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Christian Relief & Development Association (CRDA)
P.O.Box 5674
Addis Ababa, Ethiopia
Tel. 65-01-00
Telex: 21307
Fax: 65-22-80

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CRDA Workshop on Women in Development

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ACRONYMS

TGE - Transitional Government of Ethiopia

WID-Women in Development

GAD-Gender and Development

RRC-Relief and Rehabilitation Commission

NGO-Non Governmental Organization

GRC-Grassroots Community

CERTWID-Center for Education, Research, and Training for WID

ECA-Economic Commission for Africa

T.O.T-Training of Trainers

DELTA-Development, Education, Learning, Training and Action

UN-United Nations

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1. INTRODUCTION

The Christian Relief and Development Association organized a one-day Workshop on WID, which was held at the Ghion Hotel, in Addis Ababa, on June 30, 1995. It was attended by 176 WID experts and senior management staff of CRDA member churches and agencies.

The Workshop was officially opened by Brother Augustine O'Keeffe, who said that the major objective of the workshop was to serve as a forum where CRDA member churches and agencies could collectively reflect on their women specific and related programmes and projects with a view to developing a realistic strategy.

He then went on to point out that "one encouraging development in recent years is that the number of CRDA members actively involved in the promotion of women's interests has been growing steadily. We have now about 50 members with women specific programmes."

He then expressed his conviction that the Workshop together with the Exhibition/ Bazaar would pave the way towards a more concerted effort and foster greater collaboration and cooperation among CRDA member churches and agencies as well as the Government and NGOs.

The workshop addressed major gender specific issues of common concern to all CRDA member churches and agencies. Based on the findings of a CRDA inventory survey, which was further developed by comments and opinions of participants of the workshop, it tried to map out strategies for common action in the future.

The Workshop formed part of a package, whose other components were the Exhibition and Bazaar that run from June 28 to July 2, 1995 at the Ethiopian Cultural and Exhibition Centre, Addis Ababa. The three components shared one major theme; namely gender sensitivity and the promotion of women's interests.

This special event was organized with the help of CRDA member churches and agencies and the Gender Interest Group that are actively engaged in activities geared towards the promotion of women's interests. Although only 50 of CRDA's members with women specific programmes exhibited/sold their products, the special programme benefitted from the contributions of all members, as the rest too have integrated programmes that, interalia, cater to the needs and interests of women.

The proceeding contains a summary of the opening and closing statements of both the Exhibition and Bazaar as well as that of the workshop. While plenary presentations by the consultant and the panelists are the main features, the highlights of the discussions and recommendations are also reflected.

It should also be noted that only the highlights of the survey report are reflected. This is because the unabridged version of the original study is being sent out to participants at the same time. Such an approach has been adopted, because it was believed that participants would benefit more from the full text of the survey report which looked at the various problems NGOs faced in the promotion of women's interests, and contains recommendations emanating therefrom.

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The views and opinions of the panelists that critically examined the report as well as the Exhibition/Bazaar have been put in a separate text in order to show the reactions it provoked from them and the Workshop participants.

A brief chapter that looks at the other components of the package has also been included in order to provide a bird's eye view of the entire process. An Amharic poem read at the workshop is also annexed.

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2. THE EXHIBITION/BAZAAR

CRDA organized a WID Exhibition/Bazaar, in which 43 members and 45 of their affiliates displayed their programmes/projects and products. As indicated earlier, it run from July 28 to July 2, 1995 at the Ethiopian Cultural and Exhibition Center. The Exhibition/Bazaar/Workshop marked a special occasion as NGOs for the first time collectively organized such an event in order to familiarize government officials, the international community and the public at large with their gender related activities as well as to review their work, find solutions to some outstanding problems, and map out strategies for common action in the future.

The Exhibition/Bazaar had various components. In addition to the products, which were mainly the result of member's income generating activities, project profiles were also displayed. Charts, graphs, video shows and other visual aids were used to demonstrate members' activities. The latter helped demonstrate the various WID activities CRDA members are involved in.

The Exhibition/Bazaar also offered participants the chance to sell their products, and at the same time helped them realize how viable their income generating activities were. The total amount of sale stood at Birr 90,461.50.

The whole programme was designed in such a way that it caters to the needs of various groups of people. To make the event more interesting and lively two musical bands (one modern, and the other traditional) performed on the weekends when a larger number of people was expected to visit the Exhibition/Bazaar.

On the week days, arrangements were made for the staff of various ministries and NGOs to visit the Exhibition/Bazaar. A good number of these and the public at large gave their comments regarding the event on the visitors' book that was left at the exit point. Apart from invited guests, the number of visitors, stood at 4337.

Most comments made it clear how glad the public was to see the organization of such an event which was different in nature, form, and purpose from other programmes exhibited at the center, and called for similar efforts in future. They, at the same time, indicated that they considered the occasion an eye opener for it enabled them to better understand the activities of NGOs that have always worked hard to promote the interests of GRCs, but, nevertheless, preferred to keep a low profile.

One major drawback was said to be that the items exhibited lacked variety, and that some of the items for sale were very expensive.

The Exhibition/Bazaar was officially opened by Wzo. Tadelch H/Michael, Minister of the Women's Affairs Bureau in the Prime Minister's Office. In her keynote address, Wz. Tadelech H/Michael indicated how glad she was to see that more than half of CRDA's members have gender specific and integrated programmes. She indicated that the economic aspect of the gender problem needs to be given a lot of emphasis, not only because it is regarded as a means of improving the living conditions of poor women at the grassroots level, but also because it serves as a means of em-

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powering women politically. Women would also be in a better position to remove backward cultural practices if their economic positions are greatly enhanced.

She went on to point out that the TGE is committed to integrating gender issues in the overall development strategy of the country, and added that in several sectoral policies formulated, women issues are given priority consideration. Wzo. Tadelech concluded by indicating that "The national women's policy intends to treat the subject both as a whole, i.e., in its entirety, and as a multi-dimensional issue, and tackle the major socio-economic problems so apparent in the lopsided relations of the sexes." She added that Women Departments in the different line ministries and in the regions are established for the implementation of the policy and essential follow ups.

Ato Birhane Gizaw, the Deputy commissioner of RRC, in the speech he read on behalf of the Commissioner, indicated that within the specific situation of the Ethiopian reality, development primarily refers to the efforts exerted in order to change and improve the economic situation of the rural people, who account for well over 85% of the country's population. Ethiopia's socio-economic growth and development very much depends on the modernization of agriculture and the expansion of rural technology. This can only bear fruit when the participation of women - a key element in development strategy - is given the attention it so rightly deserves by policy makers and development planners.

Coming to the specific mandate of his office, and in relating experiences in the humanitarian sphere, especially in the areas of disaster prevention and emergency operation, he said, "it is an established fact that women and children, as the most vulnerable sectors of the population, suffer the most whenever natural and man-made disasters occur. Mothers bear the brunt of the problem as they are responsible for their families, for their children and for themselves." This, he said, was why in disaster prevention strategies the focus of attention will have to largely concentrate on women and children. In conclusion, he indicated that the role of women as active participants of disaster prevention ought to be promoted for a meaningful risk avoidance and crisis management.

In his welcoming speech, Ato Leulseged Alemayehu, Chairman of the CRDA Executive Committee, said that one major item that has gained prominence on CRDA's agenda in more recent years has been the promotion of women's interests. Committed to the cause, it has, among other things, ensured the gender sensitivity of programmes and projects it finances. As of recent, it has also undertaken several other measures meant not only to support and strengthen the WID activities of individual members, but also foster closer cooperation and coordination through the creation of a network of women's groups.

He went on to say that the national policy on women as well as other relevant international literature depict how women toil, labour, and provide, but are denied the right to decide on, or share from the fruits of their labour. He indicated how this adversely affects and retards economic growth and development, and emphasized the need for developing countries like ours to correct the flaw if they are serious about their intentions to arrest and finally reverse the negative growth apparent in their economies.

Coming to the specific Ethiopian situation, he said that measures so far taken by the TGE have been encouraging, and that they have been in the right direction. He, nevertheless, indicated that the goal is very far

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from where women find themselves at present, and added that how soon one gets there depends on how fast one moves. He concluded by indicating that it is hoped that the Exhibition/Bazaar/Workshop would help demonstrate that the NGO community means business, and is committed and dedicated to the promotion of women's interests.

Wzo. Kibre Dawit, Chairperson of the CRDA Gender Working Group, who set out the aims and objectives of the Exhibition/Bazaar/ Workshop, said that the NGO community was delighted to see the organization of the special event, because it provides an occasion to show that women can be trail blazers, rather than trailing behind.

In indicating that the Exhibition/Bazaar/ Workshop would look closely and observe what CRDA is doing to promote women's interests, she pointed out that when the work of a membership organization like CRDA is reviewed, it is the inputs and efforts of individual members that will be scrutinized. Such a membership organization is, therefore, as strong or as weak as its individual members allow it to be.

She indicated that the event which would, among other things, help map out strategies for creating a strong WID network at the national level, would not limit itself only to doing more effectively what NGOs have been doing all along. It should go beyond, and seek ways and means of improving them or, if the need arises, adopt new strategies that would better suite new conditions and situations and solve such major problems as the marginalization of women in the national economy.

The Exhibition/Bazaar received a fair amount of media coverage by both the Government and the private press. Both applauded the efforts made, and indicated the need to organize similar events in future as they would help introduce the public with activities that NGOs undertake, as well as enable the NGOs to gauge public reactions, and assess market opportunities. The opening of the Exhibition/Bazaar was attended by about 500 invited guests, including prominents personalities like ministers, ambassadors, U.N. country representatives and NGO community leaders.

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3. SUMMARY OF THE REPORT ON "THE INVENTORY SURVEY ON THE ACTIVITIES OF CRDA MEMBER CHURCHES/AGENCIES IN THE AREA OF GENDER ISSUES"

3.1 Background

Of the existing one hundred and four (104) CRDA member Churches/agencies working in the area of Relief, Rehabilitation and Development, forty eight (48) member organizations, which are actively engaged in women specific or related programmes, were selected by CRDA to be included in the survey. The survey was expected to establish the status (nature and type) of the work so far done by the organizations with regard to the promotion of women's interests so that workable strategies can be formulated.

Based on the survey objective, a questionnaire was designed, reviewed and commented upon by the CRDA Gender Working Group, before it was finalized and sent out to the forty eight (48) member churches/agencies through CRDA on April 30, 1995.

Of the forty eight (48) organizations, thirty six (36) or 75% filled in the questionnaire. And of the thirty six (36) members, twenty one (21) or 58% were indigenous agencies and the remaining fifteen (15) or 42% were international.

3.2 The Survey Result

The major findings of the survey were as follows:-

3.2. 1 Regional distribution and major areas of intervention by type of organization:

- Of the 36 (thirty six) respondents, 9 (nine) organizations implemented their programs in Addis Ababa, 14 (fourteen) realized their programs outside Addis Ababa and 13 (thirteen) availed their services both in Addis Ababa and outside.

- The organizations surveyed were involved in more than one activity. The major areas of intervention are income generating/savings and credit, health care and education, water development programme, skill/vocational training and adult education, agriculture, conservation, appropriate technology input and advocacy.

- Organizations which implemented integrated development programmes (both in rural and urban areas), and which have more than five or more components were 8 (eight) or comprised 22%.

3.2.2 Demography of Organizations

Out of the 36 (thirty six) agencies, 29 (twenty nine) revealed the percentage of their women staff in their respective organizations, and 30 (thirty) indicated the level of responsibility given to their women staff.

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- While women constituted from 25% to 50% of the total staff size in 26 organizations, only less than a quarter in the remaining 10 (ten) organizations were females. Overall few women were placed in professional/high profile management position.

- 70% of the 34 (thirty four) organizations assessed and rated their highly placed women staff as competent.

3.2.3 Structural Effectiveness

- Of the 36 (thirty six) respondents, only 19 or a little over 50% of the organizations confirmed that they have GAD/WID structures.

- This does not however mean that some of the organizations that do not have a focal point are insensitive to gender issues.

3.2.4 Planned Training and Staff Development

- Of the 36 (thirty six) organizations 27 (twenty seven) or 75% of the organizations had planned training and staff development programmes. Women staff were given the opportunity to be trained in non-traditional areas such as development planning, reflecting the existence of quality of opportunity/access.

3.2.5 Gender Sensitization Workshops

- 14 (fourteen) or nearly 40% of the organizations had organized gender sensitization workshops in the past three years. The fact that the workshops were geared to senior staff and those at the middle management level reflects that organizations are on the right track to institutional capacity building.

3.2.6 Programmes, projects and Activities Implemented by Organizations

- Among the major areas of intervention indicated under paragraph 3.2.1 it is interesting to note that 29 (twenty nine) or 81% of the organizations were involved in the provision of credit and the establishment of income generating activities.

3.2.7 Basis of Activity Selection

- Different survey methods, including RRA/PRA, were adopted as a basis of activity selection. Since the incorporation of gender perspective in development plans seems inadequate, the adoption of an analytical framework and the application of gender analysis tools were suggested for future program/project design in order to monitor and evaluate existing activities.

3.2.8 Strengths and Weaknesses

Some of the major reasons for satisfactory performance indicated by 83% of the respondents were:

. Participatory need identification, flexibility in implementation, close supervision and follow up,

. Training and awareness raising which enables women to acquire new knowledge and skills,

. Income generation which enables women to be independent and achieve appreciable standards of living,

. Committed staff and communities working in partnership.

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- 58% of the organizations under study considered the following causes for unsatisfactory/poor performance:

. Lack of managerial skill, insufficient fund, inadequate need assessment and follow up

. Low awareness level and lack of empowerment on the part of target groups

. Insufficient fund to run programs with efficiency

. Decline of sales and failure to respond to the market situation

3.2.9 Sustainability

32 (thirty two) of the organizations indicated that target groups were given the opportunity to manage their own affairs through a number of means, which included the establishment of a structure and the placement of women in leadership positions, as well as on the job training and proper sensitization.

3.3 Master Strategies

Three Master Strategies were put forward to provide basic directions for action. The Master Strategies were:

- Creation of an Enabling Environment for Gender Equality;

- Building and Strengthening Institutional Capacity; and

- Training and Sensitization.

In order to put forward the above broad strategies, a proper assessment of the following needs to be ensured:

- The UN World Conferences on women and their positive impacts;

- Past and present policy issues that affect women in Ethiopia;

- Role of humanitarian organizations and their network;

- Common features of organizations;

- Resource capability and mobilization; especially that of indigenous organizations.

- Human resources strategy with emphasis on gender balance;

- Existing positive trends and areas of concern related to issues;

- The existing advocacy roles played by organizations and means of strengthening their advocacy networks and platforms.

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4. PANEL DISCUSSION

The main objective of the panel discussion was to look at the whole package, i.e., the Exhibition/Bazaar/Workshop as well as the results of the inventory survey critically. It also sought to assess the strengths and weaknesses of individual programmes and their overall impact.

The panelists were:

Mrs. Rita Pankhrust - Private Consultant
Mrs. Francoise Wege - African Women's Center, ECA
Dr. Wana Leka - Lecturer, AAU
Wzo. Zewdie Abegaz - WID Programme Officer, UNICEF

Panelists were invited to critically review both the report of the inventory survey as well as the Exhibition/Bazaar. They were requested to divide between them the following four broad topics meant to serve as the basis for their comments and discussions. These were:

a. The nature and scope of the NGOs' programmes/projects - from the perspective of current WID concepts; the social, economic and technical feasibility of the projects; the role of women in the production process; potential for growth etc.

b. Sustainability of existing programmes/projects:- involvement of beneficiaries, training, feasibility of maintenance, continuity and replicability; control over the means of production, products and benefits; prospect for self-reliance etc.

c. Policy and Strategic Issues:- gender policies of the organizations (if any), incorporation of Women's Affairs Units in the organizational structure, and involvement of women staff in the decision making process, conscious effort in the formulation of gender sensitive projects/programmes; networking, etc.

d. Overall status of NGOs WID activities in relation to the experiences of other countries - developing and developed.

In their presentations, the panelists that critically examined the whole event said that the Exhibition/Bazaar/Workshop had, in general, successfully met the objectives enunciated at the out set. They also indicated that the event helped inform the public about the efforts being made to improve the economic situation of GRCs in-general, and rural women in particular. They also applauded the efforts to upgrade their handicraft skills as this would help them earn some extra money to supplement their meager resources.

The event in itself was highly commended as it helped not only foster closer cooperation and collaboration among CRDA members engaged in WID activities, but also provided a forum for sharing experiences and learning from each other. It also served to sensitize those NGOs that have not yet done so to initiate programmes and projects that would benefit both men and women equally.

Some of the main problems the panelists raised were:

- lack of diversity in exhibited products
- poor access to improved technology
- inadequate or poor feasibility study regarding market opportunities

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- inexistence of credit and saving facilities or institutions like the Grammin Bank.
- lack of appropriate human resource development

Other major points raised are reflected in the recommendations presented here below:

Access to resources

One major stumbling block that severely limits the upward movement of women in the social ladder is the lack of access to resources. Moreover, as society is hide bound by cultural biases, women are deprived of educational opportunities, and denied responsible positions, which could have helped them prove their worth. Such a practice has contributed to compound the problem and justify the bias. This jaundiced approach has been mainly responsible for keeping women in perpetual bondage, and relegating them to an inferior position.

It would, therefore, be essential to look for means of increasing their access to resources, as well as other opportunities and benefits.

Self support

Although women specific programmes abound, they have not brought about the desired result, especially with regard to reducing dependency.

NGOs with projects at GRC level, which should aim at providing beneficiaries with the skill and knowledge needed to run them after the phase out period, don't seem to do so in a way and manner, or in the time span expected. NGO staff may perform certain tasks themselves rather than encouraging beneficiaries to carry them out, because they think they can do it better and faster. But, this won't help in the long run. There, therefore, is a need for a change of attitude in this regard. One will, for example, have to believe in poor women's ingenuity and capacity to manage finances of small enterprises. Efforts, it was said, need to be made to change this situation.

Sustainability

In this regard, one thing most essential seems to be to undertake feasibility studies that would help determine the market situation, both at district and regional as well as zonal and national levels. If such studies had been earnestly undertaken, one would have seen products of diverse nature, rather than the sewing and knitting merchandise that mainly filled the stands from one end of the hall to the other. These studies should also look into possibilities of catering to the needs of selected segments of society. This would be needed in order to help the poor by milking the rich. Such other factors as the availability of raw material, technical expertise, and skilled workers should also be given serious consideration in this type of study.

Macro economic situation

A serious study of the macro economic environment is also essential as NGOs can not hope to create islands within their limited areas of activity. They have to closely follow trends in the economic sector in order to keep pace with the times and developments.

Capacity building

Continued efforts at capacity building should be made by those that mean business in declaring their intentions to improve the lot of women. Exposure to better working methods and access to improved technology would greatly enhance women's efficiency and relieve the pain sustained due

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to the long and monotonous back breaking work they have to endure.

As it has been shown that even access to tap water greatly reduces the workload and stress, and provides women with more time to do other important things, it was thought best if this issue were to be given the utmost attention. Such a measure would also provide women with the time they need to develop their God given natural capacities and talents. The strong bias and prejudice apparent in the society can, even if slowly at that, be effectively eroded only when we make relentless efforts to disabuse the male dominated society of ingrained habits that have, through time, been understood and accepted as the normal order of things.

Sensitization programmes as well as skill training and upgrading measures should, therefore, be accorded the highest importance in the fight against gender bias.

As a major component of capacity building, training will open a new vista for women by providing them with the essential tools to increase and diversify production, as well as enhance participation. Such a measure would also enable them to effectively participate in project cycles that extend from planning to implementation and monitoring. Possibilities of assuming senior management positions by women would also increase if they make persistent efforts to improve their educational background and access to resources.

Empowerment

Empowerment through access to information, education, technology, resources and opportunities is essential to ensure the enhancement and improvement of women's positions in society.

Policy issues

Policy creates an enabling environment, and helps ensure fairness and justice in the distribution of benefits and responsibilities between the sexes.

NGO's gender policies should see to it that their organizational structure would provide women with equal opportunities as it does to men. It should ensure commitment to the gender cause and a systematic approach to problems associated with it. Such policies should also have provisions for remedial and affirmative measures. The various laws, decrees and proclamations of the state should also be studied in order to better understand them, and fight for the implementation of rights enshrined therein.

Control over resources

Policies should also look at ways and means of increasing women's control over resources, and improving their skills of financial management.

As time saved is money gained, the time women spend in productive and reproductive roles should also be assessed with a view to alleviating the burdens of family responsibility.

From the Perspectives of NGOs in other countries

A. Advocacy role:- NGOs that play advocacy roles or focus on sensitization programmes strive to, first and foremost, bring about attitudinal change among women that accept their traditional roles that relegate them to inferior social positions as part of the natural order of things.

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They also try to influence legislature and policy at regional, national, and international levels. In so doing, they focus on action - oriented research that would bring about a significant change in the social status of women, and defend women's rights.

CERTWID could play such an advocacy role.

B. Relief NGOs:- focus on addressing pressing needs, and relieving immediate problems. They also try to protect women from violence and exploitation, and help displaced people and returnees. Poverty reduction and environmental protection is also a source of major concern.

C. Operational NGOs:- though these don't generally undertake projects that generate much income, they try to improve women's productivity and living conditions by facilitating their access to improved technologies, as well as financial and credit sources.

It was also pointed out that a report of ECA on the role of NGOs in rural development shows that African NGOs are the main agents of development. They advocate self reliance, and promote sustainability.

NGOs, it was said, are more efficient at delivering services than governmental agencies. This is because they specialize in a particular type of assistance and concentrate on a specific geographic area. The limited scope of many local NGOs lends a sense of urgency to the challenge, and creates a special sense of mission, while, at the same time, reducing bureaucratic red tape.

It was, at the same, pointed out that NGOs that try hard to secure funds without proper planning, and the run amok belief that they can overwhelm major problems with money, do run into serious problems as their human resources don't correlate to their ambitious plans.

Finally, a lot of emphasis was put on strengthening the NGO forum on women as it would help NGOs to coordinate efforts and focus on priority areas in line with national development programmes and plans. It was also pointed out that Ethiopian NGOs should give the issue serious consideration as it would greatly contribute towards the formation of a partnership in development with government counterparts, and foster close working relations with international agencies.

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5. RECOMMENDATIONS

The recommendations are a result of group discussions. As there were three different groups that tackled different aspects of the gender issue, the recommendations are presented as reported by each group.

Group I

5.1 Policy Issues

- This group looked at the impact of existing policies on the WID programmes of NGOs. The effect of the National Policy on Ethiopian women was also closely looked at.

5.1.1 NGOs and church agencies need to be aware of the gender issues specified in the Constitution. The Constitution is very specific on women's issues. It encourages the creation of situations that would enable women to compete and participate on the basis of equality with men in political, economic, and social life, and to gain access to opportunities and positions in public and private institutions.

5.1.2 All NGOs and church agencies should consider the impact of government policies on themselves, so that they would have a voice in the formulation of national policies. They should also look at possibilities of coordinating efforts with government agencies, and assisting them with the implementation of gender policies.

5.1.3 NGOs and church agencies also need to look at revising their existing gender policies or drawing up new ones in cases where they don't exist.

5.1.4 NGOs and church agencies should strive at getting appropriate fora that would enable them to inform people at the grassroots level of their rights.

5.1.5 The major task of NGOs with regard to the gender issue is to redress the inequality that exists between the sexes, the creation of job opportunities, as well as fostering a conducive atmosphere that would enable women to appreciate their self worth.

5.1.6 Create strategies to conscientize men and women with a view to bringing about attitudinal change in so far as gender issues are concerned.

5.1.7 To incorporate gender issues in development planning within each organization so as to ensure that decision makers are committed to the implementation of gender sensitive programmes/projects.

5.1.8 Need to link and coordinate with the Women's Affairs Bureau

5.1.9 Need to facilitate T.O.T. by conducting methodology courses as DELTA, which is training in transformation, or Development, Education, Learning, Training, and Action.

5.1.10 Need to educate women about their own rights.

5.1.11 Donors resources earmarked for women programmes must be strictly used only for the purposes originally intended.

5.1.12 Need networking at all levels.

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5.1.13 It is important not only to set policies and designate funding, but also to ensure that an effective process for monitoring and evaluating programmes is in place.

5.1.14 The media needs to be sensitized to women's issues, and encouraged to use politically correct language.

5.1.15 It needs to be recognized that multidisciplinary projects benefit women.

5.1.16 Disagregated data collection is important to show the bias against women.

5.1.17 Advocacy of gender issues must be promoted.

Group II

5.2 Existing NGO Activities

Existing NGO activities are divided into two major categories; namely women specific and general. It was pointed out that although both benefit the community at large the women specific programmes focus on providing women more chances to become productive members of society, and play important roles in the decision making process.

5.2.1 With regard to the various programmes, it was indicated that the saving and credit schemes, for example, provide women with the necessary financial resources to become major actors in the decision making process, and have a say on how savings are used. Appropriate technology is another of the important elements which helps women save time, and allow them to do other important things.

5.2.2 Members of the two groups that dealt with the issue indicated that it would be essntial to:

A. make sure that affirmative recruitment policies are formulated,

B. devise ways and means of upgrading women staff,

C. design gender sensitive programmes, and encourage the evaluation and monitoring of such projects accordingly (as per criteria set at the outset)

D. avoid piecemeal efforts, and make sure that training efforts are coordinated. Training programmes should also focus on improving the leadership qualities of women.

E. make efforts at upgrading specific skills.

F. take measures that would promote self reliance and confidence.

G. adopt appropriate technology that would help women save time, money, and energy.

H. initiate strong credit and saving programmes. What would be essential to note in this regard is that they have usually been considered side issues. It would, therefore, be essential to make these main line issues with a view to helping women become more independent, and have a say in their future.

I. plan for getting enough resources not only to initiate new programmes, but also improve already existing ones. This, however, does not refer only to financial and material resources, but also the human dimension of the issue.

J. diversify away from handicrafts

K. establish day care centers. It was noted that mothers and older siblings spend a

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huge amount of their time by taking care of children. If day care centres are established, they would lighten the burden.

L. make efforts to include women at all levels.

N. encourage the taking of measures that would promote sustainability.

M. do all we can to find solutions to difficult cultural practices that relegate women to inferior positions. In this regard, it was pointed out that women are not allowed to attend important meetings. When they do attend, they are not allowed to speak. And if they speak, they are not taken seriously.

Group III

6.3 "**What Next**"

5.3.1 Lessons learnt from the Exhibition/ Bazaar/Workshop:-

- Products were similar, and focused on knitting and sewing, and they were mainly of low quality
- Participants could see that it was essential to revise NGO gender policies, and conduct skill upgrading as well as carrier development courses.

5.3.2 The main objective of future plans should be looking at possibilities of fostering greater cooperation and collaboration between NGOs and the Government.

5.3.3 The most effective means of creating networking and streamlining efforts is the establishment of technical shops or centres that will enable all NGOs to display and sale their products, as well as learn from each other's experience.

5.3.4 Serious study needs to be made in order to:

- link up and exchange information
- get information on existing industries in Ethiopia
- gather marketing information, and
- collect information on available technology

5.3.5 Saving and credit schemes are essential for sustainable growth and development of financial institutions. Such services could be provided through financial institutions that operate at grassroots level.

5.3.6 NGOs should play an advocacy role in so far as the promotion of women's rights and interests are concerned.

5.3.7 Collaboration between NGOs and the Women's Affairs Office and other government institutions should be encouraged.

5.3.8 Call upon CRDA to organize similar workshops, or WID events to promote home based projects.

5.3.9 NGOs need to study possibilities of a more coordinated effort in order to improve the quality and standard of their products. This needs to be done with a view to upgrading the level and quality of home-based production into one of semi-industrial standard.

5.3.10 Should consider mass or large scale production in order to cater to the needs of the community at large. This would require ensuring that products are competitive, and they are marketed at reasonable price.

5.3.11 In large scale production, need to stick to participatory approach, which would mean equipping GRCs with skills to identify and prioritize needs, as well as planning and implementing projects by themselves.

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5.3.12 A participatory approach, however, needs a lot of patience, and this does not suit very well donor budget and reporting requirements. Efforts should, therefore, be made to bring about a change of mind and attitude regarding such an approach. It might be time consuming, but most rewarding in the long run.

5.3.13 Prepare exchange programmes and field visits to share experiences and learn from each other.

5.3.14 Set up networks as necessary. This, however, has proved difficult as there is strong competition among NGOs and compartmentalized approach.

5.3.15 Regional networking seminar should be organized by CRDA by getting like minded NGOs together.

5.3.16 Appropriate resource centres need to be established. Existing institutions like Selam could also serve as resource centres. This is essential as most things are produced by using traditional techniques, and we need to widen our technology base in order to be able to produce better quality products at a lesser price, and also to make sure that women own means of production.

5.3.17 Resource centres could have three objectives

a. They could come up with techniques or technologies that would help reduce women's workload
b. They could provide fora for information sharing and analysis, or
c. Establish an appropriate technology working group.

5.3.18 Collaboration between NGOs and the Government requires the establishment of a better information sharing mechanism CRDA could also work towards the realization of the said objective.

5.3.19 NGOs need to conduct feasibility studies which involve communities. This will help avoid problems faced by NGO projects that don't generate sufficient income for women groups.

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6. CLOSING REMARK

In his closing speech Brother O'Keeffe indicated that CRDA will continue to coordinate and assist WID activities of its members churches and agencies in close collaboration with the Gender Interest Group. They would also be following up on the recommendations of the workshop.

He also pointed out that CRDA will provide relevant information regarding activities and consultants in the field from its data base. This, he said, would help those that would like to share experiences, or streamline their efforts and pull their resources together and act in unison.

He finally pointed out that various groups of people participated in the preparation of the event. He then went on to thank the panelists, the chairpersons, the participants, as well as the CRDA Gender Interest Group and the staff of the Training and Workshop Department for their invaluable contributions to the success of the workshop.

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ብዙ ተፈጥሮን ለመከላከል
ላለመሸነፍ በመታገል
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ኩራዝ አዘጋጅቶ ጨለማን ድል ነሳው
ለአንድ አፍታ ስናጣው ሰው ሠራሹን መብራት
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ተራመጅኩ ሲሉ መደናቀፍ
መውደቅ በምናምን መጠለፍ
ደመና እንኳ ሲጠቁር
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የሰሞኑ ጨለማ ማስፈራቱ
ዘንቦ እስኪያባራ ከብደቱ
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የረሀብ የጥማት
የመቸገር የስደት
የጽህነት የኃላ ቀርነት
ጨለማው ነው ድቅድቅ ነጣ
ያሸሸጉበት የሌለ

ዙሪያው ጭጋግ ብርሃን አልባ
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ታዲያ ይህንን ጨለማ ለመግታት
በብርሃን ለመተካት
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በህክምና በጤና አገልግሎት
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እንደ ጨረቃ ደማቂ
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CCRDA

Christian Relief and Development Association
Workshop
On
Women in Development
Programme

June 30th, 1995

Venue : Saba Hall, Ghion Hotel

	Chairperson -	*Sr. Jember Tefera* *Co-ordinator, IHA/UDP*
08:30 - 09:00	-	Registration
09:00 - 09:10	-	Opening CRDA
09:10 - 09:45	-	Presentation on the outcome of the survey Wzo. Meseret Shiferaw Private Consultant
09:45 - 10:30	-	Discussion
10:30 - 11:00	-	***Coffee Break***
11:00 - 11:50	-	Role of NGOs in Women in Development - Critical Review of the Exhibition/Bazaar/Survey Result - Presentation by Panelists: Mrs. Rita Pankhurst Mrs. Francoise Wege Wzo. Almaz Eshete Dr. Wana Leka Wzo. Zewdie Abegaz
11:50 - 12:20	-	Discussion
12:20 - 12:30	-	Introduction to Group Work
12:30 - 13:30	-	***Lunch Break***
	Chairperson -	*Wzo. Zewdie Abegaz* *Programme Officer WID, UNICEF*
13:30 - 15:30	-	Group work
	-	Present NGOs WID Activities and Future Directions
15:30 - 16:00	-	***Coffee Break***
16:00 - 16:30	-	Plenary Presentation
16:30 - 17:00	-	Adoption of Recommendations

CCRDA

List of Participants
CRDA Workshop on Women in Development
June 30th, 1995

No.	Name	Organization
1.	Nejaha Bekri	S.H.I.D.
2.	Yeshimebet Gemeda	ASE
3.	Mulumebet Mertatsidk	CARE
4.	Atnafu Demissie	Ethiopian Aid
5.	Sr. Fulria Coneordia	Consolata Sisters
6.	Hailemariam Yoseph	Ursolin Sister
7.	Beppe Magri	LVIA
9.	Alemtsehay Yemane	SIM
10.	Kebebush Eyoel	KHC
11.	Akino Kitazume	JVC
12.	Aster Tesfaye	JRS
13.	Zemedkun Baykeda	MKC
14.	Fisseha Masresha	CRDA
15.	Fekade Tsefaye	CRDA
16.	Bro. Augustine O'Keeffe	CRDA
17.	Ato Hagos Araya	CRDA
18.	Sr. Dehne Megiste	CRDA
19.	Wzo. Bazgenawork W/Medhin	CRDA
20.	Wzt. Mesert Mulugeta	CRDA
21.	Engliz Diyan	CHER Eth.
22.	Israel Habtamu	FHI
23.	Mekdes Abebe	EENGO
24.	Sr. Jeresa Yohannes	SCC (FMOC)
25.	Kebede Mammo	ACTIONAID
26.	Melkamnesh Alemu	EECMY/LWF
27.	Elizabeth Getahun	EECMY/LWF
28.	Tesfu Yeshaw	GRRDA
29.	Nigist G/Hiwot	GRRDA
30.	Selamawit Tadesse	REDD BARNNA - Eth.
31.	Sophia Bahta	BHCV
32.	Alemstehay Mulat	RADDA BARNEN
33.	Glenesh Haile	RADDA BARNEN
34.	Genet W/Gebriel	BHCV
35.	Ann King-Grosh	MME
36.	Yoome Mildied	SIM
37.	Michael Melles	SIM
38.	Belaynesh Dinsamo	KHC
39.	Francoise Wege	ECA/ACW
40.	Jan WM Ermers	JRS
41.	Tsegaye Alemu	GOAL
42.	Shoatsehaye Beletu	IHA/UDP
43.	Etetu Legesse	CIDR

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44.	Fantu Hadgu	DOC/UDP
45.	Helen Eshetu	HOPE INT'L
46.	Shita Bedassa	Abba Woldetensie
47.	Sosena Duness	Pivate
48.	Sr. Carmel Fmm.	CMRS
49.	Terunesh T/Haimanot	World Vision
50.	Sr. Jember Teferra	IHA/UDP
51.	Ehetemariam Tadesse	AAE
52.	Emebet Tadesse	World Vision
53.	Gashaw Eshete	WDRA
54.	Dr. Awole Mela	Self Help
55.	Libanos Getachew	GOAL
56.	Aynalem Gessesse	Irish Aid/ETDP)
57.	Sr. Zebider Zewdie	Mary Joy Aid
58.	Abaye Assefa	EENGO
59.	Henriethe Bastiani	Neth. Embassy
60.	Yezichalem Kassa	OXFAM
61.	Wanna Leka	A.A.U.
62.	Etalem Magester	Private
63.	Almaz Bekele	Holy Rossary
64.	Alemnesh Mogesie	ACSO
65.	Abiye Mekonnen	ACSO
66.	Sr. Menbere Shiferaw	FHI
67.	Yembe Arega	World Vision
68.	Abaynesh Tessema	World Vision
69.	Serkalem Awlachew	GOAL
70.	Wichele Galaghe	GOAL
71.	Bosenay Clake	KHCDP
72.	David Piraino	CRS
73.	Ephrates Zeraw	REST
74.	Sr. Feslele G/Hiot	S. ANNA
75.	Sr. Trahas Haile	Ursuline
76.	Sr. Janet Rebello	D.H.M.
77.	Wagaye Alemu	CCF
78.	Aregash Abebe	CCF
79.	Tewabech W/Selassie	E.G.T.
80.	Tsehaye Teseredgaf	Radio Ethiopia
81.	Hanna Mehary	ECS
82.	Sahle-Marima Mogus	Women Aid Eth.
83.	Awotash Workneh	Women Aid Eth.
84.	Sr. Elfnesh Bekele	Amanuel Hospital
85.	Yeshea Nadew	DOC/UDP
86.	Tenagne Negussie	EECMY
87.	Beletshachew Berhane	SCF/USA
88.	Tsega Assefa	ActionAid Eth.
89.	Kathy Marshall	CFGB
90.	Yewubdar Hailu	NCA/Eth.
91.	Melkrist Hailu	SCF/USA

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92.	Lydia Namarra	Oromo Association
93.	Teshome Admassu	OSSA
94.	Camille De Stoop	ENDA-Eth.
95.	Sr. Maureen Eliott Fmm	Apostolic Vicar. of Nekemte
96.	Sr Sheaye Richi	Cheshire Foundation
97.	Asegedech Beyene	Irish Embassy
98.	Dr. Jayh Bhail	CIDR
99.	Taye Demissew	AGOS
100.	Wim de Regt	CRDA
101.	Ambassador Tibebu Shiferaw	EOC
102.	Asefa W/Giorgis	Farm Africa
103.	Elizabeth Mekonnen	FADEP
104.	Senait G/Egziabher	Redd Barna
105.	Sr. Teresa Emanuel	F.M.D.C.
106.	Sr. Abeba Fesuh	Cath. Church Dembidollo
107.	Sr. Abeba Kidane	Cath. Church Mekele
108.	Sr. Alem Asfaha	Capuchino Sisters
109.	Sr. Agnese Lee	Salesian Sisters
110.	Sr. Senait Mengesha	Medical Missionary Sisters
111.	Rvius Atsebha	CONCERN
112.	Sr. Sisay Mekonnen	Catholic Church Arbaminch
113.	Ato Asrat Asfaw	AVA
114.	Habtamu Kelecha	Hope Enterprise
115.	Vanessa Tilston	CONCERN
116.	Fantaye Wolde	SKIP
117.	Peter Fauhlunt	Ethiopian Gemini Trust
118.	Mary Cocoett	GOAL
119.	Beza Woldetensae	JRS
120.	Sr. Abneset Tesfaye	Ursuline Sisters
121.	Sr. Lettmariam T/Haimanot	" "
122.	Sr. Marta G/Wold	Divine Providence
123.	Seid Ali	Agri Service
124.	Desyetu Feyesa	ENAB
125.	Meseret Belete	"
126.	Lulseged Alemayehu	EECMY
127.	Roman Hordofa	D.C. Dembi Dollo
128.	Sr. Zaid H/Mariam	Capuchino
129.	Sr. Gorazon Jacafma	Salesian Sisters
130.	Sr. Mehret H/Selassie	Capuchuno Sisters
131.	Sr. Elaine Rohes	Med. Missionary Sisters
132.	Nigussie Dagne	Medical S. Center
133.	Genet Pontaleo	CCF
134.	Sr. Selas Asama	Comboni Sisters
135.	Sr. Haregewoini Haile	Comboni Sisters
136.	Meselech Shanko	Catholic Church
137.	Lila W. Balishy	SIM
138.	Zanith Ketema	World Vision
139.	Bruktiet Teshome	Holy Rosary

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140.	Ayelech Tegegne	EOC/DICAD
141.	Patriua Bluemel	EECMY
142.	Halewya Beshir	World Vision Eth.
143.	Zenebech Yoseph	World Vision Eth.
144.	Sr. Lene Serafino	Consolata Sisters
145.	Sr. Lorena Bonanni	Consolata Sisters
146.	Sr. Damtew Assefa	CCF
147.	Cervi Dnita	LVIA
148.	Kiflemariam G/Wold	DICAL
149.	Tsegie Haile	ActionAid Eth.
150.	Askale Yohannes	World Vision
151.	Bent Skivild	LWF/EECMY
152.	Tadelech Sibhatu	IHA/UDP
153.	Addisu Beyene	ORA
154.	Kibre Dawit	AVA
155.	Almaz Meko	OWAB
156.	Suzanne Erickson	BGCM
157.	Brook Tadesse	BGCM
158.	Tsegie Mammo	MKC
159.	Zenebwork Bisrat	CRS
160.	Makda Getachew	GOAL
161.	Zewdie Abegaz	UNICEF
162.	Getnet Kebede	GRRDA
163.	Hailu Wordufa	Redd Barnna Eth.
164.	Serodu Haile Mariam	Redd Barnna Eth.
165.	Meaza Kesede	CPAR
166.	Kidest Belete	EOC/DICAD
167.	Gebi Tufa	ADAA
168.	Tsehay Tesegaye	NWAD
169.	Sr. Rose Kerw	Goodshephered
170.	Zahra Ali	FARM Africa

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