

Winrock International

EMPOWER Monitoring Report (September 2001-June 2002)



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1. Introduction

The Monitoring report indicates major results and impact of different project activities by region, and other Monitoring related activities such as phasing over strategy and its institutionalization. The EMPOWER Performance Monitoring Plan (PMP) that contained impact, purpose and output level indicators has got approval by USAID/Ethiopia during the last reporting year. Accordingly, this monitoring report basically follows, but not necessary limited to those indicators. The three purposes of the PMP are in line with the three project components: ONFARM, Scholarship and Training. Therefore, the report would also follow similar pattern and sequences although there is a high-level of integration/synergy among components such as between ONFARM and short-term training.

2. EMPOWER Performance Monitoring Indicators

The achievements of Performance Monitoring Indicators (PMP) are reported in line with the EMPOWER indicators identified and approved in the year 2001.

The major **impact indicator** for the EMPOWER program has been agreed to be "*Number of targeted households having adequate access to food for 9-12 months*". Each component contributes directly or indirectly to this impact indicator. Monitoring data is gathered from the partner farmers in the respective project sites. Access to food at household (HH) level is expected to improve through WI intervention in crop production via increased yield per/ha and total production, in the acquisition of income through the different income generating scheme such as vegetable gardening, poultry production, sheep rearing, various group micro-enterprises etc. The income generation scheme is not only expected to increase income per se alone, but also enrich the HH food diet by increasing the proportion of vegetable and animal products in the diets. Thus, achievements of food access to the targeted HHs are tracked down in this line.

The EMPOWER program **purpose and output level indicators** are highlighted below:

The three purposes presented on the EMPOWER log frame corresponds to the respective components – ONFARM, Scholarship and Training. The EMPOWER project document is the basic reference point for the M and E framework.

2.1. Performance Monitoring Indicators of ONFARM Component

The ONFARM project component of the EMPOWER program has identified the purpose (1) below:

Purpose 1: - Increased availability of domestically produced crops decreased post harvest and storage losses.

The following purpose level indicators will be used for reporting ONFARM results.

Number of target farmers (men/women) who have tried one or more improved food, agriculture and processing, marketing or environmental techniques for 2 or more years. WI introduces

these technologies to various target farmers and expects that at least 50% of the total target that were exposed to these technologies will continue using the technologies for two or more years.

Number of women target farmers who are using one or more improved food production/processing/marketing technique. Fifty percent of the total target farmers who have used one or more technologies for two or more years are expected to be women (single women and married women).

Number of farmers who used new crop variety after demonstration phase, e./ in the year following demonstration period:- Partner farmers are expected to select and use the best suited crop variety (of their choice) following demonstration. Accordingly, the number of farmers who used new crop varieties following demonstration are tracked down and documented to see the success in this regards.

Number of non-target farmers who are using one or more improved technique:- The techniques introduced to target farmers are expected to diffuse to /replicate to the non-target farmers. This will be considered as one of the project successes in terms of non-target farmers are replicated to the wider community members.

Change in food habits (diversity):- Although the project is not intending to do a nutritional survey to see the effects of the project on nutrition, change in food habits/diversity is considered to serve as proxy indicator. The assumption made in this regard is that a good part of the direct beneficiaries of income generation scheme particularly that of vegetable gardening and poultry and/or other animal rearing will consume part of vegetable and animal products and thus diversify their diet. Thus those HHs that increased the types of foods in the diets are documented.

Yields of targeted crops among target farmers:- This is a straightforward indicator that shows achievements with regards to crop production. The yield per ha that resulted from the use of various agricultural technologies will be documented. Ultimately, the yield with and without intervention shall be documented and compared.

Survival rate of planted seedlings:- The successes of the program of tree planting are seen not on the number of seedlings distributed or planted, but on the survival rate of the planted trees after certain period.

The effects of ONFARM Training are assumed to be in line with the three indicators below.

Number of trained development agents/supervisors who train others. Knowledge transfer to others/farmers following the respective agricultural training is considered as an important indicator to see the effects of the ONFARM training. Thus, about 75% (the figure may vary with the weredas) of the trained DAs/supervisors are expected to share the knowledge gain to others/farmers.

Number of trained development agents/supervisors who practice one or more introduced technologies:- Trainees are not only expected to share what they knew through training, but also expected to practice the introduced technologies. Thus, a minimum of 50% of the trained DAs/supervisors in agriculture is assumed to practice the introduced technologies following the training.

Number of trained farmers who demonstrate/teach technologies to other farmers: - Trained farmers are also expected to practice and demonstrate introduced technologies to fellow farmers.

ONFARM Output indicators

Output indicators of ONFARM are presented below.

- *Number of demonstration sites established for selected crops.*
- *Number of labor/energy saving/post harvest reduction devices introduced. These are indicators identified for appropriate technology intervention: Inset processors, kocho-decorticators, fuel saving stoves etc.*
- *Number of new crop varieties introduced to target farmers. Partner farmers are introduced to two or more new crop varieties for particular crop.*
- *Number of improved poultry/day old chickens or pullets introduced or HHs supplied with these.*
- *Number of improved beehives introduced.*
- *Conservation structures constructed (physical and biological).*
- *Number of seedlings distributed/planted.*
- *Number of non-target farmers who are acquainted with one or more of improved techniques. This is new output level indicator of ONFARM that have added this year in order to see the extent to which the different technologies have been acquainted to the wider community members beyond the primary beneficiaries.*
- *Number of DAs/supervisors trained in appropriate technology and different agricultural techniques/practices/*
- *Number of training sessions conducted for DAs/supervisors.*
- *Number of men/female farmers trained in appropriate technologies, different agricultural techniques and practices.*
- *Number of training sessions conducted for farmers.*

2.2. Performance Monitoring Indicators of Scholarship component

The scholarship component of EMPOWER program has identified the purpose (2) below.

Purpose 2: - Increase in the ability of extension agents, researchers, advocates and policy makers to address the needs of rural women.

The following purpose level indicators were identified for reporting purpose level indicators.

Number of scholarship recipients assuming leadership positions in their respective organizations. The ultimate goal of the EMPOWER scholarship is to produce as many agricultural and home science professional women as possible who become prominent leaders to influence policy and programs in favor of women farmers. Acquiring academic degree is one of the necessary conditions to assume leadership and management positions. It was assumed that 25% of the scholars upon completion and 50% two years post-training would assume leadership positions in the respective organization or/and community.

Number of scholarship recipients who do research on topics directly related to the identified needs of women farmers. Both during and post training, research on issues relevant to women farmers are considered to be aspects that contribute to the betterment of production and productivity of rural HHs in general and women farmers in particular.

Number of scholarship recipients who do internship or field exercises on identified needs of women farmers in the program areas. Scholars at lower educational levels (e.g. Diploma) are linked with female farmers through engaging them in the internship/field exercise program.

Output Indicators of Scholarship component:

Number of women professionals receiving advanced degrees (M.Sc. and Ph.D.)

Number of women Extension agents receiving B.Sc. degrees.

Number of women Extension agents receiving diploma.

Number of women farmers receiving certificates to serve as change agents

2.3. Performance Monitoring Indicators of Training component

The training component of the EMPOWER program has identified the purpose (3) below.

Purpose 3: - Farmers and professionals will have increased knowledge, skills and attitudes on gender, PRA, participatory research and training methodologies.

The following purpose level indicators were identified for reporting results of training component.

Number of sustainable local institutions established. This indicator is a result of crosscutting efforts of ONFARM, scholarship and training. While scholarship supports WI scholars in acquiring higher degrees to make them competent for higher leadership and management positions, short-term training in leadership builds self-confidence and provides the necessary leadership and management skills of professional women including WI scholars. To this end, EMPOWER aimed at forming a Professional Women Association in Agriculture and Environment – a sustainable local institution that will ensure sustainability of the EMPOWER program. In addition, different groups of farmers will be organized to engage themselves on different ONFARM interventions such as income generation schemes following the short-term training. These groups would be supported to evolve into legal cooperatives.

Number of trained professionals and decision-makers who are engaged in gender and participatory planning/programming. The different training activities in the areas related to PRA and gender are expected to bring about changes /actions through engagement of trainees into gender and participatory planning/programming in their institutions. A minimum of 35 % of the trainees of the short-term training is assumed to engage in gender and participatory planning. Thus, those trained professionals who did gender and participatory planning are tracked down.

Number of trained professionals who train others. Trained professionals who acquired new skills/knowledge in participatory training and other areas are expected to train others. About 30 % of

the trainees were assumed to train others to transfer the knowledge and skills acquired through training. Those who train others during post-training are counted and recorded to show the success of the program.

Number of trained professionals who assumed leadership positions. Trained professionals particularly those of gender and leadership are expected to assume leadership positions following training and thus they are counted and recorded. A minimum of 13% of the trainees of short-term training, particularly those who took gender and leadership training assumed to hold position following the WIE training.

Number of women/partners who are engaged in productive activities. The engagement of trained women farmers into different productive activities (e.g. in saving and credit, becoming partner farmers in using different agricultural technologies, etc.) is considered to be aspects of bringing women into mainstream development/agriculture. To that end, about 30 percent of the trained women were assumed to engage themselves in such ventures.

Number of women farmers who have assumed leadership positions. Women farmers are also exposed to gender, leadership and management training. Thus the effects of such training activities are observed through tracking down the number of trained women who assumed leadership positions in their locality. To that end, about 20% of the trainees were expected to assume leadership positions after they have gone into different WIE training.

Output indicators of Training component

- *Number professionals and decision makers trained in identified training needs (gender, PRA, TOT, Leadership, etc.).*
- *Number of training conducted for professionals and decision-makers.*
- *Number of women farmers trained in identified training needs (leadership and management, gender, saving and credits etc.).*
- *Number of training sessions conducted for women farmers.*

3. Monitoring Report of ONFARM project component

The Monitoring report of the southern projects is presented during this reporting period. There will be a considerable increment in the figures reported during the fourth quarter since it is the peak-planting season of the year, as well as the end of the planning year. Accordingly, the monitoring results of the southern projects will be updated and will be presented together with the Amhara projects monitoring report during the next reporting period.

3.1. Yem Monitoring Report

The project has stated its implementation in the year 1999. Since then, progresses have been reported using indicators identified and set on the annual Performance Monitoring Plan. Monitoring report of the year 2001 was prepared using data drawn from project records and sample survey of partner farmers. During this reporting period, (Sept. 2001 - June 2002, being part of the year 2002), the project office has recorded achievements using the identified indicators of the PMP. Detail progresses on purpose and output level indicators of ONFARM are given below.

3.1.1 Achievements on purpose level indicators

The ONFARM component has identified the following purpose (1) for reporting results.

Purpose 1: - Increased availability of domestically produced crops, decrease in post harvest losses and spoilage.

The following achievements were documented with regard to purpose level indicators from the project records.

Improved agriculture techniques: Although the implementation of most of agricultural techniques falls in the coming quarter, there are farmers who have tried various technologies during the reporting period. Thus, in addition to the 314 partner farmers of the former year (2001), 75 more farmers have tried one or more of improved ONFARM technologies during the reporting period. This has brought the total number of farmers who have tried one or more technologies to be 389 (86.4% of 2002 target). From this total, the number of women was 161 (41.4% of the year 2002 target).

Regarding technology utilization, the proportion of crop production technologies (improved seed varieties and agronomic practices) utilization was found to highest as compared to the other improved technologies introduced.

Farmers who used new crop varieties after demonstrations: - a total of 27 farmers (96% of annual targets) have used new crop varieties that they have tested in the year 2001. According to farmers' response assessment and data collected from farmers who had tested new crop varieties in the demonstration period, most of them have used the new crop varieties again in the following year (2002).

Lateral adoption (diffusion): The project office has also kept records of beneficiaries in the spillover effect of introduced technologies. Accordingly, from September 2001 - June 2002, 42 non-target farmers have adopted and used improved ONFARM technologies following partner farmers. In addition, about 444 farmers (231 female) have been acquainted with one or more ONFARM technologies. The rate of diffusion is found to be higher for appropriate technologies, improved soil and water conservation and income generating schemes.

Change in food habits: As reported in the past year (2001), participant farmers in vegetable and poultry productions have got chance to diversify their diet. Similarly, during the reporting period, a total of 25 households have also diversified their diet using vegetable and eggs they have produced. The consumption of vegetables is expected to be higher in the remaining period (4th quarter) of the year.

Yield of targeted crops: Since crop yields of the year 2002 are not harvested (even some are on sowing), crop yield data of the year 2001 are reported instead. There is some yield reduction as compared to the previous year (2000) due to excess rainfall that had resulted in poor seedbed and plant growth. Except minimum reduction in barley (41.7%) and wheat (25%), other crops (i.e. maize, tef, filed pea) have provided better yield of 91.7%, 101% and 103% respectively. Chickpea, faba bean and linseed crop varieties that have not been included in the year 2001 target have also provided remarkable yield compared to their landraces.

ONFARM training Results:

Trained DAs/ supervisors who trained others and practiced technologies: - out of 22 DAs trained in beekeeping and improved small farm implements during the reporting period, 20 have trained others and practiced what they have learnt following the trainings.

Trained farmers who trained/oriented other and practiced technologies: - about 39 trained farmers of soil and water conservation have practiced conservation structures in their field after training and have trained more than 55 farmers in their PAs.

Moreover, out of 133 farmers trained in improved farm implements and soil conservation trainings, 67 have practiced introduced technologies following their trainings. For Instance, out of 30 training participant farmers of improved farm implement training, 28 have constructed improved *Enset* decorticators (which was one part in the training) after training and they have played great role in multiplying it to other 74 farmers afterwards (lateral diffusion).

3.1.2. Achievements on output indicators

During the period mentioned above, the following progresses have been recorded with regard to output level indicators of purpose-1 (ONFARM). Except activities related to crop production that its implementation would be in its peak during the remaining period (July-Sept 2002), the achievements of other activities are beyond 100%. Moreover, the achievements in the area of post-harvest loss reduction have increased significantly as compared to the former year due to more emphasis given by the project staffs.

Demonstration and new crop varieties: In order to demonstrate various improved crop production varieties and practices to farmers, 63 demonstration sites were established during the reporting period. In the demonstration process, 5 new varieties were introduced to farmers. There will be significant increment in terms of demonstration trials in the coming quarter (July-Sept) of the year 2002.

Labor/Energy/Saving and post harvest loss reduction devices: A total of 117 labor and energy saving, and 20 post-harvest loss reduction devices have been introduced during the period under report. The overall achievements are found to be over 100%.

Improved poultry and beehives: - the farmers in the project site have been practicing these schemes for over 2 years. Likewise, the project has introduced 180 improved chicks and 11 improved beehives having bee colonies during the reporting period.

Soil Conservation structures and tree seedlings distribution: - a total of 6.7km (335% of the annual target) conservation structures have been constructed. It was the highest achievement as compared to the previous years implementations. This was made possible due to the soil and conservation trainings given to more farmers. By the end of the planning year (4th quarter), it is expected that the length of conservation structure will be higher. The distribution and plantation of forest seedlings will be conducted and reported in the coming quarter.

DAs/ Supervisors trained in Agricultural technologies: - A total of 25 development agents (86% of annual target) have been trained in different agricultural technologies in the two training sessions (50% of the target). This achievement is expected to be beyond 100% when the remaining training sessions are conducted during the next quarter.

Farmers' training: - a total of 163 farmers (172% of the annual target) have been trained in 3 training sessions. This high level of achievement resulted from training more farmers in soil and water conservation techniques due to request of the wereda agriculture office during the reporting year.

3.2. Gimbo Monitoring Report

Progress on EMPOWER Impact Indicator: According to the result of PMP of 2002 at Gimbo a total of 187 partner farmers (48.19% of yearly target) have reported to have adequate access to food over 9 months. The numbers of target farmers who have access to adequate food are expected to increase in the coming quarter, when more number of farmers would harvest their vegetables and sell their produce or consume. The aforementioned success was largely due to ONFARM demonstration of major food crops.

Most farmers also had the opportunity to buy maize grain for household use with income they obtained from vegetable, poultry and sheep production activities. On the other hand, introduction of grain storage structures allowed farmers to store grain longer and use it without pest damage.

3.2.1. Achievements on purpose level indicators

The ONFARM component has identified the following purpose for reporting results.

Increased availability of domestically produced crops, decrease in post harvest losses and spoilage.

The following achievements were documented with regard to purpose level indicators from the project records.

Uses of different agricultural techniques: A total of 269 (75% annual target) farmers have tried one or more improved ONFARM technologies for 2 or more years. The number of female target farmers who used one or more improved technologies for 2 or more years was found to be 81% of the 2002 target. Considerable progress has been made in the use of technologies such as crop varieties, improved poultry and vegetables production. The introductions of appropriate technologies are reported to have reduced women's workloads.

Number of farmers who used new crop varieties after demonstrations: - A total of 50 (18.6% of annual target) target farmers have used new crop varieties following the demonstration period. The number of farmers who used new crop varieties will be expected to increase in the coming quarter, as most crops will be planted by then.

Non-target farmers (diffusion): A total of 282 (235% of the 2002 target) non-target farmers have used one or more improved ONFARM technologies following partner farmers. The performance of technology diffusion in Gimbo wereda is excellent; partner farmers are extending economically viable technologies to other fellow (non-target) farmers. *For example, a woman partner farmer in one of the project's intervention PAs has disseminated improved haricot bean variety 'ICA-15541' to 106 non-target farmers on cash basis. On the other hand, an innovative project partner farmer has assisted 85 farmers to construct and use hives from locally available materials. The diffusion for income generating activities such as poultry is reported to be higher.* Most of the non-target farmers have been involved in poultry activities by purchasing and raising chicks from target farmers directly and replication is enormous.

Change in food habits: A total of 168 (129% of the 2002 target) target partners have diversified their diet by increasing the type of food they consumed over two types. This has been achieved from growing vegetable and involvement in poultry production. The practical training about food preparation has also contributed positively.

Yield of targeted crops: The yields of the year 2002 season are not recorded since the crops are not harvested. Thus, the yield achievements of the year 2001 are reported instead. In the year 2001, The yield achievements of haricot beans, sweet potato, tef and wheat were found to be 175%, 160%, 107%, and 125% of the base line value respectively. The yields of improved varieties of haricot bean, sweet potato, tef and wheat have doubled after WI intervention, and much of the increase is undoubtedly due to the project's effort.

ONFARM Training Results:-

Trained DAs/Supervisors who train others: A total of 30 (130% of annual target) trained DAs/Supervisors have trained farmers on various agricultural techniques following the different ONFARM training activities they got.

Practiced technologies:- A total of 20 (133% of annual target) trained DAs/Supervisors have been practicing introduced technologies following the various agricultural training activities during the reporting period.

Trained farmers who demonstrate (teach) technology to other farmers: A total of 170 trained partner farmers (113% of the yearly target) have demonstrated/assisted others to practice introduced technologies to others during the reporting period. *For instance, a woman farmer at Kicho PA who took training on appropriate technology has assisted 9 farmers to construct their own "mirt" stoves. In addition, two women partner farmers who have been running poultry production activities since last year have offered training for 39 farmers. Moreover, they provided about 30 farmers with 120 fertile eggs and chicks of improved breeds.*

3.2.2. Achievements on the output indicators

The following achievements were documented with regards to output level indicators from the project records.

Demonstration trials: A total of 267 (119% of the yearly target) demonstration sites were established during the reporting period. Besides popularizing promising crop varieties, partner farmers have benefited a lot by saving enough seed for timely planning.

New crop varieties: A total of 14 (140% of the yearly target) varieties were introduced to partner farmers during the reporting period. Farmers have reported an increase in their harvests due to the use to improved crop varieties.

Labor/Energy Saving/Post harvest reduction devices:- A total of 60 (120% of annual target) energy saving devices and 19 (146%) post harvest loss reduction improved storage devices were introduced to the target farmers during the reporting period. Apart from demonstrating improved crop varieties that would give good yields, the introduction of post-harvest loss reduction devices has been instrumental. This introduction of grain storage structures by the project enabled farmers to utilize produce for a longer period without pest damage. In addition, women farmers who have built *injera* baking "mirt" stoves were able to reduce their fuel consumption by half. Moreover, time required for gathering and transporting fuel wood was instead spent for income-earning activities.

Improved poultry: A total of 519 (86.5% the yearly target) improved poultry (chicks) were provided to farmers during the reporting period. Apart from diversifying food habits within the household, farmers had the opportunity to create/build their own assets (e.g. in the form of purchasing small animals).

Improved beehives: A total of 135 (270% annual target) worthwhile and inexpensive beehives were introduced to the partner farmers during the reporting period. After WI intervention, farmers have been adopting bee keeping in their backyards using inexpensive beehives made of sorghum straw.

Conservation structures constructed: A total of 31.6km (351% of the annual target) of conservation structures were constructed. Of this, 15.5km of contour ridge planted with Vetiver slips in a single row.

Seedling distributed/planted: About 72055 (205% of the target) coffee, fruit, fodder and forest tree seedlings were distributed/planted during the reporting period.

DAs/Supervisor trained in agricultural technologies: A total of 29 (85% of target) DAs/Supervisor were trained in different training activities in 3 training sessions during the reporting period.

Men/female farmers trained: A total of 398 (101% of the annual target) farmers were trained in different agricultural techniques through 9 training sessions.

4. Monitoring Report of scholarship project component

Scholarship component addresses the trained human resources needs of women professionals working in the target regions (SNNPRS, ANRS and few federal level ministries). Relevant data for the scholarship monitoring report has been drawn from the reports of academic performance, visits of scholars, and scholars' end-of and post- training records.

4.1. Achievements on Purpose level indicators

The scholarship component has identified the following purpose for reporting results.

Increase in the ability of extension agents, researchers, advocates and policy makers to address the needs of rural women.

The results of the scholarship component are reported in line with the purpose level indicators presented below.

Scholarship recipients assuming leadership positions: A total of 4 B.Sc. scholars from the SNNPRS have assumed higher leadership positions after the completion of their B.Sc. studies. Two of these scholars are now working on the federal level, one as an expert in the Women's Affairs unit and the other in the Civil Service Reform unit within the Ministry of Agriculture (MOA). Hence they are now addressing a large number of target communities - women and men farmers, and various institutions working in different regions. The one working in the Civil Service Reform unit is holding a key position since she is an elected person representing women within MOA nationally. She is one of the four members national team. She is now actively involved in the national capacity building efforts on familiarization of the National Civil Service Reform Policy. She serves an advocate for issues related to efficiency, result-oriented management, people-centered development, gender equity, and other related issues.

One scholar who is working at Sidama zone BOA, in the SNNPRS has been serving as a supervisor for those students who are undertaking SEP projects in the region. She has been also involved in different key management committees within her organization.

Scholarship recipients are doing research/internship: A total of 27 (20 B.Sc., 6 M.Sc. and 1 Ph.D.) scholars from SNNPRS, ANRS and Federal ministries were undertaking researches on issues relevant to food security and women farmers. These scholars were from Alemaya, Mekelle, Philippines and Oklahoma (USA) Universities. Two B.Sc. scholars (the first and second cohorts) have prepared a manual and a brochure to familiarize the results of their studies

on Soya bean and the different uses of the sweet potatoes leaves respectively. All the first cohort scholars have undertaken gender analysis of the extension system while they were doing their Supervised Extension Projects (SEP) during the former reporting year. Similarly, 16 Diploma scholars had also been undertaken field exercise/internship at WI project sites in their respective regions.

4.2. Achievements on Output Indicators:

Achievements with regards to scholarship outputs are reported as per the output indicators below.

Women professionals receiving advanced degrees: – a total of 6 women professionals from ANRS, SNNPRS and Federal Ministries have received M. Sc./MA degrees in the fields of Community Development (3), Family Resource Management (1), Horticulture (1) and Entomology (1) from the Philippine Universities and USA during the reporting period.

Women extension agents receiving B.Sc. degrees: - a total of 10 B.Sc. scholars from the SNNPRS and ANRS have received their B.Sc. degrees in the fields of agricultural extension (5), Animal and Range Science (3) and Dry Land Crop Science (2) from the Alemaya and Mekelle Universities during reporting period. This makes the total cumulative number of scholars who received B.Sc. degrees to be 15.

Women extension agents receiving diploma: - a total of 9 Diploma scholars from the ANRS and SNNPRS have received their Diplomas in the fields of Rural Development and Family Science (6) and General Agriculture (3) from Debu and Jimma Universities in the reporting period.

Women farmers receiving certificates to serve as change agents: In the former reporting year, 15 women farmers had received their certificates and are being serving as assistant extension agents in Keffa Zone, SNNPRS.

5. Monitoring Report of training Project Component

WI's Training component has employed three strategies to monitor its training activities. These are:

- Encouraging trainees to submit monthly or quarterly reports to WI offices (Bahir Dar, Addis Zemen and Mertule Mariam, and making periodic contacts with WI's DAs in Yem and Gimbo);
- Conducting on-job-reviews on an annual bases; and
- Conducting follow-up training's whereby trainees are given the opportunity to present their accomplishments.

This report combines the data/information obtained through these three methodologies from the year 1999 to July 2002 for the SNNPRS, and from March 2001 – July 2002 for the ANRS.

4.1. Training Results of SNNPRS projects

4.1.1. Achievements on purpose level indicators

The results and impact of series of short-term training organized in the area of Leadership for Change (LFC), PRA, gender, training of Trainers, rural leadership and management, saving and credit-etc, have been documented for two target groups: -

- Professionals, decision makers, DAs/supervisors on one hand,
- Female /Male farmers on the other.

Sustainable local institutions/groups established:- In order to have synergic effects, foster collaboration of efforts and resources, trainees are encouraged to organize themselves into different taskforces to work on various issues of their interests. These taskforces become eventually institutionalized for a sustainable impact. As a result, five Task Forces were established and become functional following LFC training. Out of these Task Forces, one has been evolved into a professional association entitled "*Ethiopia Association of Women Leaders in Agriculture and Environment (EAWLAE)*". The association was formed during last reporting period through the facilitation and backstopping supports of EMPOWER. The association is national, although eligible members could also be drawn from all regions. A total of 50 members have been registered as of August 2002. This local institution is assumed to ensure sustainability of the EMPOWER program.

Mentoring Task Forces in Awassa:- two mentoring task forces were organized out of the LFC training. The first mentoring Task Force was worked with groups in Awassa College of Agriculture/Debut University and Tabor secondary school.

Major achievements in Awassa College of agriculture /Debut University:- Organized discussion forum. On the forum, discussed issues related to first year girl students with college authorities, student council members, Dean of students and freshman male/female students. An assessment of major issues like study habits/problems, accommodation, adjustment conditions and harassment was made and presented to the forum and common understanding was reached that these issues should be minimized. Awards were given to six female students with outstanding performance in the College. This has really encouraged and inspired many female students for hard work. Some 350 students were involved in the process. About 15 male/female students were recruited as role models and mentors. Outcomes of the discussion and the findings were compiled and distributed to the concerned for action.

The 2nd Task Force also continued the previously started tasks in the Awassa College of Agriculture/Debut University. The Task Force discussed issues and measures taken by the concerned since the last initiative. Current assessment was also made with female students, the student's council and the Dean of students. As a result of the assessment made, a workshop was conducted to see the changes and the problems appreciated. Thus, it was discovered that female students problems have been well realized and steps have been taken to construct special dormitory for girls and the University conducted an Assertiveness workshop last January.

Major achievements concerning Tabor high school female students:-Conducted a study on issues of female students in Tabor Secondary School. In the assessment, girls' harassment by male students and lack of support for girls were identified as major issues. Organized discussion forum for 80 students, teachers and 40 parents. Girls' harassment, lack of facilities and availability of separate latrines for girls were the focus of attention in the discussion. This has created awareness on the part of the management. As a result some facilities have been improved and a counseling department has been strengthened. Prepared a brochure entitled "Let us encourage female students" and distributed among the school community.

Mentoring Task Force in AA: - The Mentoring Task Force organized here in A.A. planned and worked with Alemaya University. They made an assessment of the major issues concerning girls in the University and managed to discuss the issues with the concerned authorities. Especially, the problems of fresh girl-students were given attention and lack of counseling; adjustment and harassment were identified as major concerns. Issues were discussed in detail and student /staff committees were committed to take action.

Institutionalizing Mentoring:- WI also conducted a one day workshop on 'Institutionalizing Mentoring in higher learning Institutions'. This was followed by discussion on gender issues and assertiveness of girls. Deans and faculty members from Debub University; Awassa College of Agriculture, Wondo and Dilla Colleges have attended the workshop. A brochure concerning girls' education was also produced and distributed. Thirty-four females and 15 males have participated in the workshop.

Gender Issue Task Force in Awassa: - worked on Enset processing device in a nearby PAs (around Awassa). They made an assessment of the performance of devices produced by Sodo Technology Center and Sidama Plan Office and compared these with the traditional device. Women preferred the Sidama device mainly for its efficiency and simplicity. A report was compiled and presented to the Bureau of Agriculture.

Networking Task Force in A.A: - prepared a directory of Institutions working on Gender and Development. The directory was compiled and distributed to forty Institutions. The same group managed to print and circulate a monthly News Letter "TRAILBLAZER" for about a year.

Women professionals assumed leadership positions: - 5 LFC trainees have competed and managed to hold higher leadership positions: as Head of the department of Information and Culture in Bonga; Regional Women Affairs Head in Awassa; head of department in the Bureau of Investment in Awassa, and Head of Women Affairs department at the Federal Civil Service and become a lecturer by joining A.A University.

Trained professionals/DAs/supervisors training others: - about 13 trainees have trained others on different aspects of training such as LFC-training, Gender and Environment etc. Trainees from wereda council, WAO, office of Agriculture, and zonal offices of Agriculture, Information, Education and Justice in Bonga trained in Gender/Culture and Training Methodology have in turn trained 1,433 at different times.

Trainees engaged in gender and participatory planning/programming: - While all trainees claimed to have positive attitudes towards women participation in development, thirteen of the trained development agents have committed themselves towards minimizing cultural barriers like

FGM, abduction and early marriage. About 23 trainees from Yem and Gimbo have involved themselves in conducting baseline surveys on conservation in the wereda, and in collecting baseline data with WI. The applications of PRA are not limited to community surveys, but also on training others, in implementing the on going programs such as identify the major animal health problems and the most appropriate time for action, in crop protection, wereda plan and program in data collection, to pay special attention to women participation, assessing skills (training needs assessment), identify income-generating priorities, and to mobilize community for different actions (conservation, development works, etc.). Eight development agents from Yem and Gimbo used training techniques like focus group discussion, visits, and demonstration exercises in training farmers in beekeeping, poultry and vegetable production.

W/o Wubit Bekele, Zone WAO has used PRA techniques like priority ranking in assessing skills (training needs) of some 285 teachers for training. On the other hand, W/o Wulta Zewde from zone agriculture office used Matrix scoring skills to help 35 farmers identify income-generating priorities. Melese G/M, DA-has helped 20 farmers draw Natural and Social resource map of their communities. Makonnen Sahile, DA- site office has also used to mobilize farmers for constructing 31.6 KMs terraces. Kifle W/M, DA has managed to mobilize 14 farmers /M/F and constructed farm calendar of the community.

Improvement in public speaking: - Sixty trainees have proved that they can now speak in public boldly (which they could not prior to the training).

Increase in HH decision-making capacity: - They have succeeded in convincing their husbands in planning the family and deciding the household budget. Five male participants from the office of agriculture in Gimbo and another from the wereda council expressed that they now treat their wives as equals and make any decision together.

Towards academic advancement: - Many have built confidence and have promoted themselves through education. About 15 trainees were able to make maximum efforts to pursue their studies for Diplomas, B.Sc. degrees and M.Sc. degrees by acquiring rare scholarship opportunities (Government and WI).

As a result of different short-term training and continuous supports rendered by field staff, a number of visible results have been observed and reported with women farmers.

Women farmers assumed leadership positions: - The WAO of Yem Special wereda informed that 168 women leaders are involved in the management of their communities. This number was nil 3 years ago. 9-women are now elected as wereda council members. Report from Yem also indicated that 14,314 women farmers have participated in local elections in 2001 as compared to a couple of thousands the previous year.

Trained farmers who train/orient or mobilize other farmers: - trained women farmers from both Yem and Gimbo projects have oriented others on various aspects of training, including on traditional harmful practices, the advantages of being involved in different productive activities, initiated individual and group saving, and get organized in to different groups. As a result, some of organized groups in Gimbo have been registered to form associations, many have changed attitudes and are convinced to send their female child to school and early marriage is nearly abandoned. For instance, two male participants from Asher and Gessi /Yem trained in gender

and culture reported that they have convinced community people to send girls to school and to abandon Female Genital Mutilation (FGM). In Gimbo, trained women farmers in Management/Leadership and Saving and Credit have recorded remarkable results in organizing and mobilizing others for development. Four women trainees from Gimbo have organized about 420 women and 22 men and have mobilized over 4116 birr saving.

Sustainable local institutions/groups established: - Not only professional are assisted to organize themselves into groups/association, but also farmers in the respective project areas are organized into different groups through continuous supports rendered by the project following the saving and credit training. These farmers groups have eventually been evolved into full-fledged and legal cooperatives. Thus in Gimbo a total of 4 legal cooperatives have been formed and have a total of 13, 000 birr savings.

Female farmers engaged on different productive activities: Women partner farmers from Yem have organized themselves in poultry production, vegetable farming and bee keeping as a means of income generation through the joint efforts of ONFARM and short-term training. WI has organized these women in 6 groups. These women have earned a lot of income from the sale of produces.

Asefu Firde a trainee from Sotoria PA (Yem) has managed to organize 35 women farmers to work in vegetable farming. They have earned 440 Birr last season. Another M/Leadership trainee Hadekuma Shemusa has mobilized 30 women for conservation activity.

Similarly, seven saving and credit associations were formed in Gimbo. Through concerted joint efforts of WI and the office of cooperative, they are now transformed into legal cooperatives. They have 550 members (30 men) and have a capital of not less than 10,000 Birr. Trained women were also encouraged to take credit from Omo Micro finance. Many took action and involved in sheep/goat fattening, poultry farming and vegetable production. Apart from the income generated, participants have confirmed that the feeding habits of their families have also changed. These local institutions/ Cooperatives can serve as the basis for sustainable development.

Trained women farmers becoming role models:- women farmer trainees have become examples of confident women and have won the support of decision makers and development agents. W/o Amsale and Beyenech explained that they were very shy last year and were hidden when invited to attend community meetings. But today they can confidently speak in public. Another 4 of the participants have become deputy chairpersons of farmers' cooperative offices. Kassech one of our partner farmer has now become a member of the wereda council.

4.1.2. Achievements on the output indicators

Professionals and decision-makers trained: A total of 80 professionals /decision makers from SNNPRS were trained in 3 different short-term training in the areas of gender awareness, PRA and PTM during the reporting period (2002).

Women farmers trained: A total of 49 women and 5 men farmers were trained on 2 training in the areas of Management leadership and saving an credit during the reporting period (2002).

4.2. Training Results of the ANRS projects

4.2.1. Achievement on purpose level indicators

Trainees engaged in gender and participatory planning/programming:- The Addis Zemen Health Center has incorporated gender issues in its daily recorded training program to patients. Within the Addis Zemen Office of Agriculture the Home Economics section is being given greater attention with regards to reducing the workload of rural women.

Further more there is a positive attitude towards gender concern. Within the Addis Zemen Wereda Council Office initially there existed resistance to recognize gender issues as hindrances to the development process. After the training there is a significant change in attitude towards gender concerns.

Trained professionals/DAs/supervisors training others: - The trainee, Head Master from Addis Zemen Secondary School has organized and arranged gender awareness training to students. Similarly, other trainee, Plan and Program Expert from the Office of Education has also organized gender awareness training for 35 head masters and teachers. He has also prepared an action plan for a gender awareness training to be given to students.

Trainees have also been advocating on various gender concerns with both farmers and professionals. Encouraging women to organize themselves into associations or groups and to actively participate in the government extension package and to attend and continue with their schooling; They are also discussing with colleagues on HTP and traditional cultural barriers and their impact on the development process and importance of women themselves overcoming traditional cultural barriers and conquering the feeling of subordination that this has brought about.

Formation of local institutions/groups: - Establishment of Women's Club at the Addis Zemen Secondary School to bring forward problems that female students face and to jointly propose solutions.

Women professionals assumed leadership positions: - Four women have been elected to higher leadership positions within the Addis Zemen Offices of Health and Education.

Female farmers engaged in productive activities: following saving and credit training, three female trainees from Libokemkem Wereda are in the process of forming a 5-member group with the objective of establishing a small-scale-income-generating scheme. They have started by submitting a letter to the Wereda Women's Association detailing their planned activity and requesting WI for credit provision. Similarly, three female trainees from Enebssie Sar Midir have mobilized 36 female farmers to establish a saving and Credit Association. They have submitted letters to the Wereda Cooperative Promotion Office requesting their official establishment as a women's association.

Trainees in both Libokemkem and Enebssie Sar Midir Weredas have been encouraging the participation of women in community development activities. As a result, there has been a

visible increase in the number of women participating in development activities such as: polio vaccination campaigns, family planning, planting of tree seedlings for soil and water conservation activities, drainage of ponds for malaria prevention and cleaning of water wells.

Trained farmers who train/orient or mobilize other farmers: Fifteen female and six male trainees from Enebssie Sar Midir Wereda have created mass awareness on issues of early marriage, female genital mutilation, women's rights, family planning and HIV/AIDS. Over 2022 farmers (about 631 females and about 1391 males) have attended these meetings. As a result, 31 female children have been prevented from genital mutilation; 4 children have been prevented from having their milk teeth extracted; and the parents of 2 boys have taken their sons to the Wereda Health Post for treatment instead of the local healer. In addition, Management Leadership trainees have also made a great effort to raise mass community awareness on various issues that were raised during the training on different venues such as the after the Sunday morning Church service, traditional organizations such as *senbete*, *edir* and *mahiber*, over coffee ceremonies and in clinic compounds during vaccination campaigns. They have reached a total of approximately 3386 people (1767 male and 1619 female) in Enebssie Sar Midir Wereda and 991 people (438 male and 553 female) in Libokemkem Wereda with the new knowledge they have gained during the training.

Although HTP can not be totally eradicated within a short period of time, as it involves a change in human attitudes and a change in traditions that the community has been practicing for centuries the following changes have been observed and recorded by trainees:

- The communities' awareness of HTP and their physiological and psychological effect on females are increasing. Trainees have been involved in preventing 19 FGM's by convincing the parents and relatives of the baby girls.
- *In Enebssie Sar Midir Wereda a resolution has been passed to fine parents with 1000.00 birr who wed children who are not off age.*

Women farmers assumed leadership positions:-Trainees who are members of various committees within their communities are showing greater efforts to involve in the preparation of action plans and implementation of development activities with their male counter parts.

Enguday Assaye, in Enebssie Sar Midir Wereda (kebele 03), was previously very shy and didn't actively participate in kebele meetings. After the training she became more assertive and began to actively participate in committee meetings. Now she prepares action plans with her male counterparts and is one of the strongest women leaders in her community.

Ayal Yitaye, in Enebssie Sar Midir Wereda (Kebele 05), is a member of her Kebeles water committee. The committee was digging a deep well when the men refused to dig any deeper. The women expressed their concern that the well was crucial to their community and to the reduction of women's workload. The men rebuked the women. Ayal rose up to the challenge, mobilized other women and went into the well to complete the digging. She took a risk and performed a task normally undertaken by men. This motivated the men to finalize the work together with the women. This accomplishment has awakened the minds of many in the community to the great

benefits that can be attained when men and women begin working together for a common purpose.

Improvement in literacy: - Many have built confidence and are enrolled in literacy program following Management leadership training. During the initial Management Leadership Training in Enebsie Sar Midir Wereda it was seen that eleven trainees were unable to read or write. They had agreed to enter adult education classes in their individual action plans and their names had been transferred to the wereda Office of Education. During the follow-up training only two out of the eleven trainees could not read or write. All the others had enrolled in adult education classes and have mobilized other women in their communities to join up. Although the number of women in adult education classes is still very low there seems to be a slight improvement within the wereda. One trainee in Enebsie Sar Midir Wereda has encouraged 21 men and 18 women to enroll in adult education classes.

Werke Abate from Libokemkem Wereda (Ginaza Kebele) has been involved in enrolling 18 female and 25 male children of her community into the nearby Junior School.

4.2.2. Achievements on output level indicators

Professionals and decision-makers trained: - A total of 263 (79 females) professionals /decision makers from ANRS were trained in the 7 different short-term trainings in the areas of gender awareness, HIV/AIDS, PRA, M and E, Participatory Training Methods during the reporting period (2002).

Women farmers trained: A total of 143 women and 58 men farmers were trained on 5 short-term trainings in the areas of saving and credit, management leadership, gender and cultural barriers during the year 2002.

5. Other Monitoring and related activities

During the reporting period, the following Monitoring and related activities have been accomplished.

Stakeholders Forum at Yem:- WI senior staffs together with site coordinator of Yem has organized the stakeholders forum at Yem. A large number of representatives from line offices: offices of agriculture, cooperative promotion and rural development, wereda council, target communities (men and women) have participated on the forum. The objectives of the forum were to share experiences on achievements of the project, pinpoint future direction, build transparent partnership among project stakeholders, and establish project steering committee that eventually serves as phasing over committee. The program incorporates discussion and field visit. The whole process were educative and very inspiring.

Phasing over strategy: - WI has developed a detail document for phasing over the different project activities for the Yem and Gimbo projects. The views of the stakeholders have been incorporated through on-site discussions made with them. The document clearly indicates that the current status of each project activities, the potential gaps for the handing over and the future

directions to ensure sustainability and facilitate smooth handing over of activities to the concerned stakeholders. The document was submitted to USAID/E and comments and feedback have been received through discussion. Accordingly the document will be

Institutionalizations of the phasing over process: - The Amharic scripts of the phasing over strategy document had shared with the wider groups- representatives of beneficiaries, line offices and the wereda council at Yem and Gimbo. Once the concepts, rational and procedures of the phasing over strategy document have understood well by the participants, the project phasing over committee was formed. The committee will oversees, monitor and supervise the different project activities. At the end, the committee will eventually transform to serve as phasing over committee for continuity of the project activities. At both sites, the committees had agreed to be chaired by the head of the rural development, and WI site coordinators would serve as secretary. Representative from the beneficiaries, 2 from Yem and 3 from Gimbo had been represented. After the project phased out, the office of Agriculture would serve as secretary.

Backstopping visit to the projects: - brief discussions have been held with Yem and Gimbo Site coordinators on issues of reporting project results. Consensus has been reached with the site coordinators and component coordinators on reporting results towards the end of the third quarter. While reporting on approved performance monitoring indicators are a priority, it was agreed that case studies that show success stories in a more comprehensive manners appeared to be important.

Documentation of project results/impacts: - documentation of project results and impact has been facilitated. Accordingly, draft-monitoring report of up to the third quarter were presented for training project component and the southern projects that needs to be updated by the next quarter. In addition, project results of the ANRS would be prepared and presented during the next reporting period.

M and E workshop: - SMEC had participated a workshop on M and E organized by USAID/E. All USAID/E partner institutions have participated in the workshop. Accordingly, all partners are required to establish a workable Monitoring and Evaluation system with the concept of "managing results".

6. Plan of action

- Finalize the phasing over strategy document by incorporating the feedback /comments of USAID/E
- Backstopping visits to the projects to facilitate documentation of impact and annual monitoring reports
- De-briefing to WI senior staff about the M and E workshop given by USAID/E so that all would have mutual understanding on USAID/E's M and E concept and practices.
- Documentation of project impact and annual monitoring report.