



‘CONNECTING 100 TRADITIONAL WEAVERS TO THE EXPORT MARKET’

*2nd Quarter Report
(July-September, 2012)*

Submitted to COMPETE
October 5, 2012

**Center for African Women Economic Empowerment (CAWEE)
Addis Ababa, Ethiopia**

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1. Introduction

The major activities during this reporting 2nd quarter, i.e. July to September 2012, focused on the following eight areas of focus:

- Progress of the Training,
- Breakfast Meeting Held at the Project Site with Potential Employers,
- Video Recording Activities,
- Preparations for the 2nd Training Phase,
- CHEMONICS Team Visit,
- Experience Sharing Visit at Muya Ethiopia,
- Finalization of the First Round Training Round and
- Facilitating Employment Opportunities for the Trained Weavers.

As the project was entering its final stage of the first training phase, in the months of August, June and up to mid September, most of the activities performed by CAWEE and Sara Garment Designers and Manufacturers focused more on refining the skills of the trainees and preparing them to the work environment by providing them trainings on cultural awareness and about the challenges and the benefits of working in such an environment.

During this reporting quarter, CAWEE has also managed to organize a breakfast meeting at the training site, with women owned and managed companies that are involved in hand weaving, creating opportunities to be able to link the trained weavers with the potential market through different methods, where such a meeting was very instrumental for the companies to visit the weavers on site while in training and show their interest of employing some of the trainees.

Continuous video recording was taken during this reporting quarter. As the training of the first phase was expected to end up in mid September 2012, preparations for recruiting potential trainees for the second training round was finalized.

During this reporting quarter, CAWEE had the opportunity to meet and discuss with CHEMONICS team at CAWEE's office and also to organize a visit of the CHEMONICS team to the training site.

Experience sharing meeting was organized at Muya Ethiopia where owners and managers of companies were able to learn from the best practices of Muya Ethiopia mainly focusing on export marketing with a very specific reference on its organizational structure, work flow and export procedures and processes.

It was in this reporting quarter that the first round of training was finalized with great success and CAWEE was involved in facilitating employment opportunities for the trained weavers.

2. Progress of the Training

This quarter covers trainings delivered for two and half months, i.e. full months of June and August and half month of September.

The skills up-grading training in the month of June focused on:

- Product quality,
- Production efficiency and effectiveness.

On the session on product quality, the training focused on how trainees can:

- Combine different colors,
- Develop new patterns,
- Be able to change styles as per the order they receive, and
- How to measure the different patterns, because in the products they produce, the measurement in every centimeter and every inch is very important for the quality of the product, as this is very instrumental in keeping the export market standard.



One of the female trainees during the training developing new design and working on color combination

The skills up-grading training continued during the months of August and September (half month), focusing on:

- Polishing the technical skills of the trainees,
- Improving the trainees effectiveness and efficiency,
- Reducing the time the trainees take to produce one product without losing their focus,
- Product cost (considering the different inputs that the trainees need to know - price of raw materials, overhead costs and labor used to produce),
- Calculating profit margins,
- Determining the length of yarn required to produce certain types of items producing different types of gray fabrics,
- Determining the number of ends for the width and also the length of the yarn,
- Calculating the shrinkage percentage and determining the percentage of waste,
- Identifying the demand of the raw material (input) quantity for the required production order,
- Diversifying the traditional basic cloth into Export Market (Product development),
- Awareness on quality determinants (Quality Control and Assurance).

During the reporting quarter, the other part of the training focused on awareness creation/sensitization, where in the reporting quarter, different sessions were conducted. The sessions on cultural awareness covered the following major issue areas:

- Introduction about the overall cultural awareness program,
- The importance of giving due respect to the weaving profession that the trainees are involved in,
- Traditional attitude towards weavers and other crafts people,
- The importance of the weaving skill as a national heritage and the status and future development of the trade as an important export commodity,

- How trainees compare what they are learning now to their traditional weaving,
- How the trainees envision the new skill to improve their livelihoods and improve their status as weavers,
- The trainer used Abraham Maslow's ladder of human needs to discuss the hierarchy of needs, the trainees tried to put their human needs on the ladder from the perspectives of their own reality,



Almaz Fesseha delivering the session

On the sessions on awareness creation/sensitization, ideas more practical to what the skills upgrading training is providing were discussed. The facilitator encouraged the trainees to speak out and contribute to the discussion where they see themselves on the Abraham Maslow's ladder and to express issues of marginalization if any.

Trainees were divided in small groups to explore and find out institutions and individuals affecting their livelihood and their places in society/community in both positive and negative ways.

The sessions were very relevant in that trainees were given the opportunity to get an overview of the overall cultural awareness with a focus on the weaving profession. The trainees were also given the opportunity to reflect their views, opinions and learn about how the weaving profession that they are involved in is a profession that needs to be respected and that the trainees themselves need to change their attitudes towards that.

As opinions of the trainees after the sessions reflected, the trainees have started considering their weaving skills, like any other profession, a profession to be respected, that can equip them to be able to generate better income and change theirs as well as the lives of their families.



Partial views of participants during the training on awareness creation/sensitization

Trainees were divided in small groups to discuss the challenges affecting their day to day activities and livelihoods. According to the trainer/facilitator, the main issue seems to be more of economic security than the traditional marginalization.

Furthermore, the issue of finding rental houses to produce their products was identified as one of the weavers' problems. This means the land lords do not want to rent their houses to weavers because weavers usually dig holes in a room to set up their weaving looms, which is usually unacceptable by the house owners.

The biggest worry, as the trainees put it, is “their future after the training” and the economic problem that they are expecting to face. Following the group discussions, during the plenary discussions that the trainees had, the following major issue areas came out concerning the main reasons why they are unable to receive fair prices for their products: -

- Lack of places to sell their products,
- The role of the middle men/sells intermediaries who usually take about 30% of their earnings,
- The ever increasing price of raw materials,
- The weavers sell their end products for very low prices because, they cannot properly work on their costs and profit and also the merchants have a big influence on the market.

On another note, the discussions brought out the following other constraints that the weavers/the weaving profession face:

- The rainy season has a big impact on the production of traditional clothes, as the warp has to be prepared outside the weavers' houses, in the open air and it is very difficult to produce much during the rainy season and for this reason they earn a very small amount of income.
- In the weaving profession, the trend is that, fathers do not want to train their children the art of weaving. Rather, they prefer that their children be involved in other professions, which they believe are paying better than weaving.

The sessions conducted on awareness creation/sensitization were observed to be very instrumental in changing the attitude and mind set of the trainees and the trainees have started

appreciating the weaving profession and are now more focused in targeting the change of their lives.

Most of the trainees, due to their upbringing i.e. starting to live by themselves at a very young age, don't have a role model that they can look up to. As a result, they have very difficult behaviors such as mob mentality and mistrust. Such behaviors were observed at the start of the training, where they tried to satisfy their needs forcefully. The training on awareness creation/sensitization was very instrumental in gradually changing such behaviors. The trainees came to understand that the purpose of the training is purely to help them change their life styles to the better and be a productive individual.

From the sessions covered on awareness creation/sensitization, at the end of the training period, changes were observed in the attitudes, characters and behaviors of the trainees, which can easily be observed, when compared to the time of their start of the training, the change of their mind-set, where personal interviews with some of the trainees have also revealed that.

3. Breakfast Meeting Held at the Project Site with Potential Employing Companies

The main purpose of the training is to upgrade the skills of the traditional weavers and connect them to the export market. So far from what is observed from the training, great improvement is seen in each of the trainees' skills, compared to what they were producing before and what they are producing at this time. Being equipped with such skills, the trainees wanted to know the next step and they keep on asking about what will happen to them after the training ends.

So, to answer the question of the weavers, CAWEE, in collaboration with Sara Garment Designers and Manufacturers, organized a breakfast meeting. The meeting involved ten women owned and managed companies led by the respective company owners, where most of them are already in export and some of them are ready to enter the export market, who are expected to be potential employers of the trained weavers.



The Company owners together with Sara and Nigest at the training hall

The company owners were given a tour in the training hall and had the chance to see the trainees while in action and they expressed their impression and joy to see such a project being carried out. According to the company owners, their biggest challenge to expand/join the export market is lack of skilled weavers.

The list of the companies present during the breakfast meeting was:

No.	Name	Organization	Tel	Email
1	Mekdes Hawze	Hawaz's Design	0911625866	Mekdifwfu@yahoo.com
2	Aster Seme	ADU Women's Clothing	0921388533	Astuiya@yahoo.com
3	Rihan Ali	Ricoh Gift Shop	0930000119	rihan_ali_1@yahoo.com
4	Eyerus Taye	Gerry Design	0911698369	eyeruse-taye@yahoo.com
5	Martha Debouch	Sara Yarrow Hand Woven Design	0911468176	dejeffu@yahoo.com
6	Shitaye Kinfe	Yoas Tibeb	0911165560	shitaye_2005@yahoo.com
7	Genet Kebede	Paradise Fashion	0911456228	paradisef@gmail.com
8	Elizabeth Kassa	Trio Craft	0911641949	kassaelsa@hotmail.com
9	Aster Retta	Negist Ethiopia	0911216944	sammya@yahoo.com
9	Nigest Retta	Negist Ethiopia	0924431718	sammya@yahoo.com
10	Hiwot Gashaw	Abugida Fashion	0910360316	abugidafashion@gmail.com

The company owners and managers expressed their happiness that this project will be very instrumental in solving their critical problem of getting trained weavers, which can definitely facilitate their work, where those trained weavers can easily understand and follow design that they are expected to produce and at the same time be effective and efficient in producing quality products needed for the export market.



The company owners during the tour in the training hall, guided by Sara

Following the visit was a discussion session with the company owners, where Sara and Nigest provided discussion points, focusing on the overall project objectives, the training cycle and requesting the company owners for their opinions of employing those trained weavers.



Sara Abera, Nigest sitting close to her, explaining about the training cycle

Following the discussion, mainly on the issue of employing the trained weavers, five companies have shown interest to employ trained weavers; they have expressed their interest and have promised to inform CAWEE the number of weavers they wanted to employ, at the beginning of September 2012.

According to Aster, the problem of the weaving sub-sector, not to grow as much as expected, is lack of skilled weavers. After seeing the project site and the progress of the training, she believes the problem of lack of skilled weavers will be solved soon, which also improves the acceptability of hand woven products. She also expressed her impression about the ‘women weavers’ that are involved in the training, because changing the lives of women has the biggest impact on the family’s as well as the country’s economy.



Aster Retta, Owner and Manager of Negist Ethiopia

Aster emphasized the importance of the training program in solving the problem of skilled weavers. She further expressed her view that the training is also instrumental in changing the lives of the weavers themselves, where a family of a weaver on an average has 8 family members and this project training 100 traditional weavers will be changing the lives of 800 family members, which is a huge number to be considered.



Genet has 20 years of experience in the hand weaving products sub-sector and in all these years she hasn’t seen such kind of training and success. Earlier, there were different trials to change the work habits and the mindset of the traditional weavers, but it was not that successful so she expressed her joy of seeing such a training that changes not only hand weaving skills but also the total mind set of the weaver, therefore her wish is to see the successes of those trained weavers.

Genet Kebede, Owner and Manager of Paradise Fashion

For the companies that are involved in hand weaving, Genet believes that it will provide skilled weavers that are capable of producing quality products that can meet the standard of the export market. In addition she also advised the weavers to work hard and to respect their profession and it’s her wish for the training to continue and produce as many skilled weavers as possible.

Elizabeth expressed her gratitude to see such dying craft getting a great attention and also for the art to be transferred to the young women and men. She believes that the training will alleviate the problem of skilled weavers and address one of the biggest challenges for the weaving sub-sector of this country.



Elizabeth Kassa Owner and Manager of Trio-craft

Shitaye is one of the young designers emerging in the country having made a breakthrough in the export market. The reason of her visit was to see the weavers while they are in the training and also to decide for herself how many weavers she may be able to employ.



Earlier there was no emphasis on the standard, quality and delivery time of the weaving products, but in thinking of joining the export market these things should be met as Shitaye states. In the breakfast meeting, she was able to discuss, together with the other company owners, network and get the chance to see the training in progress.

Shitaye Kinfe, owner and manager of YOAS Tibeb

As all the designers in the country do, Shitaye also faces a problem of skilled weavers, so it's her wish for the training to continue and solve such a huge problem. Because the availability of skilled weavers will enable the designers to meet the needed standard of the export market.

Shitaye concluded that, this breakfast meeting has created a great opportunity in encouraging her to think of employing a few weavers, the number which she promised to inform CAWEE soon, where it also has given her the chance to create employment opportunities for some of the trained weavers. She thanked the donor of the project in availing such an opportunity to companies like hers and she also thanked CAWEE in creating such a forum and a visit, which was very instrumental for her company's growth and expansion.

To conclude, most of the company owners and managers have expressed their desire to hire weavers from the training, where some of them have already decided to take from the existing training batch and some from the second round batch.

4. Video Recording

The video recording task took place during the reporting quarter, with a focus on interviewing all the concerned ones, where those recordings will serve as materials for the preparation of the documentary film, which is planned to be produced at the end of the project life time.

During the reporting period, the recordings focused on covering all aspects of the training with the ultimate purpose of collecting information, opinions and ideas on how the training was progressing.

The video recordings focused on the following target groups:

- i. Interviewing Trainees –

During this reporting quarter, 3 female trainees were interviewed. As their opinions during the interviews indicated, the training has helped them to produce products with measurements, which they were not doing before the training, as they were producing the same products over and over again and they were not able to manage their time properly and get a proper income. But after the training, they all underlined that the training is changing their lives for the better; it is providing them different skills, perspectives about weaving, encouraging them to apply the new techniques about color combination, working with different designs, quality control, and

using their time properly to produce better products and generate better income, so that they are able to support themselves and their families.



Ms. Aynalem Ayele, explaining about the training, how much she is benefiting from the training, and how she wants to be a role model for her family and her surroundings.

Mrs. Yeshbirget, in her 14 years weaving experience, has never used different measurements and color combinations, but now things are changing. She is now able to produce different kinds of products having benefitted from the training and now she is capable enough to use measurements, change designs and manage her time very well.



During the final week of the training, the video recording focused more on the trainee's life outside of the training site. The camera crew went to the house of one of the trainees and recorded the existing situation at their house, the living situation and the surroundings.

Selamawit working on traditional loom in her house

The trainee in focus was Ms. Selamawit Teklu. Selamawit lives with her father and a brother in 6mt by 6mt, one room house. This one room house serves as their bed room, kitchen and their working area. They have 2 traditional weaving looms in this same room. Because the room is too small to accommodate more than one loom, they dug a hole on the ground and installed one loom in the hole and the other loom on top of it on the floor, as it can be seen from this picture.



The family of Selamawit produces around 6 traditional scarves (Ntela) per week, depending on the market and it is sold 60 birr each. This money is used to pay for rent, food, school and if there is some money left over, it will be used for saving.



Selamawit aims to change the life of her family by the training she got from Sara Garment Designers and Manufacturers; she is sharing her knowledge with her brother and her father. According to Selamawit, the training has provided her with the necessary skills to succeed in the field.

Selamawit training her younger brother at home

A big difference is observed on the products that they have started producing now, the product quality has very much improved compared to what they were previously producing and are more attractive. Selamawit now also knows how much raw material and effort is needed to produce one product, which is helping her to sell the products at the right price. Selamawit's hope is to get a better job and when she gets the necessary experience and finance at hand, she plans to be self-employed and support her family using the skills that she acquired through the training. Selamawit's vision is to establish her own company and be an exporter.

All the interviewed trainees underlined that, they have shared what they have learned so far with their family members, friends and neighbors, which indicated that the training is creating impact on their family members, their friends and neighbors.

ii. Interviewing Trainers –



During the reporting quarter, one of the training team members, the group leader, was interviewed. Mr. Ayele provided his opinions underlining the role of Sara Garment Designers and Manufacturers, which is a project partner and the training arm of the project, on how the training progressed, underlining the readiness of the trainees to capture the skills and their motivation to practically implement what they are taught.

Mr. Ayele (Group Leader), providing his interview

iii. Interviewing the Project Implementers Staff -

The staff of the lead implementing partner of the project, CAWEE, Mr. Robel, assistant project manager, in his interview provided up-dates on the status of the training.



Mr. Robel (Assistant Project Manager) during the interview

5. Preparations for the 2nd Phase Training

As the first phase of the skills training has come to an end during this reporting period, mid September 2012, finalizing the selection of the second group trainees was under progress.

At this reporting period sixty six (66) traditional weavers in total are registered and recruited, where 30% are women), this number is expected to include potential trainees for the waiting list, great effort is underway to increase the number of women trainees more than what is targeted.

Hoping that everything will go well as per the plan, it is expected to start the second round training on October 1st, 2012 expecting to end that end of December 2012.

6. CHEMONICS Team Visit

CHEMONICS team involved - Lisa Ku – Regional Representative, East Africa Region, Andrew Chapin - Consultant, East Africa and Nicole Cupp.

As per the team's request, the team had a discussion at CAWEE's office focusing on the DFID bidding the CHEMONICS has planned to bid and the possible partnership with CAWEE. CAWEE represented by its Executive Director provided all the relevant information and documents to the team and the Center assured its availability and willingness to collaborate with CHEMONICS on that.

The CHEMONICS team, guided by the assistant project coordinator Mr. Robel and led by Sara, visited the training site at Sebeta and they were very much impressed by the progress made by CAWEE and its partner Sara Garment Designers and Manufacturers and the trainees. The CHEMONICS team also had a chance to discuss different ideas with Sara Abera the owner and General Manger of Sara Garment Designers and Manufacturers, who was also available at the training site during the visit.

Some of the ideas that were raised during the team's discussion with Sara were:-

- About the progress of the training,
- What inspired Sara to create the different designs,
- About export market and its challenges,
- About Sara's involvement in the international trade fairs up to now, and
- About US market being her biggest market and her plan to expand to other markets like Europe and Japan.

After the discussion with Sara, the CHEMONICS team visited the training class in progress.



The Chemonics team taking a tour in the training hall

7. Experience Sharing Visit at Muya Ethiopia

On the 5th of September 2012, CAWEE organized a visit to Muya Ethiopia. Present during the visit at Muya were sixteen (16) participants representing different companies.



Group picture of the visit participants at Muya Ethiopia

List of participants that were present during the visit at Muya Ethiopia were:

No.	Name	Organization	Tel	Email
1	Mekdes Hawaz	Hawaz's Design	0911625866	amekdifwfu@yahoo.com
2	Aster Seme	ADU Fashion	0921388533	gastuiya@yahoo.com
3	Rihan Ali	Richo Gift Shop	0930000119	rihan_ali_1@yahoo.com
4	Enkutatash Kibret	Enku Design	0911428665	enkutatashk@yahoo.com
5	Martha Debouch	Sara Yarrow Hand Woven Design	0911468176	dejeffu@yahoo.com
6	Shitaye Kinfe	Yoas Tibeb	0911165560	shitaye_2005@yahoo.com
7	G/Hiwot H/Michel	Yoas Tibeb	0912031189	gebretex40@yahoo.com
8	Aster Retta	Nigest Ethiopia	0911216944	samabdella@yahoo.com
9	Hiwot Gashaw	Abugida Fashion	0910360316	abugidafashion@gmail.com
10	Eyerus Taye	Gerry Design	0911698369	eyerase-taye@yahoo.com
11	Arsema Yigrem	Brand Event Organization	0911240174	arsema@brandeth.com
12	Redeat Getachew	Redeat Design	0911380545	reddussmm@yahoo.com
13	Meaza Tsegaye	Weyra Souvenirs	0911622682	babishat@yahoo.com
14	Aster Getachew	Negist Ethiopia	0913071178	nigesteth@yahoo.com
15	Selamawit Alemayehu	Telsem Design	0913749462	selamalemayehu@gmail.com
16	Salem Kassahun	Salem's Designs	0911529682	salemsdesigns@yahoo.com

The owner and manager of Sara Garment Designers and Manufacturers and Muya Ethiopia, Mrs. Sara Abera, took the participants to a Muya workshop visit taking time in explaining the production process and flow at each of the steps. Participants were able to ask questions during the visit on each of the spots that they visited. Sara explained the stages of the production cycle that made her company successful, what is needed at each production step and explained the importance of job specialization during the production process, the importance of being on time i.e. the importance of keeping the delivery time on the requested specified date.

Sara further explained how the training of the traditional weavers is focusing on teaching the trainees to qualify in producing exportable products, to be professional in the area of expertise and to be disciplined. The importance of telling the story of the products to the buyer was also underlined by Sara, informing buyers (the nature of the product, who has produced it); a strategy that was very instrumental in promoting Muya's export sells. Beyond exploring the production cycle and the process, participants had the chance to visit the cafeteria of the workers, where Muya is providing 60% subsidized services to its workers.

After taking a tour in Muya's production premises, the visit participants had the chance to come together and spend some time asking questions and discussing. Some of the questions that were asked were:

- How is Muya organized?
- What is the secret of keeping the weavers at Muya for a long time?
- What is the benefit or disadvantage of using monthly salary?
- What is the benefit of using piece rate?
- How can we work together?
- How can we avoid copying each other?

Sara, based on her long years experience on the job, took her time to respond to the questions raised by the visit participants.



Participants of the visit during the discussion at Sara's office in Muya

The discussion was interactive where participants were also able to actively take part and discuss. It was an opportunity for the participants to establish working relationships with Muya Ethiopia and Sara Garment Designers and Manufacturers, where Sara has also showed interest to outsource some of her export orders to the companies that have the capacity and are able to meet export requirements in delivering export standard products.

8. Finalization of the First Round Training Round

The first round of training took place for three months, starting on the 18th of June and ending on the 15th of September 2012. In this first round of training, with the qualified team of trainers set in place, the skills up-grading was provided to the traditional weavers, where practical changes were observed and testimonies of the trainees have proved that the training was very relevant in developing their traditional skills and equipping them to be able to produce export focused, quality stand products.

In the first round training phase, it was possible to train 50 traditional weavers, where out of those thirteen (13) were women. In a country where the weaving profession is mainly

dominated by men, reaching to a stage of training those thirteen women weavers is a great success for the project.

According to Sara Garment Designers and Manufacturers follow-up, monitoring and rating during the training and final assessment made, the trainees’ performance ranged from excellent to satisfactory.

Below is the summary of the ranking of the trainees rated by Sara Garment Designers and Manufacturers:

No.	No. Trainees	Rank	Female	Male
1.	3	Excellent	--	3
2.	21	Very Good	2	19
3.	21	Good	7	14
4.	5	Satisfactory	4	1
Total	50		13	37

9. Facilitating Employment Opportunities for the Trained Weavers

During the reporting period two visits were organized – visit organized at the training site and experience sharing visit that took place at Muya Ethiopia. The visit at the training site was very instrumental; that the women owned and managed companies that were part of the visit were able to see the actual training taking place, visit the facilities, talk with the trainees and also discuss on the benefit of employing the trainees. The experience visit at Muya Ethiopia further gave the visitors the opportunity to see an organized production flow and facilities set in place to facilitate export market.

In facilitating the employment opportunities for the trained fifty (50) weavers, CAWEE was involved in a continuous process of consulting the potential employing companies, all owned and managed by women, where priority focus was given to those companies that are already in export.

As a result of the combined efforts made by CAWEE, Sara Garment Designers and Manufacturers and Muya Ethiopia, different companies have shown interest in employing the trained weavers from both training rounds.

Two companies owned and managed by women and that are already in export, committed to hire 30 weavers and Muya Ethiopia agreed to employ the remaining 20 weavers, from the first round of trainees.

From the second round of training, thirteen (13) companies have expressed their interest in employing seventy one (71) weavers, where all of them expressed their interest of employing the trained weavers from the second round. It is unfortunate that the number of the trained weavers will be only 50 since what was requested by the companies was 71. This shows that there is a huge demand in getting trained weavers and huge potential that companies are ready to employ the trained weavers. This is also to note that there are other companies that were not yet requested and where it is expected that they will also show interest in employing trained weavers.

In this process, the following requests were made by each of the companies:

No.	Name of Company	No. of Weavers Requested	Remarks
1.	Negist Ethiopia	20	<i>This is a company that is already in export. The company has requested to employ the trained weavers form thie 1st round</i>
2.	Trio-craft	10	<i>This is a company that is already in export. The company has requested to employ the trained weavers form the 1st round</i>
3.	Muya Ethiopia	20	<i>This is a company that is already in export. As almost all the 13 companies, listed below, 4-16 expressed their interest to employ the trained weavers form the second round, Muya Ethiopia took this opportunity to take the rest 20 trainees.</i>
4.	GiGi Ethiopia	10	<i>This is a company that is already in export. The company has requested to employ the trained weavers form the 2nd round</i>
5.	Salem's Design	2	<i>This is a company that is already in export. The company has requested to employ the trained weavers form the 2ndround</i>
6.	Paradise Fashion	10	<i>This is a company that is already in export. The company has requested to employ the trained weavers form the 2ndround</i>
7.	Yoas Tibebe	10	<i>This is a company that is already in export and it has requested to employ the trained weavers form the 2ndround</i>
8.	Richo Gift Shop	4	<i>This is a company that is already in export and it has requested to employ the trained weavers form the 2ndround</i>
9.	Sara Yarrow Hand Woven Design	9	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
10.	Ayni Design	2	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
11.	Enku Design	2	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
12.	ADU Fashion	5	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
13.	Gerry Design	7	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
14.	Weyra Souvenirs	4	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
15.	Hawaz's Design	4	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
16.	Abugida Fashion	2	<i>This is a company with a great potential for export and it has requested to employ the trained weavers form the 2ndround</i>
Total		121	

10. Constraints Faced During the Reporting Period

The time the training started, in Ethiopia, June-August, 2012, was the rainy season, with a slight reduction that continued until mid September. Because of the continuous rain during the training, it was difficult to do the task of warping, as this task is done outside the training venue, which again makes it difficult to keep this raw material clean, because of the wet ground. The rain was also observed as a problem, because of the nature of the road to travel to the training site, it was a problem to access transport and to reach it on time.

During the reporting period, starting the first day of August 2012, 4 women trainees stopped the training; CAWEE was informed from their colleagues that they have gone to Arab countries, where most women this time are traveling to work as house helpers. Sara Garment Designers and Manufactures (SGDM) tried its level best to replace the other four women trainees but it was not possible to get women potential trainees at that time and the project team was forced to agree and replace them with four men trainees who were already on the waiting list and believed that they could catch up on what they had missed. SGDM tried its level best in providing crash courses to the four new trainees, using all their spare times available and the team of the trainees believes that in the rest of the training days, the new trainees will be able to catch up and graduate having acquired the required skills.

In facilitating employment opportunities to the trained weavers, one problem observed was that the trained weavers do not want to travel a far distance to get employed, as many of the companies are located in different sites and most of them a bit far out of town and this demands looking for house rents, which most of the time are very expensive. To mitigate this problem, company owners are trying to think of exploring house rents at reduced prices for the weavers, and some of the companies thinking of providing additional money for covering the weavers' transport costs.

Other than those few problems observed, the training was accomplished according to the plan.

11. Conclusion

The reporting period of the second quarter, July to September 2012, has indicated that, based on the training sessions scheduled, the training tasks were all accomplished.

This quarterly report, that covers the periods of three months, provides a brief summary on the activities carried out during the reporting period by the Center for African Women Economic Empowerment (CAWEE) and its project partner Sara Garment Designers and Manufacturers.

In the reporting period, the project team was involved in eight major activity areas – progress of the training, breakfast meeting held at the project site with potential employers, video recording activities, preparations for the 2nd training phase, CHEMONICS team visit, experience sharing visit at Muya Ethiopia, finalization of the first round training round and facilitating employment opportunities for the trained weavers.

12. Photo Gallery



The process of warping



The trainees during the training



The trainers sharing their knowledge to the trainees



The trainers discussing about the training



All the 50 trainees



The inside view - training center



Partial view of the store room



Training on Awareness creation



Visit by CHEMONICS Staff



Briefings for company owners and managers by Sara and Nigest



The visit of the training site by company owners and managers

Companies visit at Muya Ethiopia



Sara giving tour of her facility



Warp Strengthening and Warping area



During the question and answer session



Group picture of the visit participants at Muya Ethiopia