4. What are your role and responsibility at home? Please discussed in detail

5. How your husband looks in to domestic chores?. Please explain in detail

6. Do you think a domestic chore creates inequality at your home? If you said “yes”, please discuss in detail

7. Are you willing to involve your husband in domestic chores? If you said “No” why

Two: Challenges of MENA project beneficiaries to domestic chores

1. What are the main challenges of PLWHA in domestic chores? Please discussed in detail?

2 Could you list out domestic chores of PLWHA?

3. Do you think Peoples Living With HIV/AIDS faced different problem in domestic chores? If you said “yes” please discuss in detail

4. What are the challenges of men not involve in domestic chores?

5. What are the responses of MENA to minimize domestic chores?

Segment Three: Asses MENA contribution in minimizing gender inequality in domestic chores

1. What are the key services you obtain from MENA in addressing domestics chores?

2. How MENA addresses domestic chores to minimize gender inequality?

3. Could you discuss key challenges of MENA in addressing domestic chores?

4. How domestic chores hinder taking ART? Please explain in detail

5. Any other comments

Appendix 3

Focus Group Discussion Guideline –Selected beneficiaries of MENA

Note to Facilitators: The overall objective of this exercise is to elicit in-depth qualitative feedback on domestic chores from the perspective of Peoples Living with HIV/AIDS of MENA project beneficiaries. Before starting the discussion please make sure that respondents are comfortable and at ease, and explain the objective and format of the discussion

1. Attitudes differences between the women and men regarding domestic activities

Question for discussion	Probe
1. In general, what do you think of domestic chores?	What is it about? What do you think are its use
2. Please tell us how you perceive domestic chores at house hold level?	How you benefit out of domestic chores?
3. What do you find most engaging in domestic chores?	Take of children, husband and cooking
4. Over all how do you see the attitude of men towards domestic chores?	Dislike, like

2. The challenges of MENA project beneficiaries to domestic chores

1. In general what are the challenges of domestic chores?	Example:- time consuming, resources, behaviors
2. What aspect of domestic chores most challenging to women?	Discuss most challenges and Why?
3. Have you apples to husband to share domestic chores in your home?	Response of your husband, re action to domestic chores
4. How your communities understand the burden of domestic chores?	Re action of the community towards domestic chores
5. What are the roles of men in your domestic chores?	List of the tasks perform by men at house hold level

3. Asses MENA contribution in minimizing gender inequality in domestic chores

1. In general could you discuss the services given by MENA to address domestic chores?	Discussed in connection to the program of MENA and domestic chores?
2. How MENA address domestic chores at house hold level?	Example, services, capacity building, awareness raising
3. How MENA involved men to address domestic chores?	Example; men involvement, minimize the burden of domestic chores
4. What are the changes in your home as result of MENA assistances?	Influence on attitude, behavior (anything they have done/will do differently?).
5, What recommendations do you have to enhance gender equality by MENA	Example: livelihood scheme, empowerment , men involvement

Appendix 4

Demographic Questionnaire

1. What is your name? _____
2. Age _____
3. Sex _____
4. Educational Status _____
5. Religion _____
6. Occupation _____

Appendix 5

CONSENT FORM

Thank you for considering this request.

_____ (Interviewer's name)

The nature and purpose of this research project has been satisfactorily explained to me and I agree to become a participant in this study. I understand that I am free to withdraw my participation at any time if I choose, and that the researcher will gladly answer any question I have regarding my participation in this study.

Name: _____ Date: _____

Interviewees' Signature: _____

Declaration

I the undersigned, declare that this thesis is my original work, has never been presented in this or any other university, and that all resources and materials used here in, have been duly acknowledged

Name: Alemtsehay Woldemariam

Signature: _____

Place Addis Ababa University, Ethiopia

Date of Submission: _____

This thesis has been submitted for examination with any approval as a university advisor

Name: Dr. Eunhye-Chang

Signature: _____