



Winrock International Ethiopia

**Ethiopian Management of Participatory
Opportunities for Women in Extension and
Research (EMPOWER) Program**

**Quarterly Progress Report
January - March 2001**

*April 2001
Addis Ababa*

1. Introduction

Ethiopian Management of Participatory Opportunities for Women in Extension and Research (EMPOWER) program of Winrock International Ethiopia has been established through the cooperative agreement made between the Federal Government of Ethiopia, United States Agency for International Development (USAID)/Ethiopia mission and Winrock International. The program complements the mission's over goal of **enhancing household food security**. EMPOWER program directly implements the mission's Strategic Objective # 3 - "**Household Production and Productivity Increased.**" and this is realized through its three project components, namely: On-Farm Agricultural Resource Management (ONFARM), Scholarship award and Training. ONFARM works in specific *weredas*, while the latter two are cross cutting and involve all zones and special *weredas* where Winrock International Ethiopia (WIE) works.

EMPOWER program particularly focuses on improving household food security, whilst addressing gender barriers to agricultural production and food management. The program supports actions that increase food production and reduce post harvest and food losses, train women professionals to exercise leadership roles and work for and with women farmers. Likewise, it fosters an enabling environment that promotes effective working relationship among women and men in order to insure and sustain future food security.

EMPOWER works in two regions in Ethiopia – Southern Nations Nationalities and People's Regional State (SNNPRS) particularly in Yem Special and Gimbo *weredas*, while in the Amhara National Regional State ANRS), it has opened additional regional project coordination office to coordinate its activities in Enebsie Sar Midir and Libokemkem *weredas* and the Region as a whole.

This progress report presents major WIE activities accomplished during January - March 2001.

2. Major Activities Accomplished

Besides the routine activities, major accomplishments during this reporting quarter are the signing of the project agreement with the Amhara National Regional State, project component amendments signed with the SNNPRS and project launching workshop conducted in Bahir Dar as well as establishment of project site offices in ANRS. Detailed components' and other activity accomplishments are stated in the following sections.

2.1 ONFARM

ONFARM field activities: At both *weredas* of the SNNPRS, activities included collection of crop yield data, distribution of improved *enset* varieties (Gimbo), distribution of improved poultry to target women farmers, construction of mud beehives and energy saving devices. At Yem. two improved grain storage devices have also been constructed for demonstration purposes. Following this, two volunteer farmers are in the process of constructing similar devices (prototypes). In addition, following the Soil Conservation

training at both project sites, conservation structures have been constructed by farmers in different PAs. Production of seedlings of 13 different trees was continued for distribution to farmers households in the next quarter.

In the ANRS, after staff employment in the end of January and beginning to mid February activities that have been undertaken included establishment of office, selection of target PAs, identification farmers and conducting planning meetings. At the same time, contacts have been made with the relevant offices for technological inputs.

ONFARM training: Several short training activities were conducted during the quarter under report: Soil and Water Conservation training was given between 13-17 February 2001 for 35 farmers (16 women and 17 men) at Yem Project site. This is the third time that this training was given for new target groups at Yem. The same training was offered at Gimbo for 60 farmers (49 male-headed, 5 female-headed and 6 married women) and 33 development agents/supervisors (28 males and 5 females) from 6-10 March 2001. At Gimbo, two other training programs were conducted; these were training of 49 farmers' (29 male-headed, 19 female-headed and 1 married woman) and 32 development agents' /supervisors' (25 males and 7 females) training in Improved Farm Implements (23-26 January 2001), and Integrated Pest Management (5-9 March 2001). The latter training was given for 38 farmers (10 male-headed, 15 female-headed and 13 married women) and 31 development agents (27 males and 4 females). All the training programs were both theoretical and practical. Trainees were also given handouts prepared in Amharic (for farmers) and English (for DAs and supervisors).

2.2 Training

Gender Awareness and PTM-Training: Gender awareness training was conducted in Bonga/Keffa Zone (from Jan.24-26), Libokemkem *wereda* (ANRS) (from March 11-12) and Enebsie Sar Midir *wereda* (ANRS) from March 15-16. **PTM** training was conducted in Bonga from Feb.27-28. A total of 126 participants (54 Females and 72 Males) have taken part in these gender and PTM training activities. The participants were drawn from *Wereda* Council members, Women Affairs Office, Women Association, Departments of Agriculture/DA's Health, Education, Information and Culture, Justice and Credit and Saving Institutions.

The objectives of the main workshops conducted were to develop a shared understanding of the concepts of gender /sex, development and participation; and understand the implications of using different training methodologies in training adults. Major contents of the training included: Approaches in Training Methodology, the concept of development and participation, and the concept of gender and techniques of communication.

Some Participants' impressions on the conducted training activities: Dialogue between female participant and the break time coffee server:

Participant: Why are you not serving me coffee when you have it on your service tray?

Server: Wait! First let me serve the men that are standing over there!

Participant: You know, I am here today trying to change this kind of thinking! This is precisely the very thing that we are trying to change! Both men and women present here today should be given the opportunity to be served equally, with out any regard for their sex! Give me the coffee!

Bonga (Gimbo)

This training on Gender Issues is a challenge to all of us. We used to think that gender issue was the concern for women. We have discussed now that it is about the roles of women and men. We have now started to realize that women are the backbone in the development process and we all have to do our best to promote their participation and to minimize cultural barriers". Gimbo council chairman.

Libokemkem

"On behalf of the participants of the Gender Awareness Training I would like to thank WIE for giving this very much needed training to staff members representing the different sector organizations within the Wereda. The training was presented in a manner where each individual could understand and discuss the different issues presented. It is the first training of its kind in our Wereda and I believe that all participants have gained valuable knowledge. It is our wish to see that this knowledge gained will be practically expressed in each of our work places. I would once again like to thank WIE and I look forward to seeing similar training's taking place within this Wereda in the future. Thank you." Wereda council chairman.

Enebssie Sar Midir

"The training has given us a general overview on Gender, Development and Participation. The concept of gender is very usually misinterpreted and has also led to a lot of conflict between husband and wife. After this training participants have gained an insight on how to present the issue of gender and its relationship to development and how to present and transfer this issue to others in a manner, which is readily understandable. In addition I have learnt a great deal on training methodologies and I am looking forward to shifting from Theoretical to Participatory type of trainings in the future. We all hope that similar training by WIE will continue. Thank you." A participant from Agri-Service.

"This Wereda has been chosen for WIE activities because it has been classified as a drought prone area and because in terms of development it is relatively backward as compared to other weredas. We therefore have an added responsibility to transfer the knowledge acquired to others within our work area and community. Otherwise, this training will have gone to waste. Change has to come first from those of us present here today. When we change then there is no reason why others should not change also. Further more we need to realize that this society has a lot of harmful traditional practices and backward cultures that require a lot of dedication and goodwill to over come. It is still a long process but WIE has handed over the responsibility to us, because they are responsible for conducting this training and they have invested time, resource and energy to give us this training. It is now up to all of us present here today to put what we have acquired into practice. The council also takes up the responsibility to assess who is implementing the skills obtained from the training within their respective jobs. Thank you." Enebssie Wereda Council, Representative.

Other tasks accomplished: Organized the Feb. meeting of the RAC in which the Training Coordinator and Scholarship, Monitoring and Evaluation Coordinator participated. Also organized the WIE and former Bonga trainees' joint meeting.

2.3 Scholarship

2.3.1 Pre-Training Activities

- The two M.Sc. candidates from Amhara and one B.Sc. candidate from Awassa College of Agriculture have taken TOEFL.
- Formal admission of the 2 scholars from ANRS for the first semester, June 2001 have been received from the University of Philippines, Los Banos as per Winrock's deferral request. However, the admission for B.Sc. candidate from Adventist University has not yet been received. Letters of scholarship awards were given to the two successful M.Sc. candidates from ANRS, with official letters sent to the Bureau of Agriculture, ANRS. The scholars will leave for Manila via Nairobi on May 20, 2001. The Winrock International Head office has sent their Ticket. All the necessary forms of the Embassy (Medical form, Personal History form, Police Clearance form, and immigration form etc.) were given to the concerned scholars with brief orientation.
- Orientation has been given to Winrock sponsored master farmer trainees at Wolaita Agricultural Training Center. The letter of award that states the terms and conditions of their training were also given to each trainee.

2.3.2 Follow-up on the progress of scholars

- WIE Scholarship, Monitoring and Evaluation Coordinator together with WIE Program Coordinator have made backstopping visit to Mekelle University. During the visit a series of discussions had been held with the scholars and university officials. Some of the issues raised during the discussions with the concerned department heads were like the status of WIE scholars, year of completion of each student, course exemptions, and offering as well as organizing tutorial classes.
The coordinators clarified many of the university concerns to the department heads and the duration of the project in relation to the study period of the students. Finally it was agreed that tutorial classes be arranged for the scholars by identifying the difficult courses and the areas within the course. Out of 15 Winrock sponsored scholars at Mekelle University, 4 were supposed to be dismissed. However, the university officials have discussed about the incidence in a series of meetings and decided that a month long tutorial classes be arranged for the students, at the end of which they will be allowed to sit for re-examination.
- Out of the ten Winrock sponsored Diploma students at Awassa College, four have been dismissed after a semester study for academic reason. But two out of those dismissed students after the completion of one-year study from the SNNPRS had been readmitted. Presently there are a total of eight scholars at Awassa.
- Eleven diploma and three-degree students have been dismissed from Jimma University for academic reason. Now, there are nine Diploma and two Winrock sponsored students at Jimma.
- Four scholars of the Alemaya University (the first cohort) have successfully completed their two and half years' study and resumed their job.

2.3.3 Other activities

- Two memorandums of understandings were developed and signed with the Bureau of Agriculture, SNNPRS.
- The task force for the Professional Women Association has elected chairperson, secretary and treasurer. They have developed plan of action and submitted it to Winrock. In addition, the draft constitution that has been developed during the last reporting period was given to the committee. They were informed to have regular meetings and review the constitution.
- Based on the case studies developed from WIE sponsored students, Winrock International have raised 20, 000 USD for training mid-career women. For the implementation and receiving the grant allotted, a proposal has been developed.
- Among the four scholars, who have completed their study, one had attended the regional action committee meeting and joined the mentoring taskforce.
- Computer course was arranged at Awassa College for mid-career students who are undertaking off-campus-supervised extension projects.

2.4 Monitoring and Evaluation

- The draft annual performance plan for the Amhara region has been developed following the signing of the project agreement.
- The program Officer, WI Head Office, head of Agriculture and Natural Resource, and WIE Scholarship, Monitoring and Evaluation Coordinator had a discussion on the draft performance plans. It was agreed that a separate Monitoring and Evaluation document would be submitted to USAID by incorporating USAID's feedbacks and comments.

2.5 Administrations and Management

- **Project agreement amendments:** Signed project agreement amendments for component activities of Yem and Gimbo *weredas* with SNNPRS.
- **ANRS project initiation and staffing:** Following the follow-up and negotiations made with the ANRS/DPPC, the Bureau of Agriculture and Women's Affairs office, and also the respective zonal offices, WIE had signed three project documents with the Regional DPPC, Bureau of Agriculture and Women's Affairs Office on December 25, 2000. The official go-ahead letter was received from the Regional DPPC on January 8, 2001; since then activities have been in progress in the two *weredas* (Libokemkem and Enebssie Sar Midir) and at Bahir Dar. Following this, WIE organized an official project-launching workshop on March 22, 2001 at Bahir Dar where representatives of stakeholders working in the Region were represented. From WI side, Dr John Flynn, Managing Director of Agriculture Division; Mr. Chris Kopp, EMPOWER Budget Manager and Dr Pierre Antoine, Senior Program Officer attended the occasion. At the occasion, Dr Wudnesh Hailu, EMPOWER Program Coordinator gave welcome remarks and overview about WIE activities. Dr Flynn spoke about WI global activities, and Mr. Kurt Rockemann (Head of USAID

Agriculture and Natural Resources Department) spoke about USAID/Ethiopia activities in the ANRS. Dr. Belay Demissie, Head of ANRS Agriculture Bureau also spoke about the Region's food security initiatives and the participation of USAID/Ethiopia and NGOs. The official opening was concluded with a reception.

- During this reporting period, the ANRS Coordination office and Addis Zemen as well as Mertule Mariam were visited to discuss administrative issues and recruit support staff.
- A total of 16 staffs were recruited for the ANRS and SNNPRS projects.
- One Toyota pickup and twelve motorcycles were purchased; customs clearance has also been started. Additional capital items (computers, copier, office desks and chairs) were also purchased during the quarter for ANRS office. Field activity reports have been submitted to HQ on a timely basis and funds released as requested. Several trip arrangements were made during the quarter with out any problem.
- Audit report was submitted and registration renewed.
- **WIE country representation:** During this quarter Dr. Wudnesh Hailu, Program Coordinator for Winrock International Ethiopia's USAID-funded EMPOWER Program was certified to be the official country representative of the organization, replacing Dr. Jeffreyson Mutimba, who has assumed another position in Uganda.
- **Back stopping visits:** It was during this reporting quarter that Winrock International Ethiopia Office was visited for the first time by the Head Quarter officials - Ms. Caryl Garcia (Feb. 19-25) and Dr. John Flynn (March 20-25), the new Leadership and Human Resource Development Division and Agriculture Division leaders, respectively. Ms Garcia and Ms Maggie Range visited the project sites in the Southern Region, while Dr. Flynn, Dr. Pierre Antoine and Christopher Kopp were present at the Amhara National Regional State's project launching workshop of WIE. Ms. Garcia and Ms. Range had meetings with H.E. W/o Taddelech H/Michael, Minister of In -charge of Women Affairs at the Prime Ministers Office and Mr. Kurt Rockeman, Head of Agriculture and Natural Resource division, USAID /Ethiopia mission. Discussions during these meetings mainly focused on AWLAE and EMPOWER programs and gender related issues.
- **Photographer's visit:** Between March 5 and 7, 2001, Mr. Richard Lord, professional photographer contracted by Winrock International visited activities at Yem project site and took several pictures showing the activities there. During his visit, WIE Agriculture Coordinator accompanied him.

2.6 Networking and conference participation

CRDA Gender Working Group call for intensifying support of its member organizations to free the Ethiopian girl condemned to death in Bahrain: In response to the call, WIE wrote petition letters to the Amir Shaik Hamad Bin Essa Al-Khalifa and the Foreign Minister of the country to overturn the death sentence or pardon to the young girl in Bahrain prison.

Participation in draft Government Poverty Reduction Strategy Paper (PRSP) review: WIE as the member of CRDA organization (umbrella for non – government organization)

actively participated in the briefing seminar on PRSP, organized by CRDA and the World Bank Resident mission. It also critically analyzed and reviewed the document in terms of gender gaps and aspects' incorporation in its draft strategy.

Similarly the Group held several meetings and discussed on various national gender issues like violence against women, where it participated in facilitating the rally held on January 15, 2001 and prepared spots for media program on National Television in order to create public awareness and concern the same issue.

4th Annual Peter Doherty Lecture: WIE was represented by its Program Coordinator at the 4th Peter Doherty Distinguished Lecture presented by Ms. Catherine Bertini, Executive Director of the World Food Program, 30 March 2001, Organized by International Livestock Research Institute, Addis Ababa. At this occasion a Kenyan scholar was presented by Ms Bertini the " Peter Doherty Young Scientist Award" for his outstanding achievements in his Ph.D. research studies.

USAID/ANRS planning workshop: this was conducted between March 29 and April 2, 2001 in Bahir Dar and Dr Tekalign Mamo, Agriculture Coordinator, participated in the meeting on behalf of WIE. The purpose of the meeting was to discuss the 2001 plan (involving research, extension, watershed and micro-finance and micro-enterprise development activities) prepared by implementing institutions. As a background, USAID/E staff presented summary of assessments and recommendations made earlier by a study team in the four intervention areas. Following the presentations by the implementing institutions, separate group discussions were held in order to refine the specific action plans. The action plans were presented at a plenary session and discussions held.

Conservation tillage workshop: The Agriculture Coordinator attended a conservation tillage workshop organized by SG 2000 at Melkassa Research Center from February 28 to March 1, 2001. Conservation tillage activities have been conducted by SG 2000 and the Regional bureaus of agriculture beginning 1998 in some parts of the country. The objectives of the workshop were to assess the results of the conservation tillage trials/demonstrations of the 2000/2001 cropping season, discuss reports from various research centers on similar activities, and bring together resourceful persons in order to benefit from their knowledge and experiences on conservation tillage as well as through discussion, reach a consensus on what course of action needs to be taken for the coming years regarding the technology. After a lengthy discussion, although the advantages of the technology have been seen in many cases, it was decided that the demonstrations should be continued further for a few years before conclusions and recommendations can be made. It was also decided that the research centers should standardize conservation tillage trials and address various and necessary aspects of the technology. WIE has planned similar activities in the two *weredas* in the ANRS and its participation in the workshop was very useful.

MED workshop: WIE was represented through its agriculture coordinator at the Amhara Micro-enterprise Development workshop conducted in Bahir Dar between February 15 and 17, 2001. The workshop was organized to create opportunity for stakeholders to discuss

the findings of the micro-enterprise assessment made in the ANRS last April-May, and suggest the next steps to be taken. The specific objectives were to present the results of the MED assessment for open discussion, comments and recommendations; discuss the potentials, opportunities and constraints for MED in Ethiopia in general, and the ANRS in particular; create an opportunity for sharing individual and organizational experiences among stakeholders to inform the development of the USAID support program; discuss the potential contribution of MED activities in Ethiopia in general and ANRS in particular. Technical paper presentations on stakeholder analysis, structure and dimension of MED activities in Ethiopia and market demand led development were also made at the workshop. Besides getting up-to-date information on the status of MED in the ANRS, WIE had the opportunity to interact with representatives of credit and saving institutions such as ACSI on the methodology to follow in its planned project activities involving credit in the ANRS.

Alemaya University Ph.D. curriculum review workshop: WIE was represented through its Agriculture Coordinator at Alemaya University Ph.D. curriculum review workshop conducted 15-16 March 2001. The workshop brought together former graduates of Alemaya, who have attained their terminal degrees and are working, in the various governmental and non-governmental institutions. Over 100 participants were present during the two days workshop. The workshop was concluded with important suggestions and amendments given to enrich the Ph.D. program to be launched in eight disciplines (Agronomy/Crop physiology, Agricultural economics, Animal genetics/breeding, Animal nutrition, Plant breeding, Plant pathology, Soil science, and Soil and water engineering) beginning September/October 2001. The opportunity will enable WIE explore additional disciplines for training potential candidates at Alemaya in the future.

Participation on Gender forum: Scholarship, Monitoring and Evaluation Coordinator has attended a gender forum on issue of rape in Ethiopia.

FAWE workshop: Scholarship, Monitoring and Evaluation Coordinator has attended a one-day workshop on mentoring program organized by FAWE. The workshop includes the concept and practices of mentoring, and the past experience of mentoring program in Ethiopia. The workshop was found to be relevant for our work.

Visit: WI Senior Program Officers--Dr P. Antoine and Mr C. Kopp, organized an orientation and experience-sharing visit to Mali for WI Agriculture Coordinator. The objective of the week-long (18-25 January, 2001) visit was to see ONFARM activities in Mali, specifically the credit and saving activities and discuss issues related to these for gaining and using the useful experience in similar activities being carried out and those planned to take place in Ethiopia. The opportunity of visiting WI program in Mali, being an eye-opener visit to other WI programs has helped compare WIE activities with theirs. Most of the activities and approaches are similar, but there are positive experiences that the Agriculture Coordinator obtained and which he thinks will help in strengthening WIE's interventions.

WIE visibility: Addis Ababa WIC (Walta Information Center) has published articles both in the Ethiopian Herald -Vol. LVII No. 103, January 9, 2001 and Addis Zemen -Year 60th No.

119, 29/4/1993 E.C. news papers disclosing that the efforts WIE is making in developmental works particularly in capacity building and promoting women's leadership roles in the country.

2.7 Planned activities for the next reporting quarter (July - September 2001)

- Conduct planning meetings with farmers and *wereda* stakeholders.
- Conduct Farmers and DAs/Supervisors capacity building training in various disciplines.
- Continue the construction of energy saving mud stoves, mud beehives and introduction of bees into the latter.
- Select partner farmers for the next season.
- Conduct field demonstrations on maize and sorghum; improved agronomic practices.
- Conduct a field day.
- Sign MoUs with *wereda* offices and facilitate credit activities in sheep production.
- Continue the follow-up on established vegetable gardens, and organize new ones (vegetables and fruits).
- Continue nursery activities and construct additional soil conservation structures.
- Demonstrate the use of farm implements.
- Organizing progress meeting with RAC.
- Conduct PRA and Credit and Saving trainings in Gimbo, Enebsie, and Libokemkem *weredas*.
- Offer Management /Leadership training for rural women leaders at Gimbo project site.
- Give orientation to the overseas scholars on May 16, 2001.
- Debriefing and presentation of M.Sc. scholars about fieldwork and experiences on 24 May 2001.
- Facilitation for the pre-departure processes for those scholars leaving in May.
- Follow-up the admission and pre-departure processes for B.Sc. candidate.
- Finalization and submission of the EMPOWER annual performance monitoring plan to USAID.
- Field visits by Agriculture Coordinator and Scholarship, Monitoring and evaluation Coordinator to Gimbo and Yem to monitor the data gathering processes and gather additional information about partner farmers.
- Participate in SEP field visit.
- Finalize recruitment of support staff for ANRS *wereda* offices.
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