# Interviews with key development actors in Geblen kebele, Saesiatsaeda Emba wereda, East Tigray

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## Kebele chair

Male 37

### Education and work history

**Education**

He was educated till grade 5. He was educated in Tahatay Ziban. He terminated his education in 2006.

**Training**

So far, he had not received long term trainings, except brief orientations about good governance by the officials of the wereda administration.

**Work experience**

From 1998-2003 as a soldier

From 2004- February 2010 as a Chairman of Kebele Geblen and;

From 2003-2004, as a Vice Chairman of Kebele Geblen

[*Currently, as of February 2010 till the present time he has been appointed by the wereda officials as a Wereda Youth Association of Wereda Saesie-Tseada Imba*]

**Previous position**

Vice Chairman of kebele Geblen

**Why did you leave**

He left his position in order to fill the vacant position of the kebele chairman after the previous chairperson resigned from his position due to some personal reasons.

Time in current work

6 years, since 2004.

**How (s)elected**

He was elected by a vote given to him in the general public meeting held in the kebele.

### Doing this job: work relations

**Current role of Chair**

The chairman is the head of the kebele cabinet. As a chairman, he has the highest responsibility in the kebele. The following are the major duties and responsibilities of the chairman.

* Coordinating the activities of the kebele cabinet;
* Preparing, evaluating and monitoring work plans of the administration;
* Coordinating all of the sectors in the kebele administration;
* Organising a monthly meeting of the administration and members of the council
* Presenting plans including budget plans and other proposals to the kebele council for approval
* Mobilising the different sub kebele administrative bodies and committees to implement packages.
* providing effective and efficient service to the kebele community

**Relations with Cabinet**

Generally speaking, his relation with the cabinet members is good. However, some of them lack commitment to discharge their responsibilities. The condition improves since 2008 while a monthly evaluation session arranged to evaluate performances of the cabinet members. The requirements of the evaluation are:

* Condition of corruption
* Failure to discharge duties
* Anti-democracy practices
* Failure to provide efficient/prompt service
* Absence of commitment to ensure good governance
* Discrimination.

The officials made self-criticism and then gathered information from the society. Following this, the wereda administration follows up & evaluates the process in line with the plan, and causes the self-criticism event and the overall evaluation. Some of the advantages of the self-criticism event are acceptance by the wereda officials and the people in the kebele and building trust up on them However, it would have negative effect if they did not take the proper care to avoid harms made by some informal groups comprised of some officials with common interest and that blackmailed other officials out of the group without evidence. On the other hand, condition of good governance. After 2001, performance of and activities undertaken by heads of offices and kebeles are evaluated at each 3 month or 6 month and the corrective measures are undertaken based on result of the evaluation.

Sometimes conflict happens while people conspire to criticise and incriminate others. Nevertheless, the kebele officials resolve the conflict by arranging an urgent criticism forum with the view to investigate the fact before taking measures. Therefore, in the end people will be beneficiaries from democratic governance realised by means of the criticism system put in place, however, there is lack of commitment among some people to use the system honestly.

**Relations with Kebele Manager**

The kebele chairperson has good relationship with the kebele manager. Since 2008 when the kebele manager is assigned improvements has been observed in recording system of the different activities of kebele and sub kebele administrative bodies.

**Relations with Kebele Councillors**

We have a joint meeting aimed at evaluating performance of activates according to the given schedule, once a month and at each 3 months

**Relations with extension workers**

Our relationship with development agents is good as we are coordinators of various sectors we call meetings and evaluate performance of given task . In addition, when there are cases of absentees we are informing the case to the concerned body. We also cause evaluation of performance of given duties in the level of the cabinet and the community by doing so we identify positive and negative outcomes ( strong & weak point s ) in order to appreciate the continuation of positive sides and to cause the correction of negative sides . We are doing such efforts aimed at achieving changes in by emphasising the necessity of team spirit and collaboration

**Relations with customary institutions**

The kebele administration caused for the establishment of a traditional arbitrators council in 2008 after it mobilised the people of the kebele to discuss on the issue and elect the mediators. As a result, a traditional arbitrators committee comprised of 12 elderly people were successful in solving disputes between farmers t grass root level.

He does have relationship with elderly people who act as arbitrators in the kebele, sometimes, he himself engaged in the group of the traditional arbitrators. There are 12 elderly people, who shall act as arbitrators selected among members of the community. Each of the four sub kebeles has three representatives who shall investigate and settle any dispute, through arbitration, that may occur in their respective sub kebeles.

**Relations with Wereda**

His relationship with the wereda administration is good. He participates in meeting aimed at evaluating performance of activates of the wereda and kebele administrations according to the given schedule.

**Main achievements while in the job**

Zero Grazing Programme implemented in 2008 is one of the main achievements. The major problem of the kebele is degradation of the environment of the locality. Since the beginning of soil and water conservation activities changes of revival is being observed in the locality.

**Main current issues of concern**

Degradation of the environment of the locality.

Lack of access to electricity service to the school.

### Challenges faced and attempts to overcome them?

**Resources**

Lack of financial resource. The kebele is drought prone and the people in the kebele are very poor. Therefore the kebele face shortage of budget to perform the different developmental activities . Since 2009 the administration is attempting to generate income from the sale of the grass harvested from communal lands that are being put under the Zero Grazing Programme.

**Package system and quotas**

Agricultural and livestock packages are accessible to the people in the kebele. However, the people are reluctant to engage in it. Allocation of quota system should have to be done based on; the number of population living in specific area and its natural resource basis. Contrary to these facts, officials of the wereda administration are allocating package and quotas taking in to consideration only the number of population. In his opinion, this is not right. As compared to other kebeles, Geblen is drought prone and has poor resource

**Mobilisation**

The people in the kebele are ready to mobilise to some extent. Nevertheless, there are resistant people to be mobilised to participate in new developmental activities. The kebele chairperson also said that he mobilised the different sectors including civil servants to implement the rules for the benefit of the people. He also mobilise the community to properly participate in different community and government works.

**Responsibilities and work load**

There is overlapping of duties and high burden of responsibilities upon him

**Reporting system**

Monthly annual and biannual reports with regard to all the activities performed in the kebele have been presented to the wereda administration office.

**Time use and own work, family and social responsibilities and leisure**

He spends more than 905 of his time foe public duties.

**Conflicts**

There are People who are affected because the legal measures taken develop grievances upon him. He solves all sorts of conflicts through negotiation and using the evaluation sessions organised by the administration.

### Satisfaction and ambitions

**Satisfaction with the job**

He is satisfied with the job because he feels that he is serving the people.

**Remuneration**

It has not any personal benefit created to them.

**Things you like about the work**

Serving the people by;

Improving the environment;

Assuring good governance;

Assuring development.

**Things you dislike about the work**

NA

**Things that could be improved**

The major problem of the people in the kebele is backwardness. Many of them are resistant and reluctant to change. Successive trainings and awareness creation campaigns should be put in place using all the means.

**Personal ambitions/hopes for future**

He is enthusiastic to continue his education. Now, he is planning to register in one of the distance education coordination offices to continue his education.

## Former Kebele chair

Male 58

### Education and work history

**Education**

He is not educated

**Training**

He received no trainings except orientations given to him by the wereda officials who were giving assignments to him to implement different programmes

**Work experience**

More than 15 years of work experience in different positions in within the kebele

**Previous position**

Vice chairperson of the kebele

**Why did you leave**

He left his position after he decided to resign from his post because he found the job very difficult and he could not manage his own household because of the job. He also reported that the fact that he is not educated put a challenge to deal with written materials.

**Time in current work**

Currently he is working as a traditional arbitrator in the kebele and a member of a community police committee in the wereda.

**How (s)elected**

He was elected by a vote given to him in the general public meeting held in the kebele. The meeting was organised by the kebele administration and has a specific purpose of electing traditional arbitrators.

### Doing this job: work relations

**Former and current role of Chair**

The roles played by the kebele chairperson were various and different in their type. He had been acting as a chairperson, a judge, a coordinator, Coordinator of the activities of the cabinet members and sub-kebele structures and other committees. He also organised meetings, public conferences and evaluated the activities of the administration and the people. Currently, the role of the chairperson is clearly known and every member of the cabinet and the sub-kebele coordinators know their duties and also act accordingly. The role of the kebele chairperson is only to mobilise them and coordinate the activities.

The chairperson is the head of the kebele cabinet, be it in the former times or in the current time. However, in the former times the extent of the role of the chairperson had been tremendous. Because, before there was no well organised structural organisation in the kebele.

He reported that though the changes in this regard had been observed since 2006 it became very clearly observable since 2008 The realisation of the changes is associated with the existence of a well organised structures and the high level of awareness in the side of every member of the cabinet and other administrative personals.

**Relations with Cabinet**

He relation with the cabinet members is good. However, some of them lack commitment to discharge their responsibilities.

**Relations with Kebele Manager**

Before 1980E.C, the kebele had no manager. After a manager assigned in the kebele, the burden upon the kebele ease. He has assisted the kebele chairperson in his activities of mobilisation, coordination and documentation

**Relations with Kebele Councillors**

The level of awareness of the members of the council was very low in the former times. Now the condition of awareness is improving from time to time. Before, he had been spending much of his time in discussing and nagging with them. Thus little has while much energy was wasted in dealing with them. Now, there is good relationship with the councilors.

**Relations with extension workers**

The DAs were assigned in the kebele in1996, They were three trained government employees. They were very industrious. Frequently, they had had organised trainings for the farmers. The principal of Geblen Full Primary School had played great role for development of the school to the level of grade 8. While he had been the chairperson of the kebele administration, there were few teachers in the school.

**Relations with customary institutions**

Before and after he served the kebele as a chairperson, he had been serving as a traditional mediator; therefore he has strong relationship with the mediating and arbitrating activities. In 2000, a committee of the traditional arbitrators was set up. In 2002, he was elected as a member of community police in the wereda. The members of the traditional arbitrators committee had been given training by the wereda on Human right protection, the civil law and protection of women and children rights. He saw the establishment of the peace committee as a great leap forward in strengthening peace and stability not only in the locality but also in the region as a whole. Currently, the community police committee in the wereda and in which he is taking part, is preparing to resolve the inter-ethnic conflict occurred between the people in the wereda[Tigray]and the Afars. The conflict caused the burning of a car and harm upon human life in the territories of Afar Regional State.

**Relations with Wereda**

He had strong relationship with the wereda. However, the wereda administration itself was not strong before 1997. The capacity of the officials was not strong like to what it look like in the current time.

**Main achievements while in the job**

According to the informant the main achievements in his occupancy of the office in the kebele were;

* Construction of the F.T.C;
* Construction of the Health Post;
* Construction of the road and access to public transport to the locality

**Main current issues of concern**

* The condition of the drought
* Shortage of drinking water for human beings and domestic animals

### Challenges faced and attempts to overcome them?

**Resources**

Before 1998E.C, the kebele had acute shortage of income, budget, service giving organisations. Now, the number of service giving institutions is increasing. However, the issue of budget allocation is still becoming a problem

**Package system and quotas**

Before 1995E.C, the public ministry of Agriculture office had been providing oxen cows, donkey, selected seeds, fertiliser, motors and manually operated water pump. In 1995E.C, the Ministry of agriculture transferred the package in to Dedebit Micro Credit and other private companies.

**Mobilisation**

There are resistant people to be mobilised to participate in new developmental activities

**Credit and debt**

Since 1984E.C, he credit service is given by Dedebit Micro Finance Enterprise, located in Adikelebes village. It provides credit service to a group comprised of 3 people who have land but who are not siblings, spouses and parents and children. According to the terms of the loan agreement, the given loan with its interest shall be paid back within two (2) years. In our kebele there are many people who are taken this type of loan for the purchase of goats and sheep’s through this programme.

**Attitudes and resistance to change**

Nevertheless, progress in bringing attitudinal changes are being observed among the people in the last few years.

**Responsibilities and work load**

While he had been a kebele chairperson, it was only him who had been accountable to failures observed in the official duties of the cabinet members and the civil servants. Now, there is a clear mechanism of making accountable to every official and employees.

**Reporting system**

He had been presenting reports to the wereda administration in joint meetings held in the wereda aimed at evaluating performance of activates of the kebeles

**Time use and own work, family and social responsibilities and leisure**

For a long period while he had been working as a kebele official, he had been spending all his time to the public issues. He said that he remains poor because he had been sacrificed all his time and labor to the kebele activities. With regard to social responsibilities he has, he said that he has been a traditional mediator since long before he assigned as a kebele chairperson. Until now he is serving as a mediator

**Conflicts**

Conflicts were common in the kebele, particularly among the young people for a long period of time. Now, the incidence of arising conflicts is decreasing.

### Satisfaction and ambitions

**Satisfaction with the job**

He satisfied much with developmental activities performed so far

**Remuneration**

There was no payment for him while he was in the office.

**Things you like about the work**

Achieving educational development in the locality; because, the locality had been forgotten for a long by the previous governments. Therefore, the people in the specific locality remain ignorant and backward. He regrets much for he has not educated

**Things you dislike about the work**

None

**Things that could be improved**

* The status of F.T.C should be improved
* Electricity service should be expanded
* Animal health centre should be set up

### Researcher observations

Now, he is giving counselling service to the kebele administration officials

## Kebele Vice Chair – unwilling to be interviewed

## Kebele Manager

Male, 28

### Education and work history

**Where from**

He was born in Geblen kebele Saesie-Tseada Imba wereda Tigray region . He is 28 years old and is single.

**Family:**

According to the kebele manager, both parents were born in Geblen and they are living in the kebele. They are 85 and 65 years old people respectively. The kebele manager is living in his parents’ house.

**Education**

He is a graduate of Admas University College: College of distance education in Accounting [with 10+3 programme] with certificate. He completed his education in January 30, 2002 but graduated in August. Fund Accounting, Tax Accounting, Cost Accounting, General Management are some among the courses he had taken as a trainee.

**Training**

* From 1 September to 30 December 2002 I had taken a three months training on Agricultural, Livestock and Natural resource Extension courses in Maichew Agricultural Technical College.
* Training on management for 15 days in 2006 It had been organised by Tigray Region Capacity Building Office. The training was aimed at building his managerial skill to enable him to utilise as a manager of the kebele .
* Training on financial planning, given by the wereda Finance and economic development Office, in 2008 and 2009, for the duration of 5 days.

**Work experience**

* Six years of work experience as:
* an Assistant Agricultural Development Agent
* a medical production worker and;
* a kebele manager.

**Previous position**

A production worker In Adigrat Pharmaceuticals Factory for the period of 6 months from September 2006 to November 2006. He was a temporary worker with monthly salary of 450 birr.

**Time in current work**

His job description had been included mixing drug powers identifying and supplying to the machine and packaging the produced tables. Some of the negative impacts of the job were bad smelling of a body, irritation of eyes when the drugs/ powers passed the protection. As a result, he left the job on December 21 2006 based on his resignation letter even without securing another job.

**How selected**

When he applied for the position of manager, the kebele administration, the body responsible for the recruitment had asked him to submit certificate of work experience evidencing his skills, termination of previous job and his background related with behaviour & ethics. After the due process of screening, he was recruited and employed by the wereda capacity building office, though the power to conclude employment contract was belong to administration of the sub- kebele

**Training for the job**

In 2008, he had taken Management Course for 15 days by Tigray Region Capacity Building Office. This was when he was selected to be a kebele manager.

In 2010, he had taken 5 days trainings, on Financial Planning and plan management courses by Saesie-Tseada -Imba Wereda, Finance and Economic Development Office.

Additional training on good governance has been given for another five days at the level of the zone and the Regional State. The course was regarding centralised and decentralised administration, Principles of good governance, Principles of ethics, How to select model kebeles and sub kebeles and How to exchange / transfer experiences.

### Doing this job: work relations

**Role of Kebele manager**

The roles of the kebele manager include:

Assuring democracy and good governance and food security of the community by implanting principles of good governance at the level of kebele those are;

* providing effective and efficient service to the society at kebele level
* Implementing new proclamation in various sectors.
* Acting as discharging duties, responsibilities of chairperson and deputy chairperson in their absence
* Before some money were collected without receipt until the full par collection of revenues
* I.D card had been given in one of the months but now it only takes 5 minutes
* Providing timely solution to appeals and grievances; in order to avoid time wastage solve disputes through arbitration. Wasting time at such disputes can negatively affect the development effort and can be resulted in failure of government’s strategy; Its consequences are
* Wastage of the valuable time and resource
* It can also disrupt the peaceful relationship of neighbours
* Government’s strategy for self-sustainability will be set back

In order to integrate different plans designed by various offices and to supervise the overall process of the activities as well as to create sense belongingness within the society the due effort shall be exerted and the plan shall be notified to councils of the people and it shall be implanted by the society.

This is really a significant change. In the previous time, people who had such cases were forced to search the whereabouts of the chairperson even at office house and to give a bribe in kind like invitation of food and drinking. Now due to the basic change of structure and procedure since in 2008 any person can get effective and timely service form the office even without cost of secretarial service, which is solved by the provision of forms.

previously there were not written notice to give information indication the specific places responsible persons and requirements to undertake specific tasks but now such information are available in writing as well as orally for instance any person who need to take I.D card can know he/she shall have photograph.

Before this time, for the provision of services, this was not office. Nevertheless, the office has been built in 2007 we used offices of agriculture or health office. In addition, decisions had been given orally not in writing and minutes of meetings were not taken. Due to such conditions, there were cases of forgetting and denying of passed decisions moreover the procedure had not transparency. There were not records of incoming and outgoing files protocols and documents and we were not using valid receipts for financial transactions. Appointment of staffs was not recorded in minutes of the meeting. Now, such problems are being solved. Incoming & outgoing files and documents are being recorded and the services are providing by ensuring the satisfaction of beneficiaries

Performance of activates is being registered in percent and we are getting feedback through the questionnaire collected from the society.

Since 2008 they are effectively working to ensure good governance

**Relations with Kebele Chair**

Regarding his relationship with chairperson of the kebele ; he chairperson is not educated person but the manger is educated. The manger is assigned to facilitate the agriculture & health sectors activities and to ensure good governance as a professional. The other responsibility that shall be discharged by the manger is to coordinate activities of the sectors and to implement provisions of proclamations directives and instructions at kebele level (tasks that required professionalism)

**Relations with Kebele Cabinet**

We coordinate & support activates of various sectors, present candidates of council to the administration. However, mobilisation is responsibility of the chairperson we also integrate implementation of various packages for their accessibility to each household. For example facilitating the realisation of quality of packages of education

We are supporting the documentation activity in order to facilitate activates of the cabinet and to keep minutes of meetings. We also have given our opinions and remarks this trend of evaluation performance of activates shall be continued

**Relations with Kebele Councillors**

Good; no change

**Relations with extension workers**

His relationship with development agents is good as we are coordinators of various sectors we call meetings and evaluate performance of given tasks and when there are cases of absentees we are informing the case to the concerned body. We also cause evaluation of performance of given duties in the level of the cabinet and the community by doing so we identify positive and negative outcomes ( strong & weak point s ) in order to appreciate the continuation of positive sides and to cause the correction of negative sides . We are doing such efforts aimed at achieving changes in by emphasising the necessity of team spirit and collaboration

There is one person who resigned from his position in the health sector. Nevertheless, since the case is not reported to the concerned no one is assigned to fill the vacant post. Shortage of human resource in position of teachers was also reported to us, consequently 4 teachers were assigned in Novembers. Before that there were cases of disruption of the teaching learning process and also there is problem in the health service. By claiming its location as remote area. The wereda administration had been assigned inefficient workers and this condition had resulted in the set back of the service. The appointed workers are not able to help the society and solve its problems. This condition is always restated in disruption of businesses. Regarding this situation, still we did not see any change through we have evaluated it repeatedly.

Number of the development agents assigned to our kebele is only two while they have appointed 5 development agents to other kebeles . However, according to the strategy number of development agent shall be three.

**Relations with customary institutions**

There is council of local arbitrators comprised of 12 elderly people and each of the sub kebeles are represented by 3 arbitrators. When disputes are arises they have their own protocol that they used to solve the dispute. They mobilise the society for this purpose and call meetings of the arbitrary twice a month to assist their effort. Accordingly, they become successful in solving some disputes stayed 7 and 8 years and in setting the case. This body was established in 2006 but it is registered in 2007. The society has shown a trend to use the service of the arbitrators instead of regular courts of law aimed at saving time and resources

**Relations with Wereda**

They have a joint meeting aimed at evaluating performance of activities according to the given schedule, once a month and at each 3 months. By doing so we are working for capacity building through effective supervision. We secured a second rank in the performance evaluation of 2008 and also we secured the second rank for our performance of the first six months of this year we received a certificate issued by administrator of the wereda capacity building office for our achievement.

**Main achievements while in the job**

We create awareness within the society on good governance.

Though their kebele has not much income, we are able to avoid wastage of money by collecting money through legal receipts. The annual revenue of the kebele is only birr 300 and before this time half of the income was faced wastage because the revenue was collected without valid receipt.

We have been providing effective service to the society in a manner that saved time, money and labour (resources) of the society, therefore, by doing so we are working for the realisation of strategy of the government

Since the introduction of BPR (Business process reengineering) we are working for the implementation of the programme and to raise awareness of the society on the subject through trainings. For example, we have given one day training, in January 2008 to 280 people, in order to create sense of belongingness. As the sum effect of our effort, now, social courts are able to pass their decision on legal cases witching 1 month while previously it had been taken form 6 month to 2 years. Now, the courts are able to settle cases within three in appointment dates of sessions. Therefore more people is engaging in activates of soil and water conservation.

**Main current issues of concern**

As far as possible, the society shall be administered (led by well-educated people. But the people assigned to manage issues of land are not well educated, therefore, since those people are not able to read and understand relevant proclamations, there are problems related with management of land issues. For example, there are case of examining land cases that were settled before some time. And due to the sensitive nature of the case related with land possession there are more cases of appeal. Therefore, in order to solve such problems a person who can understand the promotion and given proper response in managing land issues, shall be assigned with salary.

There are cases of nepotism in more important issues and responsibilities, such as land administration, social court position of prosecutors, therefore, appointing other people who are not residents of the kebele , would be better in tackling the problem .

### Challenges faced and attempts to overcome them?

**Resources**

Shortage of land for farming

Depletion of natural resources

Effect of recurrent drought

Sometimes diseases of animals

Lack of sufficient finance

**Living conditions**

The living condition of the community in always found at risk. High number of old age people without anybody who would take care of them as well as high number of orphaned children who lost their parents in war. For examples, there are 350 old age people, orphaned children & disabled people whose livelihood is based only on direct food aid.

**Package system and quotas**

The package type credit service is aimed at ensuring food security and rehabilitation of individual farmers on specific location and in line with the study of Development Agents since close follow and supervision was implemented on the utilisation of the given loan and on specific individual borrows, the people who received the loan has been using the fund efficiently but before the implementation of this system the case was opposite.

**Mobilisation**

The cabinet undertakes the mobilisation work by coordinates and administer the activities of sub kebeles and developmental groups. The council and the cabinet have that independent power to implement in line with the weekly evaluation of the wereda regarding performances

**Credit and debt**

There are four types of financial institution engaging in providing credit service.

1. Cooperatives (Private institutions)

2. Agriculture office (public)

3. Dedebit Saving and credit enterprise

4. Informal money lend with exaggerated interest

**Attitudes and resistance to change**

The society is accepting the idea of the importance effective utilisation of the given loan to ensure food security. Some of the borrowers are effective in using the money for the intended purpose but some are not.

**Responsibilities and work load**

The task is very challenging, until now he did not take any leave and there is not a system placed to assign a representative who would act on behalf of him.

**Reporting system**

Formal reports had been submitted to the wereda’s capacity building office and to administration of the wereda. The reports presented in writing or telephone conversations. In this regard the performance of their kebele can be labelled as very good.

Short information (data’s) have been sent three times at weekly bases.

**Relations between Wereda and Kebele**

He reported that he do not know about it.

**Time use, family and social responsibilities and leisure**

Arguing with our colleagues and individual farmers, the beneficiaries, on some issues.

**Conflicts**

NA

### Satisfaction and ambitions

**Satisfaction with the job**

Partially: The manager of the kebele believed that he did not receive proper place to him. Therefore, he said that proper value and respect should be given to the manager in line with his/her duties and responsibilities.

**Remuneration**

Salary, gross salary 801 Birr per month, which is not sufficient to him;

While he travelled to the wereda the allowance is Birr 50.00, which is not sufficient to cover his expenses. Approximately, he used to travel 3-4 days in a month.

**Things you like about the work**

He is happy to serve the society especially he feel deep happiness when he see the satisfaction the society on the provision of services such as issuance of I.D card and supportive letter.

**Things you dislike about the work**

Penalising people

**Things that could be improved**

Facility, it is not sufficient because it is a rural area

Since it did not give opportunity of education

**Personal ambitions/hopes for future**

He has been working for 6 years but he did not find it to bring significant change, therefore he wish to engage in a lucrative business like a trader.

## Wereda Councillor Male – not found in Geblen

## Wereda Councillor Female

### Education and work history

**Education**

I didn’t have education.

**Training**

I took the mid-wife training, in 2000 at district wereda council. So I represent the females at wereda participation.

Agricultural development management generally there are trainings on third security gender equality and other in 2002 from the wereda / district

**Work experience**

I work on livestock and crop Production never been employed.

**Previous position**

None

**Why did you leave**

NA

**Time in current work**

I use the whole day in my domestic sphere

**How (s)elected**

Member of the association & from which three females represented at the wereda

### Doing this job: work relations

**Role of Wereda Councillor**

Our main job is checking and controlling of the appointed officials on the proper and ethical execution of this job

**Relations with Kebele Chair**

We have a good relationship as long as they he perform his duty correctly.

**Relations with Cabinet.**

There are 12 cabinet members. They are elected by the people. So if there is any problem it be solved easily always.

**Relations with Kebele Manager**

We have a good relationship. The manager performs his job perfectly & if any mistake she/he will be told to adjust accordingly.

**Relations with extension workers**

Good relationship with DA. I recover my debt on time before any one and I also took lamp and chicken. For instance, I used the debt for the purpose of school payment to my children and also bought a cow which produced lots of milk and chicken which gives rise to eggs. Good relationship. I started taking debt five years ago.

* Good relationship with the health officer. They are good in time of management and critics will be given if there is a fault.
* Good relationship with teachers and teachers are much respected in the society.

**Relations with customary institutions**

We usually use arbitrates before we go to tribunals. It is an old tradition. The old is very much respected in our community.

**Relations with Wereda**

We have positive relationship with the wereda as long as they do their job and give the necessary services.

**Relations with other Councillors**

We evaluate each other.

**Main achievements while in the job**

Educating my children, being independent person, on time repayment of debt and without any conflict with the government and peacefully leading my life.

**What issues of concern to the Kebele have you raised at Wereda level**

Most debtors used the debt inappropriately. There are killing people, rape and abusing the family. There should be immediate measures otherwise there will be societal chaos.

### Challenges faced and attempts to overcome them?

**Resources**

I believe there is underground water and hence we should take the advantage. Catholic missionaries have trying their best within the last five years.

**Attitudes and resistance to change**

Depend on personality, some people understand and accept it and others vice versa. People are frustrated in severe poverty and do not hesitated to receive aid from aid agencies or government.

**Responsibilities and work load**

I have children. My bread winning activities are livestock and crop production and spent all the day in working.

**Wereda responsiveness**

I am model farmer and member of women’s association and for the last five years. As a model, I have been teaching the community.

**Community involvement**

PSNP by their own former land and developing the area

**Time use and own work, family and social responsibilities and leisure**

My husband was participated in Badme war front and he never come back. Currently, he lives in Asmara. I had been receiving a letters of him through red cross but nothing these days.

**Conflicts**

Conflict is inevitable and solved through elder people.

### Satisfaction and ambitions

**Satisfaction with the job**

Am happy with everything I have..

**Things you like about the work**

To be peaceful, healthy and fruitful job are things which I like but Gossip and conflict are things I don’t like.

**Things you dislike about the work**

none

**Things that could be improved**

Everything is going fine, I have no complaints.

**Personal ambitions/hopes for future**

To live a better life with my children is my dream.

### Researcher observations

She is a strong and hard working woman.

## Head Women’s Association

### Education and work history

**Education**

She attended a catholic mission school: She terminated her education while she was in grade 3 class, in 1989.

**Training**

* The Regional States ombudsman office organised training, on rights of women and children, Mekele for 1 day, in April 2009
* Disaster prevention and preparedness, regarding prevention of drought and source of drought in Mekele in August 2009
* Social court, family code, in 1998 she have taken a 3 day training in the town of Adigrat Justice the equal share of common problems in case of divorce. Since 2004 I had been worked as one of the judges of a social court but since 2007 she is acting judge of the court because from that time until now I am chairperson of the women association.

**Work experience**

1992-95 as commissariat of the kebele’s women association office

1995-2005 She was free from work

2005-6 As secretary of women’s association

2006 - to now, as head of women’s association

**Previous position**

Secretary of the kebele women’s Association

**Why did you leave**

She left the her position during the above mentioned time, because of pregnancy and delivery

**Time in current work**

1998- to now, as head of women’s association

**How selected**

She was elected by the women of the kebele and with the observation of the election supervisors of the administration.

### Doing this job: work relations

**Current role of women’s’ association head**

* Solving problems of women, she received complaining of maladministration presented by the women and she together with her colleagues presents the case to cabinet of the kebele.
* Members of the association are 462 women and she cause the payment of membership fee
* Collecting various supplies from members of the association like nutrition foodstuffs and provided the assistance to orphaned children and a financial support collected from the members had been given to needy women who gave birth to twin children.

**Relations with Kebele Chairman**

Very good. He is very committed for the guarantee of the right of women

**Relations with Cabinet**

Good. No change

**Relations with Kebele Manager**

She do not have much relation with the kebele manager

**Relations with Kebele Councillors**

Good

**Relations with extension workers**

Good.

**Relations with social court**

There are some inconvenience and problems in my relationship with members of the social court because they had been called me to their sessions without having appointment or schedule based on their interest on the daily allowance of 10Birr ion each reason and also they abused their power with narrow group mentality against the interest of other people. Howe ever following the evaluation we have made before six (6) month the conditions have been improved on the other hand our relationship with the former members of the social courts whose terms office is ended in 2001 EC was very good.

**Relations with customary institutions**

Good

**Relations with Wereda women’s affairs**

The weredas women’s association didn’t provide us the required support though we have submitted a proposal they failed to give training to the sub-kebele chairperson of the associations structure in the sub-kebele lacks the required knowledge on such issues if the training were given the conditions would have been improved. Though they requested them to organise trainings for the representatives of women of sub kebeles, many times, still they did not get it and there are other similar cases of companies in other sub-kebeles the usual justification for such failures is lack of budget expected to be allocated by administrations of the zone and the regional state. We have in come 18-birr allowance only, while officials of the association have lucrative monthly salary birr 2500. In general speaking our relationship is not good. The relationship that we have with the weredas administration is not good.

On the other hand the wereda women’s affairs has been requested us to present a performance report of activities undertaken in sub-kebeles. The office did not provide any support to the kebele, if the report did not present to it. However, women of our kebele with better knowledge of business can generate income and sustain their lives if they would have been engaged in commercial activity of cereals and other small-scale trades. Nevertheless, the weredas women’s affairs office has not made any effort to search the finance and provide the required loan service for the women in well-integrated manner. When we requested them to provide loan service, they claimed that they have not the finance and the women who were taken loan did not return the money. However, in our kebele there is not any women who didn’t paid back their loan.

**Relations within the women’s association**

Good

**Main achievements while in the job**

In her opinion, the success that we achieved is the timely payment of contribution that made to the wereda. They contribute money and distribute the nutrition food called *fafa* to save the lives of needy children and other people. I think this effort shall be considered as good. Improvement

**Changes in attitudes to women**

Little change is observed particularly in the attitude of women with regard to using contraceptives

**Changes in women’s rights**

She said that the condition of women’s right is good even before many years ago because the area was freed by TPLF that ensured the applicability of women’s right. The recurrent drought occurred in the area has been affected the lives of many people living in the area. Especially women are the main victims of such occurrences. Due to such condition, some women who were able to save some thousand birr have lost their financial capacity and became poor. Therefore, if the government does not take proper measure on time, the people may face further risk that would threaten their survival.

Contrary to her belief she had about the hardworking & struggling nature of TPLF government, the government didn’t give due attention for the fate of students who completed 10th grade. There is no quality education or employment for those students. Children of wealthy people may continue learn in but this opportunity is in accessible for the poor. The administration of the wereda had been requested them to register and send list of such students but until now we never been any opportunity provided to such group of the society. This trend was in seen in 2009.

**Changes about harmful customs**

Before some years ago there were harmful traditional practices like cutting part of a glottal tissue and removing early appearing milk teeth which were practised in the area but now such practices have been significantly reduced. And also as a result of awareness creation effort, prevalence of HIV/AIDS has been reduced.

**Main current issues of concern**

Load of the labour work that the women who are heads of households have been incurred shall be reduced. For this effect the required help shall be given to the women who are heads of households and have additional load of work. The women the responsibility in PSNP similar with the men while a woman is taking care of children, and there are conditions of pregnancy and delivery. Based on their motivation they have presented a report together with administration of the Kebele and DA’s to the Wereda regarding various activities undertaken by or focused on women.

### Challenges faced and attempts to overcome them?

**Adequate resources**

Financial shortage, lack of

**Mobilisation**

The society is ready for mobilisation. Nevertheless, what they lack is any significant change. Relentless effort has been exerted for the construction of water reserve or and terracing, though we didn’t see the fruit. On the other hand, they do not like to move to other location, as a custom. For himself he does not want to move to another area, rather he want to work hard and improve his capacity gradually in a place where he is living now. In his opinion, PSNP has saved the people from begging (dependency) and migration because the farmers are becoming dependent of the programme not for significant change of life.

**Credit and debt**

The other thing that bothered the farmers is condition of beehive. Thought he is not among them, there are some people who sold it with 847 Birr while they bought is with birr 500 for the payment of debt. The other problem is the rate of interest that increased from 9% to 18% specially, it affects women.

**Attitudes and resistance to change**

It is improving

**Responsibilities and work load**

Women have a heavy work load in undertaking domestic and field duties such as engaging in various forming activities, house cleaning, food preparation and taking care of children etc. In post time women were engaging in handicraft and the products had been used for additional income general and house decoration. But currently there is no any woman engaging in such activity because the heavy work load of field/form activities make it absolutely impossible.

They have very tight schedule of time because of high number of activities that the women have been undertaken throughout the year. Among these takes they can indicate some of the significant tasks such as FFW activities underway by the NGOs, the PSNP and the community work soil and water conservation activity the requires 40 working days in a year without any payment **[***but for in the current year they all have worked for additional 6 day for the memorial of the late artist Eyasu Berhe*]. As a duty of participation in the PSNP they have been working for 6 months in a year. She told the research officer about the heavy burden women in the kebele are shouldering. She said, “Most of the she goes Most of the time he go to her bed before she feed her children due to the fatigue caused by the laborious works of the daytime”.

**Kebele not taking the association seriously**

The kebele administration is very careful about the association. The problem is the attitude of the wereda and the above administration structures

**Reporting system**

Though there is no face-to-face meeting with the wereda women’s association, we are presenting reports on monthly bases.

**Time use and own work, family and social responsibilities and leisure**

Related with the FFW activities, she do not have leave period, rather she is doing the job on the expense of our regular life.

**Conflicts**

She does not have any conflict with individual farmers because our approach that we followed is effective in avoiding any potential conflict.

### Satisfaction and ambitions

**Satisfaction with the job**

On one hand, she is not satisfied with it because It doesn’t generate income. However, she didn’t quit his participation and effort. On the other hand she is very happy on the relentless effort made to protect rights of women. Therefore, she is satisfied by his struggle for the rights of women.

**Remuneration**

There is no any regular remuneration given to us, except the 60 Birr allowance of meeting in each 3 months.

**Things you like about the work**

She likes all the thing about the work

**Things you dislike about the work**

None

**Things that could be improved**

She has some recommendations about issues that need proper and timely corrective measure but she is not quite sure about realisation of the opinion. Load of the labours work that the women who are heads of households have been incurred shall be reduced. For this effect, the required help shall be give there is any regular remuneration given to us, except the 60 Birr allowance of meeting in each 3 months.

n to the women who are heads of households and that have additional load of work at home. The women the responsibility in PSNP similar with the men while a woman is taking care of children, and there are conditions of pregnancy and delivery.

**Personal ambitions/hopes for future**

She wants to see over all her kebele developed

## Head Youth Association

Male, 32

### Education and work history

**Education**

He had been educated in Tahitay Ziban Missionary School. He dropped out a school in 1997 while he was a grade 7 student due to financial problem and he went to Eritrea where he had been working as a daily labourer, in the road construction projects.

**Training**

He don’t have the chance to participate in trainings

**Work experience**

He was vice chairperson of the youth association from 2004 to 2007 and he have been working as chairperson from 2007.

**Previous position**

He was chairperson of youth association of Irata sub kebele from 2002-4.

**Why did you leave**

He have been promoted to the Kebele level

**Time in current work**

3 years

**How selected**

This is free association. He was elected for the sub- kebele’s council through vote of the members, for the term of 5 years. Later, when the former chairperson of the youth association was promoted to a position in youth affairs office, he has become chairperson of the youth association, in 2007.

### Doing this job: work relations

**Current role of youth association head**

Convincing and mobilising the youth in developmental activities. To insure its interests, the young people shall be organised. Therefore, they are focusing on organisation of the youth.

* They transfer the list of the young people who are migrated and they recruit other members among young students.
* In 2008 they organised young people, 13 members, and the wereda has given them 46 modern beehives.
* In 2010 they organised other young people, 16 members, but due to the drought, they did not get any facility for the time being.
* After conducting a study on open spaces and size of plot of land possessed by other people and submitting result of the study to the kebele administration, some plots of land have given to the young people for the construction of residential house.

The possession of land located in mountains and growing some important plants is controversial in even in regional state’s level that hinders the young people to have access to such resource.

**Relations with Kebele Chairman**

The Chairperson of the kebele is young. Therefore, they have good relationship with him. He has been informing them when there is income-generating work, to create good opportunity to the young people. for example in 2010 in the construction work of *shinfato* spring water development he provided them the information and the opportunity and 50 Young people had been working in the plastering task of the reservoir’s wall.

Among 185 members of the association, 70 of the members have joined PSNP. Among all of the members, 115 young people are dependent of their parents.

**Relations with Cabinet**

They do have good relationship with the cabinet. As head of the youth association the informant has raised issues and questions, in the cabinet’s meetings, regarding the young people and then they decide on the matter. Therefore, there is no problem, in this regard. But, the administration that was administering them, had not been working to solve the problems and to handle issue of the young people in good manner. Now the situation has been changed.

**Relations with Kebele Manager**

They do have good relationship with manager of the kebele who is assigned on the position since 2008

**Relations with Kebele Councillors**

The informant is vice speaker of house therefore, they are able to work smoothly with the council as well as to propose ideas and cause for passing of decisions about issues benefiting the youth. For example as a result of their effort, the council has been decided to cut matured eucalyptus trees, that were planted during the Derg regime, and to distribute the unoccupied land to the young people for the construction of residential house.

**Relations with extension workers**

They have made contact with principal of the school and requested him to allow all young people to get access to the school’s sport ground. His response was positive. Latter on head of the school’s sport department has been selected players of sport among the members and organised a sport competition event among 5 kebeles of Adikelebes and he selects the best players of the event for another competition that would be undertaken in wereda level. They become winner in running & football at kebele level. 5 kebeles have received award of 9 balls and Geblen kebele received 3 of the 9 balls.

Regarding HIV/AIDS movement, the association has been distributing condoms among its members and also the association is working for the enhancement of awareness of the youth on important issues like HIV/AIDS and community based sanitation, i.e. using toilet as well as importance of HIV test and knowing HIV/AIDS status for good future life and care. In this year, as a result of the awareness creation activity undertaken, physicians have made a test of HIV/AIDS on 108 people among residents in Adikelebes [a village in a neighbouring kebele], in collaboration with the association.

**Relations with women’s association**

They do not have strong relationship with women’s association. In the kebele still there are cases of rape and underage marriage. Such cases have been settled through arbitration. Until now, no such case is presented to them.

**Relations with social court**

They do not have relationship.

**Relations with customary institutions**

They do not have relationship with the customary institutions.

**Relations within the youth association**

The relationship among members is very good. They undertake evaluation in sub kebele level and solve any possible problems. Their members have complained about the case of a plot of land located in mountains and hills of the area, but the case is beyond their control.

**Main achievements while in the job**

Since his term in a position of head of the association they, he with his colleagues, have attended experience sharing event, about handling of beehives, in kilte-Awalaelo wereda, Abrhaweatsbha kebele and they get so many important experiences.

They organised 38 heads of households, who are young people and have many children, by giving priority among other people, and they have given them plots of land, this is one of our successful works. The main and important demand of the youth is provision of land for agricultural activities. Demand of resettlement in other parts of the region has been increased contrary to the former trend and the society’s attitude towards resettlement. Especially, individuals, including young people who went to Humera and return to the area have been demanded the resettlement arrangement repeatedly.

**Main current issues of concern**

Number of the young people who are migrated to Saudi Arabia in 2006 are 17 and all of them are males. Some of them are returned to the kebele after working for 1, 2 and 5 years. The reason of the migration is unemployment as well as the better value of the destination country’s currency exchange rate. The number, composition and sex of migrated young people who were members is as follows;

2007 – 21 males

2008 – 20 males

2009 – 20 males

2010 – 56 males and 1 female

### Challenges faced and attempts to overcome them?

**Resources**

The resource condition of the kebele is very poor and thus there are many poor people. There are some efforts to help some needy people. For ex ample the association has collected 300 Birr, through members’ contribution, in 1999 E. C, and given the money to a young man to cover part of his medical expense.

**Mobilisation**

The status of the mobilisation activity is good. Regarding annual contribution and assignments of work, the society’s sense of mobilisation and commitment is very good. The rate of contribution was 4 but now it is increased. They have designed a plan for 2011 because there is no any deposit beyond covering costs of operation.

**Credit and debt**

Credit facility has been provided to the youth with the guarantee provided by the kebele for young people who have good reputation but for other people who lack such kind of reputation and acceptance among the society, the kebele did not provide the guarantee required for loan service. This is a package but the credit service provided by Dedebit Saving and credit enterprise is based on group arrangement.

**Attitudes and resistance to change**

It is ready. The driving motive of the young people to migrate to Saudi Arabia is to change their living standard and improve their financial status.

**Responsibilities and work load**

There is no a burden of work. Its main task is organising and mobilising the youth for specific activities. It did not affect other tasks.

**Kebele not taking the association seriously?**

No, it is giving the due attention to the Youth Association

**Reporting system**

There is no regular schedule of meetings that shall be undertaken with the Saesie Tsaeda Emba wereda youth association rather they have discussed with officials of the association while they met with them to present a report. On 29th day of each month, they had been met in Edaga Hamus 12 Kebele and discussed on some important issues like problem of education. However, before some time they never go to the Wereda due to transportation problem and after that they are providing the report through paper.

**Time use and own work, family and social responsibilities and leisure**

It did not affect his work. The task has its own structure. At sub kebele level there is association of the youth and in developmental groups there are two leaders. Since the activities have been undertaken through this channel, it did not affect the personal businesses of people who are engaging in some components of the task.

**Conflicts**

No serious conflict occurred so far

### Satisfaction and ambitions

**Satisfaction with the work**

The job is good; the Kebele has secured first rank from the DAs.

**Remuneration**

None

**Things you like about the work**

Contributing in the effort made to the youth to access to land for the purpose of residence

**Things you dislike about the work**

Overlapping of jobs: he is head of the youth association, commander of the militia and speaker of the house

**Things that could be improved**

The credit system,

The Farmers Associations administration system

**Personal ambitions/hopes for future**

There is no problem that needs improvement but he want to change the job/ or to resign from his position.

## Development Adviser: Crops – none at the moment

## Development Adviser: Livestock

Male, 30

### Education and work history

**Where from**

He was born in Tigray Region, Eastern Tigray Zone; wereda Atsbi Wenberta, Barka Addisibha Kebele

**Family**

His parents are living in Atsbi Wenberta wereda. He is married; she is from Adi Kal amin and she is an Agricultural Extension worker. He has a daughter aged 3.

**Education**

10+3 Shire TVET: 2003-5.

**Training**

* In 2000, he has taken a training on health and breeding of sheep and goat and awarded a certificate, for his participation in the 7 days training programme.
* He participated in a workshop organised by Adigrat Catholic Church in Adigrat town. The courses include poultry, beekeeping, dairy farming, and animal fattening.

**Work experience**

5 years as Animal Science DA and as a coordinator of DA’s kebele Raeile.

**Previous position**

Animal Science DA and coordinator of DA’s

**Why did you leave?**

He left his job in Tahitay Ziban Kebele after he was criticised due to the fact that he had been found out by the wereda Agricultural office. As a result he was assigned in Geblen as a punishment.

**Time in current work**

From February 2009 till now

**How selected for job**

He was assigned as Animal Science DA by the Regional State’s Agricultural Office after he graduated from Shire agricultural college

### Doing this job: work relations

**Changes in role of DA**

Providing trainings to farmers

**Time in this Kebele**

From February 2009 till now

**How work in the Kebele compares with previous ones**

Difficult; because, he was assigned in the kebele after he was penalised by the wereda administration. As a result he was separated from his family members and was also forced to terminate his education.

**Relations with the Kebele administration.**

Good. He said that he has no problem with the kebele administration and since his arrival, he has seen no change

**Relations with the Kebele Manager**

Good

**Relations with other DAs**

He has a very good relation with the DAs in the kebele. He is working in cooperation with the Natural Resource Agent

**Relations with Wereda**

The wereda manger ordered him to terminate his education. He was penalised with deduction of 1 month salary and 5 days per diem (birr 258) as fine, in 2009. He believed that the officials have abused his right but in other weredas, the civil servants have been continuing distance e among them. The penalty has been affected their capacity and moral. The education was important to increase his knowledge.

**Work with model farmers**

He stayed in the kebele only for about one year. He is unable to identify changes in ……… was assigned in the kebele

**Main achievements while in the job**

NA

**Main current issues of concern**

Drought and resistance of the farmers to act according to the guidance and counselling given to them by the DAs.

### Challenges faced and attempts to overcome them?

**Resources**

NA

**Package system and quotas**

The farmers in the kebele have access to livestock extension and packages.

**Improved breeds**

There is a bull [an improved breed] in the kebele

**Veterinary support, drugs**

They have a veterinary centre in the kebele. However, it lacks facility, medicines and skilled worker. Whenever, there is a threat of eruption of animal diseases in the locality, the wereda sector sends vaccinations

**Beehives**

They are giving advice to farmers on how to deal with the modern beehives. However, they are unable to bring change due to the drought.

**Credit and debt**

The majority of the people in the locality are borrowing money from Dedebit Saving and Credit Enterprise to purchase cattle, goats, sheep and hens

**Farmer attitudes and resistance**

The farmers have the tradition of breeding animals. They do have positive attitude towards the improved breeds of chicken, but less interested to improved breeds of cattle. They are very reluctant to purchase modern hives

**Responsibilities and work load**

There is no crop DA in the kebele, thus he and his colleague are trying to cover the task. Due to that he found to manage his family affairs properly.

**Time use, family and social responsibilities and leisure**

He is spending all his time in the kebele. He visits, his family every Sunday

**Reporting system**

He prepares monthly, quarterly, biannual and annual reports

**Conflicts How resolved**

So far he faced no conflict except the one he had with the officials of the wereda

### Satisfaction and ambitions

**Satisfaction with the job**

Assisting and working with farmers that are ready to bring change in their work

**Remuneration**

Monthly, salary; birr 942.

**Things you like and dislike**

He likes watching movies. He dislikes nagging with people

**Things that could be improved**

The status of the FTC must be improved.

**Personal ambitions/hopes for future**

To continue his education

## Development Adviser: Natural Resources

Male 29

### Education and work history

**Where from**

I born in Asmara, Eritrea.

**Family**

My family lives in Mekelle. My father is dead and my mother is a trader. I am single and have sisters and brothers who are students.

**Education**

Bsc. Degree Degree in Agricultural economics.

**Training**

Various short term courses in towns of Mekele , Adigrat and Edaga Hamus. LLPA- collective work on planning in 1999 (10 days), watershed management in 2007 (10 days), soil and water conservation (2007-9), emergency and rescue (in 2009). All trainings are given by the districts (Wereda regional extension programme at Mekelle).

**Work experience**

Development assistant Coordinator and natural Resource Development assistant

**Previous position**

DA in kebele Mai Megelta.

**Why did you leave?**

I am transferred because of penalty, surprisingly the penalty said for “you have learnt DA without our permission”.

**Time in current work**

5 years. We spend all the time working. I wake up in the early morning at 12:00 and get back 12:00 in the evening.

**How selected for job**

Assigned by the government

### Doing this job: work relations

**Changes in role of DA**

* He coordinates the developmental activities of the rural development sector. There is only one expert of animal science, other than to him and he is working together him science 2009.
* He is a member of the kebele council. He works in cooperation with the rural development, health & education workers. Most of them are experienced and they equally responding to the problems in the locality.

Great change in my job career and through which I have got experience. In connection with the community I’m developing better understanding. Besides, I have learnt more working in rural area and feel that their problem is mine as well.

**Time in this Kebele**

Since 2009. 2:300 to 6: 30 morning shift and 7:30to 11:30 afternoon

**How work in the Kebele compares with previous ones**

There has been changes through the last 10 years, particularly, in kebele Maimegelta, a kebele where he has been working before.

There is geographical and potential differences and similar working system. I was in plain area which is comfortable.

**Relations with the Kebele administration**

The kebele administration organised a committee coordinates activities of service providing sectors.

The committee members conduct assessments on the activities of activities undertaken in the service sector. There is a committee that. He does have strong relationship among stuffs of the schools, community members and other stakeholders.

We have been working together on rural development, health and education. Most members are experienced and quickly respond to the problem.

**Relations with the Kebele Manager**

Good. He is cooperative.

We have good working relationship. They follow-up implementation, any problem usually forward to the administration and solve accordingly.

**Relations with other DAs**

Workers of the office are two: the Natural Resources assistant and Animal Science Assistant. The Crops assistant has left his job. They are covering the gap. He said that there is no measure taken to employ another person in replacement to him.

I am coordinator of rural development however I have only one expert in animal science and still working together since 2009.

**Relations with Wereda**

They do not have good work relationship with the wereda administration. He said that officials of the sector are corrupts.

We have no good relationship since there is injustice as they worked in affinity or known each other. Such kind of relationship escalated since 2007 for instance if there is any job or education opportunity it is done based on the mentioned relationship. Even the award for the best farmer is gone to the wrong person.

**Work with model farmers**

They usually work with model farmers; it is advantageous to work with model farmers in that they are ready to accept lesson they are given. They are also working as models for other farmers.

Farmers has been awarded as model rural development area from the late 2005 to the late 2008

**Main achievements while in the job**

Awareness is being created in the side of the communities

There have been changes through last 10 years. We are worked at *miaymeglta* .

**Main current issues of concern**

Drought resulting in the failure of their effort to improve productivity in the area

### Challenges faced and attempts to overcome them?

**Resources**

There are shortages of resource s in the kebele. In order to minimise such problem they are working in coordination with the farmers.

There is a resource shortage is as usual but to solve or at least to minimise the problems we are working in connection with the former on the employment of fertiliser and seedlings.

**Package system and quotas**

It is not common to use fertiliser in the area. That is because of;

* The size of cultivable land in the locality is very small and most of part of it is sloppy;
* Poor fertility of the soil in the locality is infertile
* The existence of the tradition of the use of manure in the farmers in the locality; thus, the people prefer it than fertiliser;
* The peoples focus in livestock than agricultural activities. Therefore, until very recently, the amount of fertiliser used in the area was not more than 8 quintals. However, due to measures taken by to improve the use of fertiliser, the amount of fertiliser used in the kebele increased to 40 quintals.

Seedlings, since 2001 have been using it in which World Vision had given us 100 quintal of wheat and barley. 50% is reserve which is sold by unknown people (the respondent told me this is just rumour)

**Natural resource packages**

Seeds were given to the people of the kebele since 2008. It was given by World Vision Ethiopia.

It is not common to use fertiliser in this area because of different learns such as first, the land is slopy, second, we usually apply compost and lastly the land is preferable to the cattle rather than farming it. So, they focus mostly on livestock. The measure is creating understanding. Before it was only eight quintal but now it reaches 40 quintal.

**Credit and debt**

Dedebit Saving and Credit Enterprise which is usually in charge providing credit service to the community in Geblen. In the previous times, borrowers have faced difficulties to repay their debts due to:

* Drought;
* Exaggerated interest rate: It increased from 9% to 18%.

Maret credit and saving association is usually in charge of lending money. It is unusual to receive debt because in pervious time the people were unable to cover the debt because of the famine. Moreover, the interest is radically increased from 9% and 18%.

**Water harvesting**

Water harvesting activities are affected negatively by;

* Shortage the provision of cement for the use of plastering the interior sides of wells
* rocky nature of the ground makes digging wells difficult task

**Watershed management**

It is affected by;

* problem of absence of topography map
* lack of sufficient budget.

There is an absence of topographic map, hard geographical set up and as it is hard to get labour from different places. And budget deficient, which is budgeted for only six months and 50% of the resident are family.

**Forests and trees**

Forest and trees are affected by;

* Drought resulted in destruction of trees and seedlings planted
* Overgrazing
* Charcoal production

Famine causes the trees not to grow and cattle also cause the least existence of trees as the peoples are nomads. In addition to this, there is charcoal protection.

**Wildlife protection**

There farmer do not like wild animals due to the potential of danger the wild animals could pose up on their domestic animals. However, attempts were made to create awareness among the people

**Farmer attitudes and resistance**

Recently, there are improvements in the level of awareness of the communities

Even if, understanding is created there is still misunderstanding on the side of the farmers especially on grasses which is reserved for environment conservation.

**Responsibilities and work load**

He is an expert of natural resource management. He should have worked on it nevertheless there are due additional responsibilities like working in connection with districts rural development & coordinator of the development agents.

As I am an expert in natural resource I should have worked on it, nevertheless, I’ve additional responsibilities like working in connection with district rural development and coordinate of development packages.

**Time use, family and social responsibilities and leisure**

Working time from Monday to Sunday except Saturday: working hours; morning from 2:30-6:3 & in afternoon 7:30 – 11:30 & while there is a need to visit the field, they spend the whole day from 12:00-12:00

His family members are leaving in a town located far from his residence area so & he cannot help them [financially].

Working time is from Monday to Sunday except Saturday which is the day of thought sometimes busy on some day. Working hour morning from 2:30-6:30 and in the afternoon 7:30 and 11:30 and in time field exposure we might use the whole day from 12:00-12:00 of the night. My family lives far from me. Therefore, I can’t help them in particular in connection with payment. We are working to create understanding though busy on other work.

**Reporting system**

Basically on monthly basis but there are also others

Reporting system is burdensome as we are busy and make it manually.

**Conflicts How resolved**

The usual conflict is on debt recovery but they usually resolve it through negotiation.

### Satisfaction and ambitions

**Satisfaction with the job**

Satisfactory to him

I’m happy as the results are satisfactory.

**Remuneration**

Not that much. I need salary increment because it is not enough to the current economic situation.

**Things you like and dislike**

He likes to entertain himself by visiting forest & listening music. He dislikes conflict.

Things what I like is entertainment, visiting forest and music.

And things that I dislike is conflict and stress

**Things that could be improved**

Awareness in the side of the community

Improve talent and education.

**Personal ambitions/hopes for future**

Establishing family

Establishing family and succeed on my work.

### Researcher observations

He seems he likes to go to the town.

## Head, Farmers Training Centre

The FTC is administered by three people – one is the kebele chair who answers below.

### Education and work history

**Where from**

He was born in Geblen kebele , Tigre Region, wereda Saesie-tseada Imba.

**Family**

He is married and has got 5 children. All his family members are leaving in Geblen, except his elder daughter who is leaving in the town of Edaga Hamus. She is attending school there.

**Education**

He had been educated till grade 5. He was educated in Tahatay Ziban. He terminated his education in 2006

**Training**

So far, he had not received long term trainings, except brief orientations about good governance by the officials of the wereda administration.

**Work experience**

* From 1998-2003 as a soldier
* From 2004-2010: February as a Chairman of Kebele Geblen and;
* From 2003 to 2004 as a Vice Chairman of Kebele Geblen

**Previous position**

Vice Chairman of kebele Geblen

**Why did you leave?**

He left his position in replacement to the former kebele chairman who resigned his position

**Time in current work**

6 years, since 2004

**How selected for job**

He was elected by a vote given to him in the general public meeting held in the kebele.

### Doing this job: work relations

**Role of head of FTC Changes**

Managing the FTC, following up its wellbeing, requesting budget to run the FTC, taking the lead to fulfill facilities for the FTC, presenting proposals to the council on issues with regard to the FTC

**Time in this FTC**

5 years

**How work in this Kebele compares with previous ones**

He had not been working in other kebele.

**Relations with the Kebele administration**

He is the chairman of the kebele as well as one of the heads of the FTC. Thus he has smooth relation with other members of the kebele administration. He presents issues with regard to the FTC and makes recommendations effective. So far there is no change in the relation with the administration.

**Relations with the Kebele Manager**

Good, they are working in cooperation with the chairman about the FTC

**Relations with other DAs**

NA

**Relations with Wereda**

The wereda capacity building office has a stake in the FTC. They have been requesting it to help the kebele to improve the status of the FTC; however, it did nothing to it.

**Work with model farmers**

The model farmers in Geblen are receiving various short term trainings in the FTC since 2004. No change

**Main achievements while in the job**

Construction of the FTC: construction of farmers training centre was started in 2003 and completed in 2004 with labour contribution of the society and provision of the wereda administration and the kebele administration has been mobilised the society and coordinate various activities of the construction work.

**Main current issues of concern**

Lack of sufficient facility: Though the centre has been started to give its service for trainings, equipments and materials needed for effective trainings are not fulfilled. Consequently, the centre is not giving all of the required trainings and most of the trainings are based on theoretical aspect not on practice. For example, a woman who trained in food preparation from cactus is not able to give training on relevant issue to residents of the kebele due to the absence of training materials equipments needed for the practical aspect of the training.

### Challenges faced and attempts to overcome them?

**Resources**

The centre is not well equipped. There should be inputs such as cement, water tank, improved breeds and the other facilities. Now the kebele administration is planning to improve its status with the meagre budget it has.

**Package system and quotas**

None

**Farmer attitudes and resistance**

Most farmers in the kebele are victims of backward attitude towards modern ideas about agricultural and non-agricultural activities. For example there are some farmers who are made to participate in trainings frequently. But, they are unable to bring behavioral changes

**Diffusion of improved practices to farmers**

Very little change is observed in this regard. The farmers are change resistant

**Responsibilities and work load**

He is the chairperson of the kebele, thus he is spending much of his time in public works. Therefore managing the FTC, compounded with other public duties becomes a very challenging task.

**Reporting system**

They are presenting reports to the wereda after completion of each training sessions to the wereda.

**Time use, family and social responsibilities and leisure**

More than 90% of his time is spending on public duties including the duties related to the FTC.

**Conflicts**

NA

### Satisfaction and ambitions

**Satisfaction with the job**

Serving the people gives him satisfaction

**Remuneration**

No regular payment, except per diems given to him from the NGOs while they are organising trainings in cooperation with him.

**Things you like and dislike**

It has not any personal benefit created to them.

**Things you like about the work**

He likes to serve the people and he dislike gossip

**Things that could be improved**

Fulfilling facilities to the FTC

**Personal ambitions/hopes for future**

He is enthusiastic to continue his education. Now, he is planning to register in one of the distance education coordination offices to continue his education.

## Health Extension worker

### Education and work history

**Where from**

She was born in the town of Freweyni, wereda Sae’sie-Tseada Emba, Tigray Region. She is living in this kebele as a HEW.

**Family**

She is married and has one child. Her parents are living in the town of Freweyni. She has seven siblings.

**Education**

She was a 10+1 grade class student in the town of in Edaga Hamus , when she was recruited to train in Mekelle as a HEW in 2003

**Training**

I also took training on mid wife for 3 months and also I took a lot of training in relation with one work and most of the training takes place as we can.

**Work experience**

It has been four years since I started working in the field of assistance health officer. I work at Geblen from the beginning since 2006.

**Previous position**

None

**Why did you leave?**

NA

**Time in current work**

4 years; I work for 16 hour in 24 hour time.

**How selected for job**

She applied for the position and the administration selected and appointed her.

When I look for a job this was the only job I got, but if there was any, I wouldn’t be here

### Doing this job: work relations

**Changes in role of HEW**

There comes much more progress since her assignment in the health post. Reduction of number of patients is also encouraging. After 2006 there is a mass vaccination for children and first aid service to mother is being given. Usually refer s are being given to the health centres.

There is much more progress since I came here. Reduction of patients is also encouraging. After 2006 there is a mass vaccination for children and first aid to mother which in turn help them to be referred. Usually they refer to Adikelbus and Edaga Hamus.

**Time in this Kebele**

4 years. I spent all the 16 hour has in Kushet if I don’t have a meeting or other special work.

**How work in the Kebele compares with previous ones**

She spent all her time in the village. She is working for 16 hours per day

**Relations with the Kebele Manager**

Our relation with the Keble administrator is good recently. These are the result of various evolutions given among us.

**Relations with other Extension workers**

With regard to relation again, the day to day relation with the station’s health extension worker is quite interesting we have experience sharing in every opportunity we meet.

**Relations with Wereda**

Personally, she has good relationship with the wereda administration officials. However, they are not doing their job properly. They are corrupt. They are not cooperative. They denied the opportunity to further education. She is dissatisfied with that.

So far I don’t face good relationship with the wereda. They don’t do their work properly they are corrupted for d/t benefit. They don’t fill the gap b/n the work done& remaining one occurred due to this misconduct. They pledge us to give education opportunity & change 7 places but often we accomplish our task properly they don’t even show up around us which is really disappointing. After all, I discover that things are not normal with full of down side.

**Relations with Health centre**

She does not have strong relationship with health centre. They get together each other rarely.

We don’t have a tie r/ship with health centre. We see each other once in a blue moon.

**Work with model farmers**

There are model farmers where she gives them additional lesson on how to improve their work potential. She has been doing that since 2006

There is role model farmers where we give them additional lesson to improve this current work potential. They seldom come to ask & we have been doing this since 2006.

**Work with Health Promoters**

She has good relationship with the health promoters. They are working in cooperation with the health promoters.

We do have sound r/ship with the health promoter. Beneficially, we have mutual benefit to each other content.

**Work with Traditional Birth Attendants**

None

**Collaboration with customary healers**

These days there are no customary traditional healer /herbalist. The people are aware of it thus they prefer to come to the health post and the health centre.

**Main achievements while in the job**

The society is a major beneficiary from the work for instance the newly open health centre is so much helpful for them and the number of patients is reducing.

**Main current issues of concern**

Shortage of water supply

No major problem with regard to our work, however there is a frequent drought along with water problem so they need to improve and up stage the major problem have mentioned so far.

### Challenges faced and attempts to overcome them?

Until very recently, there was no first aid kits in the health post. Now it is fulfilled.

Lack of water supply

I think there is the capacity of drinking water but still there is no drinking water. Water is a very risky problem here. We train the farmers to use hot water to minimise the risk but they don’t do it. Though the solution cannot be found easily everybody should put her/his attention on this issue but most of all government should do something. Moreover, it is better to do with NGO’s and bring a solution. And the site need much more help because it is affected repeatedly by drought. So, the community should not wait others hand. I mean aid is not a radical help but they need the opportunity of different working environment on the area. This should be taken into consideration.

**Packages and quotas and graduation**

100% of the farmers in the kebele graduated from the health package. All the 17 components of the package are being implemented in the kebele.

We have graduated all farmers but no one is professional graduate.

**Health care support, drugs**

We didn’t face any problem while we give health care support. We even didn’t face drug shock because we distribute to the adopter before it expire and follow how they use it.

**Farmer attitudes and resistance**

The farmers in Geblen have good attitude towards the health extension package.

Farmers don’t resist while they are given the training. But what I am afraid is, I cannot be sure if they put the training on practice. We do a follow up on this case as much as we can.

**Responsibilities and work load**

She is spending all her time in the village. She is working for 16 hours per day.

I have a heavy work load which couldn’t be resolved by a single professional. I need a work mate, I requested to the concerned body about it but they did say nothing.

**Time use, family and social responsibilities and leisure**

She together with her daughter is living, while her husband in another place.

I have no my own time. I cannot meet my family when I need to meet them. I go to my family if there I have a meeting and go to the area. Otherwise, I have no time to visit my family. I work even on the vacation day that is Saturday and Sunday.

**Reporting system**

I usually report monthly. I send the report to Adiqelebs and they will send it to Wereda. We report every detail of our monthly work by paper.

**Conflicts**

There were cases of conflict, in 2007 with the kebele chairperson, she clashed with the chairperson due to disagreement happen between him and her with regard to scheduling of vaccination campaign and when the chairperson has reduced the number of days assigned for the task. But latter the chairperson was found to have a wrong idea and criticised for his act. The chairperson considered the task as simple matter and the society has not enough awareness on the issues.

I don’t see conflicts repeatedly but if sometimes happened we resolve it by negotiation, if it goes beyond negotiation we direct it to the justice.

### Satisfaction and ambitions

**Satisfaction with the job**

Dissatisfied; because of lack of opportunity for further education and heavy work load.

Whatever the case I have work interest. I always dream to be fruitful on my work site. And am still doing good, this is my satisfaction.

**Remuneration**

The salary and the living standard are not compatible. My monthly salary is 550 but I work 16 hours per a day. The payment is not reasonable

**Things you like and dislike**

I like my work very much. I need to work honestly. I dislike pretending and discrimination.

**Things that could be improved**

The community attitude should be improved. They should remove the feeling of dependency. They should say no to “poverty” and “aid” because it is not a guarantee of life. But while they try to get independent there should give a support from government and NGO’S. The community needs radical change. They have to produce their own consumption but something should be done to the environment.

**Personal ambitions/hopes for future**

My first ambition is to go back home and work in my area living with my family. I need to live with marriage because my kid needs to live with her dad. The next thing, I need the chance of education and improving my profession.

### Researcher observations

The health worker seems very courageous and does her task wisely. And she needs seriously another professional who share the work and deliver the service to the community as they have expected.

## Health Promoter

### Education and work history

**Birthplace**

She was born in Geblen.

**Family**

Her father and mother are living in this kebele. She is a household head and she has 5/6 children.

**Education.**

Tahitay Ziban catholic mission school: She terminated her education while she was in grade 3 class, in 1989

**Training**

* A 1 day orientation regarding application of contraceptive
* The Regions ombudsman office organised training for them , on rights of women and children, Mekele for 1 day, in April 2009
* Disaster prevention and preparedness, regarding prevention of drought and source of drought in Mekele in August 2009
* Social court, family code, in 2006 I have taken a 3 day training in the town of Adigrat Justice the equal share of common problems in case of divorce. Since 2003, I had been worked as one of the judges of a social court but since 2007 I am acting judge of the court because from that time until now I am chairperson of the women association.

**Work experience**

* 1992-5. As commissariat of the kebele’s women association office
* 1995-2005. I was free from work
* 2005-6 as secretary of women’s association
* 2006- to now, as head of women’s association

**Previous position**

Secretary of the kebele women’s Association

**Why did you leave?**

She left the association during the above mentioned time, because of pregnancy and delivery.

**Time in current work**

A year and 4 months

**How selected for work**

The selection was made by the administration. The wereda sent to the kebele and I was elected to be member of the cabinet.

**Training for the work**

* 1 day orientation regarding application of contraceptive.
* Save the children had given us a five (5) day training in Wukro town, on roof catchments the training has included installation of water pump, keeping hygiene of water and repair of water pumps. But the amount of service charge was considered as the issue that shall be determined by the receiver.
* The training on nutritious food was how the mothers and children feed the food and how to keep the safety & hygiene of the food. The food discussed under the subject is considered as a food that shall be provided to malnourished people as supplementary food up to 6-month period.

### Doing this job: work relations

**Role of health promoter**

The association has been collecting various supplies like nutrition food stuffs and provided the assistance to orphaned children and a financial support collected from the members had been given to needy women who gave birth to twin children.

Education shall be given to mothers about the importance of breast feeding and the mothers shall learn give birth with the age difference of at least 4 years and they shall use family planning.

**Relations with Health Extension Worker**

Good; she is one person (Integrated family health Worker) she is learning by moving with us in public meetings and door to door awareness creation activities. Mrs. Abeba, the H.E.W, has been selecting the beneficiaries from 1997 EC since the introduction of integrated family health programme. No Change.

We have a Good relationship. She is very nice. We go together and give training on awareness creating door to door for each farmer.

She have strong relationship with the HEW, through the collaborative effort, we caused to achieve many & significant changes. She said that they execute some activities in order to convince mothers for implementation of family planning programme some mother have taken the contraceptive drug to avoid pregnancy for 3 years. They asked her explanations & support on mothers that are challenging to them. For example regarding the unique nature of the 3 years contraceptive drugs the suitability of the drug for most of the mothers and she informed them that if there is a case of more bleeding during menstruation period, the Norplant can be taken out of the users body. Such efforts are aimed at keeping the comfort and confidence of the beneficiary women as well as avoiding the possible side effects.

**Relations with the Kebele administration.**

Good, however, there are some in convince and problems in my relationship with members of the social court because they had been called me to their sessions without having appointment or schedule based on their interest on the daily allowance of 10Birr on each reason and also they abused their power with narrow group mentality against the interest of other people. Howe ever following the evaluation we have made before six (6) month the conditions have been improved on the other hand our relationship with the former members of the social courts whose terms office is ended in 2001 EC was very good.

**Relations with the Kebele Manager.**

He is good and cooperative

**Relations with other Extension workers.**

They do not have relationship with other extension workers

**Relations with Wereda.**

We are undertaking meetings at each 3 and 6 months with the officials of the wereda’s women’s affairs. They had been attending in the meetings with us and discussed on the number of women who are using contraceptives and regarding the prevailing conditions. The issue is under the supervisions of Rehabilitation association Of Tigray.

The support though it is not sufficient provided by the wereda administration is good but the weredas women’s association didn’t provide us the required support though we have submitted a proposal they failed to give training to the sub-kebele chairperson of the associations structure in the sub-kebele lacks the required knowledge on such issues if the training were given the conditions would have been improved. Though they requested them to organise trainings for the representatives of women of sub kebeles, many times, still they did not get it and there are other similar cases of companies in other sub-kebeles the usual justification for such failures is lack of budget expected to be allocated by administrations of the zone and the regional state. We have in come 18-birr allowance only, while officials of the association have lucrative monthly salary birr 250. In general speaking our relationship is not good.

On the other hand the wereda women’s affairs has been requested us to present a performance report of activities undertaken in sub-kebeles. The office did not provide any support to the kebele, if the report did not present to it. However, women of our kebele with better knowledge of business can generate income and sustain their lives if they would have been engaged in commercial activity of cereals and other small-scale trades. Nevertheless, the weredas women’s affairs office has not made any effort to search the finance and provide the required loan service for the women in well-integrated manner. When we requested them to provide loan service, they claimed that they have not the finance and the women who were taken loan did not return the money. However, in our kebele there is not any women who didn’t paid back loan.

The Wereda calls us in to a meeting in every 3 and 6 months and officials of the wereda’s and women’s attend the meeting. We present our task and discuses on the number of women who are using contraceptives and regarding the prevailing conditions.

**Relations with Health centre**

We quit our relationship that we had with the health centre. Previously we had a contact at each six months. But after that time the wereda had ordered us to quit the activity and to present a report at each 3 and 6 month.

We have had a connection with the health centre in Adiqelebs. But after a while we recommended by the Wereda just to present our report directly to the Wereda.

**Work with model farmers**

The H.E.W. selects the trainees for the training undertaken in the wereda regarding the building of toilet structure, best stoves hens rooms and about the disposal of solid and liquid wastes.

The health extension worker has been selecting the adopters from 1997 EC since the introduction of Integrated Family Health programme. But it doesn’t bring any change. She selects the trainees for training on the construction of latrine, best stoves hens rooms and solid and liquid and dry wastes dumping that undertake in wereda.

**Work with Traditional Birth Attendants**

Pregnant women who are giving birth in their homes with the help of traditional midwives; They are not going to health centres for delivery but training gives traditional etc have been providing to the midwives. However, the society doesn’t have a confidence on this service.

Women’s are giving birth in their homes. They don’t have the habit of going to the health centres. Training had been given to the traditional midwives on reduction of the child and maternal mortality.

**Collaboration with customary healers**

They do not have relationship with traditional healers. Religious leaders did not oppose the effort of family planning. Openly however they discouraged their partners not to use the contraceptive methods as the women have informed us. 1/3 of the women have taken the contraceptive drugs with the agreement of their husbands but the other women have taken the drugs without the knowledge of their partners.

**Main achievements while in the job**

Improvement of awareness and outlook is observed among women of the kebele. There are some women who have taken the 3-year birth control drug and two women have requested us to provide birth control service to avoided pregnancy for the duration of 5 years.

The women rights have brought some change. I feel happy in thinking that because it has my effort. In addition to this, the presentation of health especially on child and mothers are going well.

We convinced many women to transfer them from users of 28 tablets to injection for the contraceptive of 3-month duration. Since 2006 we are providing injection drug of contraceptive for duration of three years and pills through door-to-door service and we are promoting the use of such contraceptive methods in public meetings. Since July 2009 until now, 10 women are using the injuecti0n drug of contraceptive, which is effective in avoiding pregnancy for duration of three (3) years. We are working on individuals to convince l but is acceptance in society level still is not satisfactory.

**Main current issues of concern**

It is poverty, while women in the kebele who are taking the medicine, they are not able to get sufficient quantity of food. On the other hand, the activities they are engaging through food for work programme are varying laborious that needs high amount of calories or balanced diet. In some incidents the women who are taking the contraceptive drugs and engaging in such laborious activists have stated that child delivery and taking contraceptive drugs are the same or have similar effect in terms of fatigue. Therefore, the quantity of work that have been executed by such women shall be reduced to be specific the women are constructing 4x2 meters(length x width) terraces, through the PSNP, like other people, which the 2 meter shall be reduced from their obligation. Because the duty requires high amount of energy and in most cases the women have infants or underage children who needs care, labour & time, which they have the duty equivalent with men. Therefore, the workload of women, who are using contraceptives, shall be reduced at any time but not only for the time of maternity (delivery) and location.

### Challenges faced and attempts to overcome them?

**Resources**

There is a shortage of supply of the 3 year contraception injection, is provided only by health professionals above nurse. However, if we would provide it, the outcome would be better related with the confidence of the beneficiaries on our efficiency. Because more than anybody else we are close, familiar and accessible to them that would make them confident and not shy in receiving the service. Therefore, if we get training on the issue and using such a d vantage, it would have positive effect in providing effective reproductive health service to more number of women or households. For her it will not be difficult task, the only thing that I need is proper training.

I don’t know what we have “I just leave this for God’s sake. It is the government and god who know about this fact.

**Packages and quotas and graduation**

There is no quota and package in their kebele. The graduates are those who worked toilet facilities and disposal of solid and liquid wastes and other sanitation components. However, we have no graduates as midwives.

The society is ready to change. If they told, “this is the way to change and do this to change your life” they won’t resist. The people do not say, “I am tiered”. But on resettlement they have pessimistic feeling. They don’t like to move to other location, as a custom. I can take myself as an example, I don’t want to move to another area, rather I want to work hard and improve my capacity gradual in a place where I am living now.

**Health care support, drugs**

Free medical service is not provided to them. They are getting it with charge. Before that, until 2009 we had been getting free medical service through the health facility package. Now it is not operational. The health promoter in Geblen kebele reported that the provision of various resources such as shoe, cloth and allowance is terminated as of 2008 the reason for the continuation of their service is the benefit provided to women and children but not to them. On the other hand, the workload is increased that needs working even in sunny days. Previously, there was a provision of umbrella but now there is such provision.

**Farmer attitudes and resistance**

Previously, convincing the society in some issues needy strong effort: But now, there is some change in this regard, since 2009.

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**Responsibilities and work load**

The work is very challenging. They are working with other individual farmers under the food for work programmes in order to get some income. However, after providing the service in door-to-door manner, facing the responsibility of the regular life is very, challenging. Our workload and effort is similar with the responsibility of other people who have salary.

Women have a heavy work load in undertaking domestic and field duties such as engaging in various forming activities, house cleaning, food preparation and taking care of children etc. In post time women were engaging in handicraft and the products had been used for additional income general and house decoration. But currently there is no any woman engaging in such activity because the heavy work load of field/form activities make it absolutely impossible.

**Time use, family and social responsibilities and leisure**

Related with the FFW activities, she do not have leave period, rather we are doing the job on the expense of our regular life.

They have very tight schedule of time because of high number of activities that the women have been undertaken throughout the year. Among these takes we can indicate some of the significant tasks such as work of missionaries and the regional soil and water conservation activity the requires 40 working days in a year without any payment but for in the current year we all have worked for additional 6 day for the memorial of the late artist Eyasu Berhe. The tabia is taking care of the community.

**Reporting system**

Though there is no face-to-face meeting with the wereda women’s association, we are presenting reports on monthly bases.

We report every three and six month to the Wereda.

**Conflicts - How resolved**

She does not have any conflict with individual farmers because our approach that we followed is effective in avoiding any potential conflict.

### Satisfaction and ambitions

**Satisfaction with the job**

She is very happy, though there is fatigue resulted from the workload and her relentless effort. Because we feel very happy when we witnessed the benefit of the society by using the reproductive health service of family planning.

**Remuneration**

There is no any regular remuneration given to us, except the 60 Birr allowance of meeting in each 3 months.

**Things you like and dislike**

There is nothing that I dislike. She likes everything.

**Things that could be improved**

Education shall be given to mothers that infants shall be taken 70 after the birth of the child through mothers breast-feeding, the mothers shall give birth to their children with the age difference of at least 4 years, and to employment family planning, they should use any or some of the contraceptive methods.

I have some recommendations about issues that need proper and timely corrective measure but I am not quite sure about realisation of the opinion. Load of the labour work that the women who are heads of households have been incurred shall be reduced. For this effect the required help shall be given to the women who are heads of households and have additional load of work.

Salary shall be given to them because the mobilisation duty in convincing the society on using the family planning service requires much energy, effort and time.

**Personal ambitions/hopes for future**

She wishes that her kebele as a model Kebele in Tigray region on health and care of children and mothers.

I would like to see and hope a very bright future and a radical change in the community.

### Researcher observations

The respondent is hyperactive and has sense of freedom. It seems as if she gave us all information honestly.

## Health Centre Head – no Health Centre

## Head Teacher

Woman principal 31 Geblen full primary school 1-8

### Education and work history

**Where from**

Tahtay ziban, Tigray Region Wereda Saesie-Tseada Imba.

**Family**

She is married and has three children.

**Education.**

Diploma managerial administration: 2003- 2007; Mekele, Nile college.

**Training**

* Training in school directorship -2007
* Training on Self-contained education training -2004
* Training on Civics and ethical education training 2006

**Work experience**

As a teacher and school principal, she served for about 13 years.

**Previous position**

Teaching

**Why did you leave**

By a promotion in 2006 and to Geblen School in 2009.

**Time in current work**

As a School principal in 2006 and to Geblen school in 2009.

From 2:00 to 11:45

**How selected**

The educational sector officials nominated her to the position and she accepted the proposal.

### Doing this job: work relations

**Role of Head Teacher**

Managing the overall school and teachers’ ethical activity; the teaching and learning process show good progress. After 2009 the relationship between the community and the school changed to its best possible level.

**Time in this School**

2009

**How work in the School compares with previous ones**

The previous was better. The previous school enjoyed better budget, facility and teachers

**Relations with the Teachers**

Since she assumed the position of school principal, September 2009, her relation with the teachers is very good.

**Relations with Kebele administration**

Ever since I came here in it’s nice.

**Relations with the Kebele Manager**

Good relationship

**Relations with PTA**

We have a good relationship. They help us a lot concerning the community and the school services. They help us we do any work with the collaboration of the society with respect of money, knowledge and labour

**Relations with Wereda**

She has good relationship with the wereda officials. They gave her an opportunity to improve her educational status. They also show commitment to fill gaps in the teaching-learning process by assigning teachers and teaching materials.

We do have a good relationship with the wereda districts, however due to the transfer of work place I am away from my family since 2007 particularly I began feeling lost in 2002 after I came here.

**Main achievements while in the job**

Improvement of access to education for the community.

I have given the chance to upgrade my educational status, first I was a TTI graduate (teachers training institution) then diploma and now I am about to finish my degree. In addition to these our administrative ability for increased due to my effort.

**Main current issues of concern**

Uncertainty on the quality of education

### Challenges faced and attempts to overcome them?

**Resources**

Except the residence houses in work place there are many gaps in the school

**Child attendance**

She is exerting effort to control the problem of absenteeism working with the community representatives, and with the local departments along with female’s head.

**Child drop outs**

Yah, there are a case that is related with student drop-out.

**Child discipline**

The discipline committee-so they see the issue and is there round table discussion and evaluation to sort the problem.

**Teacher discipline**

Teaches have different quality on different subjects, for instance a teacher may specialise on mathematics and vice- versa which in retain affects the potential of the student. So far, the behaviour of the students is so fine.

**Shift system**

The shift system is in to part morning and afternoon but for grade 8 this is exceptional. Grade 8 learns full time that means the whole day. The reason is to increase their capacity for the next stage.

**Self-Contained System**

Self-contained system is applicable in 1-4 grade classes

**Responsibilities and work load**

In fact there is workload, for instance there is no storekeeper in the school. The department heads and unit leaders are managing it, which in turn affects their time. There are 35 courses. The time allocated to cover it is not sufficient. We have no secretary and it taken times to write by hand; we tried our best but no result yet.

**Time use, family and social responsibilities and leisure**

Her time management ability is good. She has been detached from her husband for 4 years due to heavy workload. She has sound relationship with the society. There is no spare time at all.

**Reporting system**

They usually send our report on time and we often meet with the concerned body through, telephone and in person as well. However seldom the transportation problem lag the timely arrival of the reports

**Conflicts**

Conflicts are not frequently occurring and solved through the discipline committee and PTA

### Satisfaction and ambitions

**Satisfaction with the job**

She is not satisfied with the payment they currently pay me 1617, but they are supposed to pay me Birr 1935, She didn’t ask much but others did ask a lot of time but they answer no budget for this.

Except the work place that I am reside, I am happy, with the work I have

**Remuneration**

1617birr per month;

**Things you like and dislike**

She likes peace, to give a chance to everyone for education, to take care of the children very well, generally to live in peace with everyone.

She dislikes people who discourage the work of others and devaluate it.

**Things that could be improved**

Her personal behaviour: whenever she got irritated, she began to feel sad. She wants to improve this behaviour it is negatively affecting her work.

**Personal ambitions/hopes for future**

She wants to continue her education and live with her family

### Researcher observations

She is not willing to stay in the Kebele. She highly needs to go back to her district and this feeling might have a negative impact on her current job. She seems reluctant.

## Teacher

### Education and work history

**Where from**

Tigray, Gulomekeda

**Family**

Mother lives in Fatsi, Gulomekeda

**Education**

3rd year university student in Axsum university (summer programme) since 2008

**Training**

Mekele Art School I studied music and literature, Hareg project community team court for about a month, in 2005.

**Work experience**

As a teacher in Betmaria, school (2007), in Geblen complete primary school as a school director and currently as a teacher (2008-present)

**Previous position**

Teacher

**Why did you leave?**

I left from Betmariam, the Wereda administration requested me to transfer to the town, but …

**Time in current work**

2:30- 6:30 or 6:30- 11:30

**How selected**

NA

### Doing this job: work relations

**Role of Teacher**

The role of the teachers is teaching and transferring knowledge and skill to the students. No change. The teachers are not interested for they don’t get motivation and promotion. There is too much load but no enough salary.

**Time in this School**

The morning class will take place in 2:30- 6:30 and in the afternoon 6:30- 11:30

**How work in the School compares with previous ones**

It is doing good now.

**Relations with the head Teachers and other teachers**

There is some problem among the teachers but we are solving it now. With the head teacher we do have a good relationship.

**Relations with Kebele administration**

good

**Relations with the Kebele Manager**

Good, he used to interfere whenever any problem happen

**Relations with PTA**

Good. Whenever a major problem happens, it is the PTA and kebele administrator who solve it.

**Relations with Wereda**

Good.

**Main achievements while in the job**

In 2007 we were able to make the school the first from the Wereda

**Main current issues of concern**

None

### Challenges faced and attempts to overcome them?

**Resources**

None

**Child attendance**

Recently the problem with attendance is minimising because the school is solving it by consulting the Keble administrator and PTT.

**Child drop outs**

There are some students who drop-out because of economic problem but the school ids solving it out.

**Child discipline**

They are good.

**Shift system**

We have Morning and afternoon shift but the whole day for grade 8

**Self-Contained System**

1-4 the school give self-contained system

**Responsibilities and work load**

There is a high work load. The number of the teachers and the courses are not balanced. We give above the normal credits 30-35 credits.

**Time use, family and social responsibilities and leisure**

I have a kid lives with my mother in Adigrat and I visit them in a weekend

**Reporting system**

none

**Conflicts**

Yes, sometimes conflict might happen but we try to solve it by negotiation.

### Satisfaction and ambitions

**Satisfaction with the job**

I am not satisfied yet because in the first place teaching is not my major interest since I need to be an artist. Secondly, no enough salary

**Remuneration**

Not enough

**Things you like and dislike**

I like to work hard and entertain myself but I dislike being idle

**Things that could be improved**

We need to be motivated and some school materials should be fulfilled

**Personal ambitions/hopes for future**

I want to be a great artist in my life time.