# Interviews with key development actors in Dinki *got*, Hagere Selam kebele, Ankober wereda, North Shewa, Amhara

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## Kebele chair

### Education and work history

**Education**

He is able to read and write. He did not go to school but he taught himself while looking after cattle while he was a child. He used to use passengers and he was able to read in this way.

**Training**

He got training for the party in Ankober for 16 days. He was involved in a training to improve the quality of education in Debre Berhan. He was also involved in training concerning health, agriculture and peace and security. He one went to Awash regarding security issues.

**Work experience**

He is the Kebele Chair starting from 1998. He was a Kebele chair for 5 months in 1993. It was said that a new structure was set up and the former chair became the Kebele chair in 1993.

He used to serve the community as militia because he had a firearm. He was also a party member and Kebele councillor. He was also involved in Wereda council.

**Previous position**

He was Wereda and Kebele councillor.

**Reason for leaving**

He was elected by the council to be a Kebele chair in 1998. Then he was elected in 2000 for five years.

**Time in current work**

Four years.

**How (s)elected**

He was a member of the Kebele council, and it is the Kebele council that elected him to become a chair.

### Doing this job: work relations

**Current role of Chair? Changes? when?**

He leads the sector offices in the Kebele as a head.

He gets the cabinet to discuss about different things that come from the government, and takes care of the implementation. He also takes different things back to the government. He acts like a bridge.

There is no change except that the responsibility of the chair is widening. He is chair for the Kebele, he is also a chair of the Meseretawi Dirijit (Party members consisting 14 people, in the Kebele administration and who head the party members in the Kebele), and he is also chairman of the cabinet.

**Relations with Cabinet. Changes? When?**

They deliberate on different things once in every week. The cabinet might meet in a three days’ time if there is a pressing issue to handle. They have different ‘gotts’ to work closely, so cabinet members work in their respective ‘gotts’ with special emphasis. The Kebele council meets once in a month.

**Relations with Kebele Manager. Changes? When?**

His relation with the Kebele manager is good. The Kebele manager is accountable to him and he does everything told by the chair. The manager is not involved in decision-making. He only works the technical things that need his expertise. He manages other things effectively. The Kebele manager position came into existence in this Kebele in 2000.

**Relations with Kebele Councillors? Changes? When?**

The relationship with the councillors is good. The council considers the work done by the cabinet and the sector offices. The cabinet prepares plan and forward to the council to approve it. And this is going very well.

**Relations with extension workers: DAs and HEWs, teachers. Changes? When?**

The relationship with DAs is very good. We do not interfere with their profession. We simply follow what they tell us. One of the DAs is a member in the cabinet. There is no problem with any sector office. In the cabinet there is one DA, the director of the school and a HEW is also involved.

**Relations with customary institutions? Changes? When?**

The relation with the customary institutions is good. We work well with elders from both Christians and Muslims. When problems arise cases are referred to the elders and we do not oppose them. They reconcile people in conflicts and we are happy for that. We prefer cases to be dealt with elders, than the court because they do not leave reservation between the parties in a dispute.

**Relations with Wereda. Changes? When?**

There is no problem, we are connected by the work we do. This does not mean everything goes smoothly. But things are discussed and solution is sought.

**Main achievements while in the job**

We plan different things by considering the felt needs of the people. The road is maintained and new roads are constructed and now cars can enter in all of the five ‘gotts’. Water harvesting is promoted where there is shortage of water. Two satellite schools are constructed, and now children can attend classes in the neighbourhood. Buildings are being constructed for the Kebele administration and for other offices. Houses were also given to the DAs.

**Main current issues of concern?**

We want to have electric service.

If the road is upgraded any car might enter the community freely, which attracts investors and merchants.

The Kebele is drought prone as it is bordering with Afar. When pests come from other area the community is the next affected.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There is no adequate resource. The buildings are being constructed and some of them are finished. But there is no furniture in the buildings. There is no budget. There is no budget even for buying paper and pens; we support one another to fulfil these things. The buildings are not finished yet.

**Package system and quotas?**

The Wereda plans regarding the Kebele, the Kebele also plans but there is no challenge or pressure in this regard.

**Mobilisation?**

The most difficult thing to do is to meet and work with people. The people’s thinking and understanding is very different. For some people one thing might be seen as good, while others might consider it as very bad. The actual work is not that difficult, but working with the people is very difficult.

**Credit and debt?**

We make the people who bring credit from ACSI repay the credit. There is no one until now that was unable to repay the debt.

There are people who did not pay the debt of fertiliser. The interest increases as the time went and the interest to by paid by some people is more than the original credit. But the number of people who are in debt is very small; most of the people repay the credit immediately.

**Attitudes and resistance to change?**

The people want to be changed. But change is viable only with hard work. When they discuss different things they do not have any problem, but when the actual work comes the people are differentiated. The problem is when the actual work is started.

**Responsibilities and work load?**

He is the Kebele chair. He is also responsible for party undertakings. He is also involved in every sector. Thus he is having difficulty to engage in his own personal works.

**Reporting system?**

Reporting is very difficult. The different sectors have to report what they accomplished and what they failed to accomplish. And everything needs to be revealed in detail. The Kebele manager is assigned to take care of the reporting. There are weekly reports, two-week reports and monthly reports. Quarter, semi-annual and annual reports are also required.

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

Their problem lies here. They are required to be in the Kebele administration office only one day in a week, but they are always there. They used to get 195 Birr as allowance but it was stopped starting from November 2001. When Wereda officials come they call them and order them as they wish.

**Conflicts?**

There are conflicts, and disagreements occur with people. But everything is solved by discussion.

### Satisfaction and ambitions

**Satisfaction with the job?**

It is better when compared with the previous condition. The Kebele was set up in 1988; it did not even have a record for files. Now the building is being completed. But this came into being with extreme struggle, and everything is done since 2000.

Satellite schools are constructed with the labour contribution of the people and material support from the Wereda.

**Remuneration?**

There is no remuneration starting from November 2001. He used to get 195 Birr per month as an allowance.

**Things you like about the work?**

The change that is brought for the people is very exciting, except that the work is slavery. He is happy with the things accomplished whether with agreement or with conflict.

**Things you dislike about the work?**

They do not have any allowance and besides they might be insulted. The Wereda people who are salaried employees come and say whatever they want.

**Things that could be improved**

If someone works he has to eat. There needs to be an equivalent remuneration. For a person who lives by farming agricultural implements could be given. In other Weredas there are people who live on a safety net support. In Afar, five people are salaried in the Kebele. The Kebele chairman, the vice chairman, the secretary, the speaker and the vice speaker are all salaried people. People who look after the forests are also paid. Guards of schools and health posts are also paid in Afar. But in Hagere Selam the people in the community have to make contribution to cover the payment of the guards. This is different from one region to another.

**Personal ambitions/hopes for future?**

He would like to leave his position and engage in farming to bring change for himself and his family. There are technologies suitable to change one’s condition. There is no independence now; he is unable to do personal undertakings. He said, “On what day can I work my own works?“ This is an obstacle for him.

There is no hope unless one works to improve his own life.

## Former Kebele chair

### Education and work history

**Education. Where, till what level? When completed?**

He only reads and writes.

**Training; courses, workshops? Where, when?**

He got a fifteen days training while the EPRDF came into power and he got this training as a sub-Kebele leader.

He was trained twice in Ankober as a Kebele chair. Once for 15 days and 10 days at another. He also went to Debre Berhan for five days for training on budgeting.

**Work experience. Number of years, in what capacity?**

He was a Kebele chair since 1993 –1998.

**Previous position?**

Sub-Kebele leader

**Why did you leave?**

There was a 15 day long conference after the elections in 1997. The Kebele council decided that he may continue as a Kebele chair after correcting some mistakes. However the Wereda administrator told him to resign and a letter was written that forbad him to work. But no reason was mentioned. He said he would not live unless the people said so. The Wereda Chair came and told him to leave his post and he did. The current chair was assigned (the people did not select him by then). He asked the reasons for his dismissal but nothing was said. The letter did not explain anything at all. The former chair was from Addis Alem ‘gott’ and he said that the people in Addis Alem were not happy after he was dismissed. And they do not take part in different activities wholeheartedly.

**Time in current work?**

He is not involved in any activity.

**How (s)elected. When?**

He became a party member and he had to work for six months before he became a full member. He took training for 15 days in Debre Berhan that was related with the party. Then the people voted him to become a sub-Kebele leader. Finally, because of his track record and hard work he became a Kebele chair.

Before the former chair became a chair in 1993, the current chair was chairing the Kebele but it was only for six months. But after six months the Kebele council demoted him as they elected him.

### Doing this job: work relations

**Former and current role of Chair? Changes? when?**

He said that nothing was being done under the current Kebele chair. While the former chair was in the Kebele administration, they were busy. They used to go to each ‘gott’ and the people were involved in community development activities. They were also the one’s keeping the security of the community. Everything is shallow after the elections of 1997. People are becoming party members only because they pay membership contribution. Earlier their used to be criteria that should be fulfilled to be a member of the party. The members were on continuous assessment in two weeks’ time or in a month.

**Relations with Cabinet. Changes? When?**

Previously there were seven cabinet members. He does not know the number of cabinets now. The cabinet was strong previously but now he does not think that they work harmoniously. The work of the cabinet was assessed continuously while the former chair was in office and they used to go to different ‘gotts’ for which they were responsible. But now nothing is being done.

**Relations with Kebele Manager. Changes? When?**

There was no Kebele manager by the time the former chair was in the Kebele administration.

**Relations with Kebele Councillors? Changes? When?**

Earlier it was the Kebele chair that used to head the Kebele council, now there is a speaker. The number of councillors was 80 but now they are many.

**Relations with extension workers: DAs and HEWs, teachers. Changes? When?**

The DAs were working in three separate places – one DA in Addis Alem, one in Chibite and one in Aygebir. One DA was doing everything by that time. They were living in the farmers’ houses and the service they were giving was good. Now all are in the Kebele centre, and he does not think that they are doing any good.

In 1993 one DA and the school director was included in the Kebele cabinet for the first time.

There were no HEWs by then, he left his office when they first came. He was involved in different committees and one such committee was the school committee. He had a very good relationship with the teachers.

**Relations with customary institutions? Changes? When?**

He used to work with religious leaders in order to convince the people. Otherwise it is difficult to gain the confidence of the people. He also had a good relationship with elders. When they faced problems they used to refer to elders because the people feel free to reveal their problems and secrets to elders than to Kebele administrators.

They were involved in different development activities. They used to discuss with elders to build and maintain houses for weak and disabled people.

**Relations with Wereda. Changes? When?**

They had a very good relationship with the Wereda. The people in the Wereda handled things strongly by then. There was not representative from the Wereda (Kebele manager) so the people from the Wereda used to come once in 15 or 20 days. The Kebele officials were reporting every week and they were dong monthly report. For example, the school was reporting to the Wereda education bureau, while the Kebele administration was reporting to the Wereda council.

The Kebele council used to consider land related issues, now the land administration is doing that.

Now different bodies are responsible for undertaking different things, and the cabinet does not have much to do.

**Main achievements while in the job**

A school was built in Aygebir- people were not thinking that was a possibility. Other schools were also constructed in Addis Alem and in Saramba.

Water points were developed in Saramba and Aygebir where there is acute water shortage.

Fifteen water ponds were built with cement in different ‘gotts’ by mobilising community labour. The government provided cement and skilled manpower.

Cemeteries (both Christian and Muslim) were fenced so that people might not enter and damage them.

Land was given to religious leaders so that they would teach the children freely by working on their lands.

Irrigation canal was built in Chibite by mobilising the people. Now they are benefiting a lot by growing vegetables. Before this there was nothing. People used to get punished when they fail to take part in the activities. Those people saw the benefit and now they say that they would have liked if they were forced to do more at that time.

When he was a Kebele chair the health post was constructed, and schools were built in Saramba and Aygebir ‘gotts’. Residence for teachers was also built.

**Main current issues of concern?**

He loves his party very much, though he is not involved now. An individual did this to him. At the time he was Kebele chair and head of the party in the Kebele. The other person was from the opposition party at that time. As a Kebele chair, the former Kebele chair, used to chair meetings held with the community and the Kebele council, and as a head of the party he used to chair the party. Now he is anxious about the stand of that person. The person is now in the Kebele administration.

Different things are structured in the Kebele, but he did not see anything being implemented. Nothing is done for the last five years. If classroom were built in the school it is by an NGO.

People are becoming party members only because they pay contributions. What they do is not taken into account.

He likes to be involved in the development activity in the community; he also likes the party. He was the one who started the town (Chibite), he is also involved in the designing of the road in a better way, the FTC is built while he was a Kebele chair.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There were no adequate resources. There were no buildings at the time, and they were working by sitting on stones under the shade of trees.

**Package system and quotas?**

The package system used to pose a problem. We were expected to do many things in a given period of time, for example in one year.

**Mobilisation?**

It was difficult to mobilise the people because they are illiterate. Now it is better because they have got some benefits. We used to find it difficult to convince people to send their children to school, but now they are the ones they send their children. The people used to consider education and development activities as crime.

**Credit and debt?**

There was a widespread fertiliser credit. Sometimes there was credit for buying oxen. Two-three people were given this credit in each ‘gott’. They pay 400 Birr every year until they finish repayment.

It was difficult to have the people pay the fertiliser debt. Now there is not fertiliser credit, because the people know the benefit. The people have interest to buy fertiliser now. Except that fertiliser is expensive, all people want to use it. No one wants to be involved in debt.

**Attitudes and resistance to change?**

See Q above.

Earlier they were suspicious of the different things done, but now they rush to change. If people here that there is an improved seed they go and buy it. Before this time, they were unwilling to take even when it is taken to their houses, let alone to buy on their own initiative.

**Responsibilities and work load?**

He was the Kebele Chairman, head of the party, head of the peace and security, and he was also a chair of a committee in the school. Besides, he was expected to go from one ‘gott’ to another. There were many responsibilities and workload. But now these things are not there.

**Reporting system?**

It was very tiresome. They were expected to report weekly, in two weeks’ time and monthly. Especially the monthly report was mandatory. It was difficult to report as there was not educated manpower. We were dependant on the willingness of the DAs.

Evaluation of party members was also required. A party member’s evaluation was to be written in one separate page. And every member must be evaluated. This was done under the supervision of the Kebele chair.

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

It was impossible to work personal works. He was unable to do even one thing from the personal responsibilities. Sometimes he did not have time to eat, let alone to carry our different activities. He had brothers and they were taking care of his farm.

**Conflicts?**

Conflicts sometimes arose, but he used to pass things with patience. The people used to consider the good things as bad because they did not consider development as good.

### Satisfaction and ambitions

**Satisfaction with the job?**

He had to pass through many conflicts, but it can be said that the people have changed for the better.

**Remuneration?**

He used to get 120 Birr, and then it was made to be 180 Birr. When compared to the effort, it did not even cover a one-day’s effort. There was no option. Now it is not done all together. It is better if they are not paid, because people might say that they are paid. It is about 3 or 4 Birr per day. Now daily labour is 20 Birr per day.

**Things you like about the work?**

The people are changed for the better because of the development activities and he is satisfied for that. If the community is changed one person’s harm is nothing, the others will lift him up. If leaders think like this, the country as a whole would be changed. There was no onion in the community before the former chair was in office, and this is considered to be a good change. Vegetables were not introduced before this time; the people were producing only sorghum.

**Things you dislike about the work?**

Everything was done by the labour contribution of the people. The people were expected to bring sand for construction from places by walking over three hours. Because of this the people were agitated. For example, if an individual wants a well for water harvesting 100-200 people were expected to dig that well. For a health centre the people might be willing to participate. But for individuals it was not fair. This was done by obligation from the Wereda, and the people used to cry a lot while working. It was very sad that the people were taking part in the activities unwillingly. There were pressure from the Wereda; the people were forced to do anything without their willingness.

**Things that could be improved**

He is never close to the work after he is demoted from his position.

**Personal ambitions/hopes for future?**

He wants to work with the people as he used to.

He is happy if the road is upgraded and if transportation is available for the people. The people harvest different things, but unless there is transportation, the people would not get what they deserve. He is more than willing if he works for the community and if he is involved in mobilising the community.

The people who work in the administration must be known very well. People are not the same always, they might go with every wind that comes (This has political implication).

### Researcher observations

He was accusing the current Kebele chairman directly or indirectly. They seem to be opposing one another.

## Kebele Vice Chair

### Education and work history

**Education. Where, till what level? When completed?**

He has completed grade six. He also started to attend grade seven but he did not complete it. He was learning in Haramba and he left it since it was very far for him.

**Training; courses, workshops? Where, when?**

He received training on crop production, the use of extension packages and how to make water percolate into ground in Ankober for five days in February 2001.

He received training related to good governance (how to fulfil responsibilities and how to handle complaints) in 2000 for eight days.

He was given orientation on evaluation for three days.

**Work experience. Number of years, in what capacity?**

He was elected to be a vice chairman of the Kebele in 2000.

He was a secretary for a Mengistawi Budin from 1995-2000.

He was serving as a militia from 1991-1997 (he got the training while he was sixteen).

1998-2000 he was a secretary for the social court.

**Previous position?**

Secretary for the social court

**Why did you leave?**

He was elected to be a vice chairman for the Kebele.

**Time in current work?**

Since July 2000.

**How (s)elected. When?**

He was selected to be a secretary for the Mengistawi Budin in 1995 by the people, because the previous people were not doing good things. They were handling land administration and they were not serving the people impartially. They were not honest with the grain support that used to come to the community either. They were evaluated and they were demoted.

When he became a militia the criteria was that a person has to be able to serve the people, who is decent and who does not steal people’s property. The people selected him and he went to Aliyu Amba to get the training for fifteen days.

### Doing this job: work relations

**Current role of vice-Chair? Changes? when?**

He will take the works of the chair when the Kebele chair is not in the Kebele

He works with the Kebele chair.

Working on good governance. Order peace and security workers.

Collect money contribution from the people

Bring different things that come from the government including grain for FFW.

**Relations with chair**

He works everything by discussing with the Kebele chair. The Kebele chair does not consider him as inferior and does everything on his own. The vice chair carries out everything that the chair might order him. The relationship with the chair is very good.

**Relations with Cabinet. Changes? When?**

They have a good relationship. They might be involved in disagreement when they delay things that need to be done quickly. There are things that need to be done on time. Except this they do not have any problem. There is no change in their relations.

**Relations with Kebele Manager. Changes? When?**

He has a very good relation with the Kebele manager. The Kebele manger works very efficiently and he loves his work. He wants to finish anything very quickly.

**Relations with Kebele Councillors? Changes? When?**

He has a good relation with councillors. He is a councillor himself since 1992. He used to be afraid to speak in the council, as he was very young. But now he is not afraid of anything. He can say whatever he feels.

**Relations with extension workers: DAs and HEWs, teachers. Changes? When?**

He is very close with government employees. They discuss their secrets with him. DAs initially work with him, as he is a very strong farmer. When they bring improved seed, he is the one to take first. He was very sad when two DAs went away from the Kebele. He works with them when they go to the community for different activities.

**Relations with customary institutions? Changes? When?**

The main agent is the Iddir. Iddir leaders keep members when Kebele officials want to discuss with the people.

They work with religious leaders.

When people are involved in conflict, the case is referred to the elders. The elders reconcile the people.

**Relations with Wereda. Changes? When?**

The relation with most of the bureaus in the Wereda is good. The exception is the police, peace and security bureau. They did not give me firearm for four years though he worked day and night for the Kebele. He did not know whether they wanted bribe. He was not in good terms with the previous Wereda chair. The former Wereda chair was in good terms with criminals and he used to harm innocent people. The Wereda chair did not do anything on him, but he did not like him. The Wereda chair used to come to the Kebele with a government car, without anything to do. He used to come and chew chat with vagabond youth. He used to mistreat people.

**Main achievements while in the job?**

In 2001 (March –April) the grain for FFW was given to him to have the people in Saramba work on a road that was three kilometres in length. This was from the road that goes to Haramba Kebele to Saramba. Cars were able to enter the ‘gott’ for the first time. Let alone children most of the adults did not know a car before this time. Then people in Aygebir continued and took the road to Aygebir. This was complete in June 2001. The road was constructed the help of the DAs. The government car entered twice. The first time to test the road and secondly for the inauguration.

Other things are done when the people request. Seven thousand seedlings of trees were planted. He asked and caused the construction of a water point in Saramba. Now 50-70 households use the water. But when there is water shortage other people from a distance of an hour might come to this water point, which makes the beneficiaries up to 300.

**Main current issues of concern?**

The people in water scarce areas spend much of their time in search of water. They travel more than two hours to fetch water. They have also to spend much time to drink their animals.

The people do not know what is good for long term. Because of this they clear trees for short-term benefit.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There are no adequate resources. They are using the office of the police. Most offices are rented houses. They have started to construct buildings by cutting some part of the grain that comes for FFW.

There are not implements for development activities. Those available are very fragile.

Many things are done by FFW. The works done are very good buy the grain given does not cover the effort.

There is no adequate supply of stationery material

They are not given allowance when they work for the Kebele, and they are not happy with this. They spend much time for the Kebele than for their personal undertakings. People at the Wereda and the zone have nothing to do except consolidating the things done at the Kebele level. He wants to stop working in the Kebele, starting from the first time he began to work. If there were allowance he would have worked happily.

**Package system and quotas?**

It is very demanding. People from the Wereda ARD come and demand some things to be done. People from the Wereda administration come and demand another thing. Still others come and demand different things. This life is very difficult.

**Mobilisation?**

It is very difficult. They work whatever is possible but the rest is forgotten. The people in the Kebele are illiterate and they do not know what benefits them and what harms them. They work with the people who accept new things easily and those people would convince the others. The people are not fined now; everything is done by convincing.

**Credit and debt?**

Following people who take credit from ACSI is difficult. The credit is given in groups and if one of the people in the group denies something, the group applies to the Kebele. Then the Kebele makes the person pay after considering the case and after holding some resources. This takes much of their time. They work for free while the Wereda people do not move without allowance.

**Attitudes and resistance to change?**

The people do not follow them unless they see something. But when they witness good things they rush to be first. For example, people were unwilling to use water harvesting. In Saramba a man dug well and spread the plastic in 2000, but it failed, as there was no rain that year. But the following year it was filled with water. Then more than twenty people took the initiative to dig water-harvesting wells. But the plastic layer is being damaged easily. It might not serve more than one year.

**Responsibilities and work load?**

They have to collect land tax and other contributions, they have to mobilise the people for different activities, and they are ordered another thing before finishing what they start. When they were working on compost preparation, another thing was started NRM in November. They cannot finish one thing and start another. Because of this their own life is endangered. You cannot have other take care of you farm, as it is considered to be corruption. This was present during the Derg and now the people would not work even when you ask them. There is no solution for that.

**Reporting system?**

Monthly report is required. But after the Kebele manager came, he does every reporting clearly.

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

See Q3. 6 above.

**Conflicts?**

There are some people who do not like to work and they disturb. They get them advised by elders. If they refuse to listen to them they are taken to the police forced by the militia.

### Satisfaction and ambitions

**Satisfaction with the job?**

He is very satisfied because Saramba and Aygebir ‘gotts’ are connected by road

He is also satisfied when people benefited by using water harvesting.

He is also happy that NRM activities are being undertaken

**Remuneration?**

They are not given allowance when they work for the Kebele, and they are not happy with this. They spend much time for the Kebele than for their personal undertakings. People at the Wereda and the zone have nothing to do except consolidating the things done at the Kebele level. He wants to stop working in the Kebele, starting from the first time he began to work. If there were allowance he would have worked happily.

**Things you like about the work?**

He likes the things that are done on education, health and agriculture. He is impressed when much is harvested in a small plot of land.

He likes when people are taught not to clear forests

There are some people who get a good harvest in a small plot of land, whereas there are others who go hungry having a large size of land.

Some people who have a good understanding for education send their children to school no matter how difficult it might be for them. But there are others who are rich but who do not send their children to school.

He likes to work and have others follow after him.

**Things you dislike about the work?**

There are some people who do not like working, and he hates such people

He is not happy because there is no allowance for them.

**Things that could be improved**

The allowance has to be taken into consideration

Every ‘gott’ is connected with road, it is good if a motorcycle is given to the DAs. They might be able to cover all the ‘gotts’ in one day, and there would be no need to spend the night in the ‘gotts’.

The offices need to be well furnished and stationery materials are also needed.

It is good if a meeting hall is constructed for the people

If the people in the Kebele administration were given land in urban areas to work different things they might work happily

**Personal ambitions/hopes for future?**

He wants to leave the Kebele work and involve himself in agriculture fully. He wants to change his status, live in towns and teach his sisters and brothers very well.

Electricity and transportation are also hoped. Those people who do not have land might be able to engage in other activities.

There is a hope that a road will be constructed that comes from Djibouti

Even if the area is mountainous it was good if tractors were introduced. Agricultural implements are pivotal for development.

They are toiling for the people in their Kebele. If they are harmed or killed, their family are not given any insurance. If the person involved is caught okay, otherwise there is no special consideration by the government for them, Kebele officials. A DA died and his family members are benefiting as they are given some amount of money. If Keble officials die the people have to serve his family, there is no other way of supporting.

## Kebele Manager

### Education and work history

**Where from? Region, wereda, this Kebele?**

Semen Shewa zone, Debre Berhan

**Family: where are parents, spouse, children?**

His parents are living in Debre Berhan. He does not have a spouse and children.

**Education. Where, till what level? When completed?**

He learned up to grade twelve in Debre Berhan, and he completed grade 12 in 1994. He did not learn for four years, as he was looking for job by his high school certificate.

He returned into college and got a diploma level four in building electrical installation in November 2001. He took some management courses while he was in college.

**Training; courses, workshops? When, where?**

He got a seven days training in Debre Berhan after he was employed. The training was about how to plan.

When there are urgent matters he goes with the chairman of the Kebele.

He got awareness training about HIV for one day and a half in Ankober.

**Work experience. Number of years, in what capacity?**

He worked in a Kebele called Ayrara for eight months in the same Wereda, as a Kebele manager. He has now worked for four months in Hagere Selam Kebele.

**Previous position?**

Same ( Kebele manager).

**Why did you leave?**

He drew a lot and he went to Ayrara Kebele and worked there for eight months. He was very sick, as there was no water. The position was open in this Kebele and he was able to come here.

**Time in current work?**

Four months.

**How selected. When?**

The Wereda posted notice for six positions of Kebele manager. It also posted the legible candidates for the vacancy. He applied for the position and 19 applicants sat for the exam. They took the exam in the morning and the Wereda capacity building notified the results in the afternoon. And this was in February 2001.

**Training for the job?**

He got a seven days training in Debre Berhan after he was employed. The training was about how to plan.

### Doing this job: work relations

**Role of Kebele manager? Changes? when?**

Preparing plans according to the situation of the Kebele.

Accepting complaints from the people in the community and from sector offices.

Giving ID card for the people

Coordinating the Kebele administration and the people in the community

Working with the Kebele chair by discussing on different issues

Writing reports (weekly, monthly, quarterly, semi-annual, annual)

Making field visits whenever there are critical things to follow

The Wereda does not miss anything where there is a Kebele manager

The Kebele manager runs the Kebele administration constantly, since he is present all the time.

All in all the Kebele manager is like a salt, he is involved in everything.

When he was in Ayrara, the previous Kebele he worked in, he was confused as he was starting to work for the first time and because the position is very dangerous. He came here with limited but vital experience. Apart from this there is no change.

**Relations with Kebele Chair**

They work together by discussing things together. The only things the manager does on his own are technical things. If the Kebele chair is not available, the manager discusses with the vice chair. And their relationship is good.

No one can work in this capacity unless there is agreement. The position is very difficult. When people come either from the zone or from the Wereda they take the Kebele manager responsible for anything that goes wrong. If any sector performs badly they ask the manager.

The people might bring complaints about the police, social court etc and the position is very key.

There is no letter that does not come from the Wereda; the Kebele manager is responsible to answer all the letters.

**Relations with Kebele Cabinet. Changes? When?**

He refers the applications by the people to the cabinet if he cannot solve himself.

He assures the evaluation of the members of the Cabinet within the Kebele administration (by other cabinet member). If that is beyond the cabinet to handle the case is taken to the Kebele council.

One HEW, one DA and the director of the school are in the Kebele cabinet. The Kebele manager visits and coordinates the works of these sectors. If there is anything the problem is dealt by the cabinet. Otherwise it is referred to the Kebele council and finally to the Wereda. For example, the people in Aygebir raise the question to be included in Afar. He thinks that the people want to get direct food aid like the people in Afar. This is beyond the Kebele to handle. Thus it is directly referred to the Wereda.

**Relations with Kebele Councillors? Changes? When?**

The sector offices bring their report to the Kebele administration. The cabinet assesses the reports and then it is presented to the Kebele council. The Kebele manager presents a general report. The sector offices answer to questions if there are any. Minute is recorded.

**Relations with extension workers: DAs and HEWs, teachers. Changes? When?**

For example, DAs might need to carry out different things on a given time. The manual for the Kebele manager orders that the Kebele manager to take part in such times. He coordinates different things and he writes letters for Hiwas leaders. The DAs work the technical work with the Kebele chair. And the same is true with HEWs and teachers.

If there are students who are absent from school a letter is written to the He was, Limat Budin, and even to one-for-five structure. This might include making visits with the director of the school. All the DAS, HEWs, teachers might go out to make visits and to work together.

**Relations with customary institutions? Changes? When?**

He works with religious leaders. They might ask for support and he coordinates government employees to help them.

He has a plan to work with Iddirs.

When problems arise he contacts and receives advices from elders. Especially on things related to justice and reconciliation. Some people in a conflict may want a letter from the Kebele that states that they have agreed with the help of the elders. A letter is written to them and one copy is given to the elders.

**Relations with Wereda. Changes? When?**

He is accountable to the Kebele chair related to the things done in the Kebele, while he is accountable to the Wereda with regard to the civil service.

He writes consolidated report. The manager also receives questions while the sector offices give replies. If there is anything that the sector offices could not reply the manager answers.

**Main achievements while in the job?**

He has come to realise that leading is very difficult in its own right. He has learnt that one can lead his life with plans, and that living without planning is meaningless.

The Kebele is one of the ‘backward’ Kebeles in the Wereda. People came from the Zone and the Wereda recently and witnessed that the Kebele is performing very well, and a very good score (result oriented score) is given to him better than others.

The Kebele was not keeping records of the files. Now the files are organised and kept well. Anyone can find any file he wants. The information is organised and the work is proceeding very well.

There was no Kebele plan previously, not it has come to be a better Kebele.

There is a plan to build a shelter where people could stay while waiting for their turn to get the service in the Kebele administration.

Different forms are prepared and if the things people bring are simple they get immediate solution. Otherwise they fill the forms and they are referred to respective bodies in the Kebele, to the level of the Wereda body to receive complaints.

The people in the community are not facing problem as earlier times. ID card is simply made of paper, while they were supposed to pay 10 Birr previously.

**Main current issues of concern?**

In the rainy season people might let water flood the land of others and the land issue is also another problem that has implication for good governance.

The Kebele administration is living in a rented house.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

The Kebele administration did not have any budget. This year it is better there is a budget for stationery materials. 2500 Birr is given for the budget year and this is a trial work. This is mainly to the social court, land administration, Hiwas and Meseretawi Dirijit (related to the party). If sector offices face problems, they might get some support. The Wereda has promised that this budget might be improved after seeing the implementation.

**Living conditions?**

Teff is 5.50Birr per kilogram, the house rent is fair, he is unable to find a housemaid, and mills for grinding grains are very expensive. He is using kerosene as charcoal is banned. Unless he lives with plan, living is difficult when compared with the salary he is paid. Generally, everything is expensive, while the salary he receives is 695 Birr (net).

**Package system and quotas?**

The Kebele manager is required to coordinate things that need to be done urgently. Now the cabinet members are also included in these activities. When the people from the Wereda come, they explain different things to be done with the Kebele manager, and then the things are implemented.

Works come one upon the other without the first being finished. Besides, before a single task is carried out fully, the monthly report period arrives and the manager is responsible for the writing of the reports. There is no photocopier. There is pressure on the plans. And if they work only on the result oriented score, the actual work will not get done. In these times they spend much of their time working in ‘gotts’. The report might be delayed. Otherwise the work cannot be done. But the time spent in the field is not considered in the result oriented score if a single report is delayed.

**Mobilisation?**

He does not directly work with the people in the community. He works through the different structures. The cabinet gives responsibility to the Hiwas leaders then to the Limat Budin and finally to the one-for-five structure. This arrangement is simple and brings the people together for any activity.

**Credit and debt?**

The Kebele considers the people who want to take credit from ACSI and gives a support letter by considering the situation of the people. It also involved in the repayment of the credit. There is no problem in this regard.

**Attitudes and resistance to change?**

There is a change when we see people going out to improve and maintain roads and to dig latrines. The people send their children to school; because they were not educated they want their children to get the opportunity.

The people also work for the good governance of the Kebele

Most of the people in the community have brought changes in attitudes and understanding of development. Dependency will not be totally eradicated but it has decreased dramatically.

**Responsibilities and work load?**

It is very difficult to hear the complaints of the people. He has to receive complaints even on the Kebele chair.

It is difficult to coordinate everything in the Kebele. The people in the Kebele administration give support in everything except in writing.

If problems arise in any of the sectors the Kebele manager is responsible.

**Reporting system? Dealing with Complaints? Forms?**

There are report forms (weekly, two-weeks, monthly, quarterly, and annually). Weekly report is not expected unless it is specifically required, though the manual orders that. If weekly report is supposed to be written all the time, the other week comes before it is finished. But urgent reports might be reported frequently. For example, they were reporting things related to the election every two days to the National Amhara Democratic Movement (EPRDF). They were also reporting using telephone. The monthly report is a must, whatever the workload might be. The quarterly, semi-annual and annual reports are also indispensable.

**Relations between Wereda and Kebele?**

The reports might be delayed. They might not reach all together, since there is a transportation problem. He might be supposed to walk up to Aliyu Amba and sometimes up to Ankober.

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

Two days (Saturdays and Sundays) are taken to be for rest. But the people mainly come to the Kebele on Saturdays. When there are urgent things to be done, he might be required to work during the night. There are times he is unable to cook and eat. People might come in the night and wake him up to ask him to write them a letter. He does not have any rest at all.

**Conflicts? How these resolved?**

No conflicts

### Satisfaction and ambitions

**Satisfaction with the job?**

He is very satisfied. He worked day and night when he came to the Kebele. And he got the equivalent result oriented score for the things he worked. He was successful even if he is in the Kebele for only 4-5 months.

He is satisfied with the comment people give him.

**Remuneration?**

The position of the Kebele manager is new. There are some questions related to it. The people working in the other sectors – health, education…has the opportunity to learn while the manager does not. The initial salary has a significant difference but the main question is the opportunity to further education.

**Things you like about the work?**

He usually works quantifiable work. And he cannot hide anything. People visit the works done if they are not actually carried out. The people in the Wereda might say that he did not send report, and he has to show them another copy. There is nothing hid in the work. If something is done it is, if it is not, it is not. Seeing is believing.

**Things you dislike about the work?**

The workload is very tremendous. Only a person that is involved in it could understand that.

Things related with land administration are very tough. One can be killed overnight – it is very dangerous. The people have to resolve everything by themselves. His responsibility is to see things in close distance.

Some complaints are very difficult. They involve parents with children and they quarrel to death. This things might come to him.

**Things that could be improved**

It is good if the Wereda could give quick response for requests.

The Kebele administration building has to be completed soon.

He would like to get opportunity for learning.

It is good if there are trainings so that he would be able to improve his skills. The work is very tough for a new employee.

**Personal ambitions/hopes for future?**

He will continue to work to the full of his capacity. He has the ambition of becoming an engineer. If the government would teach him he wants to learn management.

He wants to learn so that he is saving 50 or 100 Birr a month, though he might hurt himself for the time.

He has a plan to take the Kebele to a position where some good performing Kebeles reached and to change the people in the community or the better. He is able to bring some good changes in a short time, but he said that things were yet to be done and that the success could not make him proud.

He has a salary no matter how small it might be and he is saving; this is one hope.

The other hope he has is about the election. He has hope that EPRDS will win the elections.

He finally said, “man thinks but it is God who fulfils everything”.

## Wereda Councillor Male: lives in Bichena and not available

We couldn’t approach him since he permanently lives and work in the wereda town Bichena; while living in Bichena he came and registered to be elected in Yetmen, he was not practically involved in the kebele’s day to day implementation efforts.

## Wereda Councillor Female

### Education and work history

**Education**

I went to school up to seventh grade. I attended grades one and two in Chibite and I was in Addis Ababa while I was in grades three through five. I went to Ankober for grades six and seven. I went half way thought grade eight as well.

**Training: courses, workshops**

I took training in Debre Berhan about family planning for 15 days before seven years. Before HEWs came ALMA (Amhara Development Association - ADA) was working on family planning.

I also took training about women’s rights in Ankober 2-3 times a year according to the budget available for the last five years. There is assessment every three months at the kebele.

**Work experience**

ADA community based reproductive health (PACKARD) project for four years then it phased out; then I worked for two years. Then I worked for five years in another project. Now it is in the hands of the HEWs.

Family planning pills and condoms were put in my house for seven years. This was so because I have a better educational background and because I was able to teach the community.

**Previous position**

Health agent

**Why did you leave**

The project has phased out but I have kept my work

**Time in current work**

Five years

**How (s)elected. When**

I was elected before five years.

**Training for the work**

I had training on sewing clothes for six months in Ankober after three years EPRDS came into power.

Training on preparing smokeless stove for five days in Ankober, and this was before four years.

### Doing this job: work relations

**Role of wereda Councillor**

Reporting is done by Kebele (all reports together)

All the sector offices present their reports for the Wereda council and the council assesses the work of the Wereda administration.

I present the problem of the Kebele to the Wereda.

The change now is that there is a start to do serious works.

**Relations with kebele chair**

We work together in the Kebele council, there is not separate activity.

Kebele council was strengthened. Members become 300.

Kebele councillors meet once in every month. Observing why councillors are absent. If they are absent without any reason, they are taken to the social court and they are fined five Birr.

We present report together at the Wereda.

**Relations with Cabinet.**

I work with the cabinet as a Kebele cabinet. There is nothing that connects me with the Cabinet as a Wereda councillor, because I work different things.

As a cabinet we assess the work of one another and report on the works done. And we also work together on the projects presented – education, health etc.

**Relations with kebele manager.**

The same is true here, I am connected with him as a Kebele cabinet. He controls everything the cabinet works, and how we work different things. There is no change in this regard.

**Relations with extension workers: DAs and HEWs, teachers.**

As a cabinet we assess the works of the DAS, HEWs and teachers. We report their work to the Kebele council of 300 members. The Kebele council assesses their work.

And if there is any problem the case might be presented to the Wereda council. It is also reported to respective Wereda bureaus (education, health, etc).

The changes are the HEWs were not in the Kebele and DAs have improved their work.

**Relations with customary institutions**

None

**Relations with wereda.**

Reporting our work and assessing the work done by others.

Wereda cabinets were making repeated visits since 2001, especially in this year.

**Relations with other Councillors**

There are no other councillors.

**Main achievements while in the job**

Kebele problems are being solved easily because reports are made to the Wereda. Teachers used to order the students to fetch water and collect firewood. The teachers used to have them dig and weed. They also used to punish them severely. Now this is not the case, but it is not because of our report made to the Wereda.

**What issues of concern to the kebele have you raised at wereda level Result**

The previous DAs were not working well, and they were not visiting our land. We asked the Wereda to replace them, and then two of them were changed.

The previous nurse was not serving the people very well, she used to close her office and disappear. The people told their complaints to us, and we had her changed.

I was able to make women know their rights that are equal with men. Women were living under men even while knowing their rights.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

There is transportation problem. There is only one car for public transportation in Aliyu Amba. And if they get people going to Debre Berhan, they do not consider those people going to Ankober. When we spend the night in Aliyu Amba we incur different costs but the daily allowance, which is 35 Birr is not enough. The weather of Ankober is very inconvenient. I was once sick and was forced to go out of the meeting. From Chibite to Ankober it takes six hours on foot for strong men using the short cut route. It takes me the whole day since it is very steep and it is also dense forest.

**Attitudes and resistance to change**

The people do not understand that we are toiling for them. They say that we are doing this for the allowance we receive.

**Responsibilities and work load**

There are many responsibilities that I shoulder. I am a Keble cabinet member. I am a Wereda councillor. I am women’s association head. I am also a representative for ACSI. Besides, I am responsible for my house being an FH. All these responsibilities are making me tired and I am losing my strength.

**Wereda responsiveness**

When we finish meetings in the Wereda they do not give us ride by cars. In previous years they used to do that. When they see us going to the meetings they do not consider as anything, they only consider those people in authority. We are toiling for the people; it would be good if they think to us.

**Community involvement**

I was a committee member when Medhane Alem church was being constructed. But when the construction was over I resigned because I was loaded with different activities.

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

My children are facing problems, when I go to meetings and go to other ‘gotts’ to carry out different responsibilities. My children might be forced to be absent from school to look after the livestock. And there is no one to give them lunch on time. The livestock might stay tied the whole day. When I go to the Wereda I hire a women to spend the night with my children and give them food.

**Conflicts How resolved**

None

### Satisfaction and ambitions

**Satisfaction with the job**

I lose hope when I see the backwardness of the people, especially the Argobbas. But I am happy when I see some others who are aware and improve their condition.

**Things you like about the work**

In earlier times, the people did not think that a woman could manage her own household. But I am being a model for them that a woman can live alone supporting herself without being under men. Some women used to work and after their wealth is once under men they depend on them. Now when I see women have a say on their wealth I am very happy.

**Things you dislike about the work**

Except the traveling (the road) and the weather, there is nothing that I have reservation.

**Things that could be improved**

If the meetings were held in Aliyu Amba and if transportation was available (even trucks ) this was very good.

The Wereda promised us to provide us electric service in 2002. We came and told that to the Kebele, but it is not happening. And the people in the Kebele took as for liars. If the people in the Wereda administration are not going to implement things, it is good if they say nothing.

**Personal ambitions/hopes for future**

Our hope is that the community gets electric service and the road will be improved.

## Head Women’s Association - no report

## Head Youth Association

### Education and work history

**Education**

I attended basic education during the Derg. He is able to read. But he is not good in writing.

**Training: courses, workshops**

I went twice to Ankober. On one occasion I went for three days, and at this time I was a chairman for the PTA. For the second time I went to Ankober for two days, regarding the youth association. Many young people were involved in the association, but since the things planned fail repeatedly, now they are not interested.

**Work experience**

I was a chair of the PTA since 1997 –2001.

We set up the youth association by our own initiative in 1996; this was while the former chair of the Kebele was in the Kebele administration. We told the Kebele chair and the youth association was established. Then we selected chairman and secretary for the association. Membership rose afterwards.

Now I am also serving in the water committee in Chibite.

**Previous position**

Chair of PTA 1997-2001

**Why did you leave**

He left the PTA because he was not educated. They said that it was better if an educated person becomes a chair of the PTA, then I was happy. But he is still a member of PTA.

**Time in current work**

I was a chair of the youth association since it was established in 1996.

**How (s)elected. When**

We established the youth association in Chibite/Gendaweha and the members chose him to be a chairman. By then the members were about fifteen in number. Three years back the people from the Wereda came and made the association to be Kebele wide.

### Doing this job: work relations

**Current role of youth association head**

I am the chair and when a letter is written to me, I call for a meeting. There was a very strong league leader who was a teacher. He handled everything very well, but after he left the area, the new league leader, who is in Addis Alem got is not working properly.

I do not have any other role than calling for a meeting. Now the main leader is the league leader; because I do not have education.

Association members took part in the construction of the health post with other people in the community. By the time they were 19 in number.

**Relations with kebele chairman**

The former Kebele chairman gave them land to plant trees and benefit from it. After a year from which they planted trees some people cleared the trees. It was said that the land belonged to a person. The chairman was called to the Wereda but he declined to appear. Because of this the other people in the dispute were happy.

The current chair is good and he works with us very well. He also takes part in the mobilisation. The former chair declined after mobilising us. And he did not defend us when we went to the Wereda court.

**Relations with Cabinet.**

There is one member in the cabinet that is a member of the association. He takes the issue of the youth to the cabinet and he was able to persuade the cabinet to give land for the youth in Saramba. Now the youth in the area are working on the land.

**Relations with kebele manager.**

I do not have any relationship with the Kebele manager. This is because they are changed every now and then. Relations could only develop if the managers stay for a while. I think the current manager is the fourth one. There is no one who worked here for a year.

**Relations with kebele Councillors Changes**

I became a member of the Kebele council in 2000. And the relation is good. I along with others raise the issue of the youth at council meetings. Before I became a member of the council I did not have any relation.

**Relations with extension workers: DAs and HEWs, teachers.**

We all have farms and we do not depart from the DAs. The DAs are the ones who made them participate in the irrigation in Chibite.

We have a good relation with the HEWs, and they work with them.

I have a good relation with teachers as I am a member of the PTA. But after I become a member from a chair in the PTA, I do not usually attend the meetings.

**Relations with women’s association**

They have started the association only this year, and we do not have any relation with them.

**Relations with social court Changes**

No relation with the Kebele social court. They were taken to the Wereda court on the land dispute mentioned above.

**Relations with customary institutions**

They do not have any relation with the customary institutions as a youth association leader. He is a member of an Iddir though.

**Relations within the youth association**

We have our own meetings and we discuss different things together. We meet with the youth in the nearby area frequently. But we meet with the youth in other got only in meetings.

**Main achievements while in the job**

There is nothing I can mention as achievement, because the only thing we do is have meetings. The youth association had over 400 members. But because nothing is done after the meetings the membership is decreasing.

**Main current issues of concern**

The Wereda people promise us different things, but nothing is done. The members are blaming us, and this is my concern.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

We do not have any resource at all. The Wereda told us to make a contribution of one Birr annually. It is not collected fully and the Wereda did not ask us.

Let alone us, the Kebele chairman does not have an office. We meet under the shade of trees.

We did nothing after we went to the Wereda.

**Mobilisation**

There was no problem in mobilisation. When the youth was told that we were going to be involved in development activities, all the youth were interested.

**Credit and debt**

There is no credit and debt.

**Attitudes and resistance to change**

There is no resistance to change.

**Responsibilities and work load**

There is no workload. We leaders might meet once in a month.

**Kebele not taking the association seriously**

The Kebele takes the association very seriously. And it is trying its best according to its capacity. It gave land for the youth in Aygebir last year. The youth started to work on it this year. The problem is at the Wereda level.

**Reporting system**

The Kebele requires as to report the things we did and the things we did not do. We report once in a month or once in a two months’ time. It is not difficult at all. And if we tell them orally, we call it report.

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

It did not create anything on me.

**Conflicts How resolved**

They were taken to the Wereda social court. The court decided against them and the land was given to the people.

### Satisfaction and ambitions

**Satisfaction with the work**

I am not satisfied at all.

**Remuneration**

Nothing

**Things you like about the work**

Nothing

**Things you dislike about the work**

I want to leave it and work my own work. But if I said I do not want to be involved in the youth association, it would be taken to mean another thing.

**Things that could be improved**

When we ask for land, the people say it is for their livestock.

Things are promised and they are not fulfilled

**Personal ambitions/hopes for future**

I wish they could release me from the association and I become ordinary member of the association. I did not benefit the association; there is no workload either. I did not benefit the association; and I did not get any benefit from it. There is no hope at all.

## Development Adviser: Crops

### Background, education and work history

**Where from, this kebele**

Amhara Region, Qot Wereda, Shewarobit

**Family: where are parents, spouse, children**

His parents are living in Shewarobit. He does not have a spouse and children.

**Education.**

He completed his high school in Debre Sina. He was trained as a crops DA in Merto Lemariam (Agriculture training college from 1997-1999) – Gojjam .

**Training: courses, workshops**

Courses in college include: field crop production, extension and communication, surveying, farm management, irrigation.

Training on surveying for NRM (terraces…) and the training for five days in Ankober. And this was in 2000. In 2001 he was trained for the second time in Ankober for three days.

Went to Kombolcha plant research clinic to be trained on working on acidic soils.

**Work experience**

He was working in Deway Kebele (Ankober Wereda) starting from September 2000. He came to this Kebele on November 17, 2002.

**Previous position**

Same

**Why did you leave**

He was transferred to this Kebele. This Kebele is better in terms of road access and the Kebele centre is like a town.

**Time in current work**

Started to work here in November 2002.

**How selected for job**

Students who had 2 and above GPA in grade ten, and who scored at least ‘c’ in English and Maths were selected to be trained in the college. They should also have a good posture and without any disability, as they work involved many ups and downs.

For work, he applied in the Wereda he came from. But as the Wereda had hired other DAs that came from other Weredas, he was unable to get the job. He went to the zone and the zone sent him to the Ankober Wereda. Then in the Wereda he drew lot and started to work in Deway Kebele. He did not ask for the transfer to Hagere Selam Kebele. He came by the suggestion of the Wereda.

### Doing this job: work relations

**Changes in role of DA**

Helping the farmers to harvest the usual crops with the help of new technologies. There is a component of introducing new technologies.

Introducing pesticides so that the farmers do not lose their crops for pests.

**Time in this kebele**

Since November this year.

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

There is irrigation in both Kebeles (Deway and Hagere Selam). But the people in this Kebele work harder than that of the people in Deway Kebele, by knowing the potential of irrigation. In this Kebele, especially in Chibite the people use furrow irrigation. The people in the previous Kebele do not use furrow irrigation. Furrow irrigation is good to manage for the farmers. This adds work on him, and he works better in this Kebele.

People in Deway Kebele work on elaborate terraces for NRM, but in this Kebele it is not like that.

The people in Deway Kebele have a good initiation to work on communal work; here it is not like that. They only focus on individual activities.

This Kebele is Qola, while in Deway Kebele all the three conditions are available – Qola, Woina Dega and Dega. Because of this the crops harvested also vary.

**Relations with the kebele administration.**

They work together. He is also a member of the Kebele cabinet. He is also a chairman for Danger Preparation and Readiness Committee in the Kebele. He was also serving as a cabinet member in the previous Kebele.

**Relations with the kebele manager.**

They discuss and work together harmoniously. If I need help he helps me, and if he needs help I help him.

**Relations with other DAs.**

In Deway Kebele there were three DAs initially and the natural resources DA left the Kebele. He stayed with the livestock DA and they had a very good relationship.

He was alone in this Kebele when he arrived in November. And after a month and fifteen days the natural resources DA came. The former DAs were taken to other remote Kebeles because they were unable to undertake their responsibilities. He has a good relation with the natural resources DA. They do not have authority difference; they work together harmoniously. One does not order the other, but they tell one another when they forget different things. Though they specialised in different things they know some general things about the other’s work. This is possible because all DAs take a course called general agriculture. This course touches everything, yet it is not in detail. Unless the things to be done are very technical, they help one another and work together.

**Relations with wereda.**

The relation is good. There might be mistakes, but they discuss everything plainly.

**Work with model farmers**

Before they enter into the actual work, they consider and select model farmers and champions. Then they work with these farmers first to introduce technologies and new ways of doing different things. Then the other farmers are able to see and follow their examples.

**Main achievements while in the job**

In Deway Kebele there was no natural resource DA, so he was working with the people to make different structures and planting seedlings. The people did not now the repetition to be followed for ploughing for specific crops and they faced many problems. They used fertiliser and one of the ‘gotts’ which was Qola was affected by drought. But in 2001 they were able to be self-reliant and the aid was stopped. Road for cars was unthinkable in that Kebele. They designed and constructed the road with the people. They did not know motor pumps, water harvesting, modern beehives; they are now using all these things. They had nothing in the beginning, now they have many things that could be counted.

He got a better use of irrigation in this Kebele and they get good harvests.

In this Kebele NRM activities are just began. They were trained in the Wereda about NRM, and work by dividing the ‘gotts’ in the Kebele. And the beginning is promising. They also designed and constructed a road that connects Aygebir ‘gott’ with Afar. They are also working on digging canals for irrigation in Dinki and in Chibite.

**Main current issues of concern**

The process is very slow. The country’s condition is precarious, and unless all people work hard the country as a whole will be affected. The farmers do not accept and engage in different activities equally and that is his concern.

If pests come they might cause great damage, as the supply of pesticides is not guaranteed and timely.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

The resources are limited. For example implements (like wheelbarrow, hammer for breaking stones) necessary for NRM activities are not available.

Fertiliser is available if the people are able to afford it. People use compost and manure. Preparation of compost is getting prominence in the area. They used to manure their land one year and they jump other years. But now they are told to do it every year.

Improved seeds are not available on time. The Wereda does not have the capacity to supply; the people have to contribute money to get the seeds. The farmers ask for the seeds when the sowing time is near. If the supply was there, they would be able to get it any time they want.

**Package system and quotas**

Package system used to pose problem earlier, because the work was done only by the plan that come from the Wereda. There was disagreement when the plan is not implemented. Now it is with the initial plan of the Kebele that the Wereda plans. There might be things that they add or decrease from the Kebele plan. Then a consensus is reached. For example, the Wereda plan on NRM was small, and they added different things.

**Improved seeds**

Improved seeds are not available on time. The Wereda does not have the capacity to supply; the people have to contribute money to get the seeds. The farmers ask for the seeds when the sowing time is near. If the supply was there, they would be able to get it any time they want.

**Use of fertiliser**

Fertiliser is available if the people are able to afford it. People use compost and manure. Preparation of compost is getting prominence in the area. They used to manure their land one year and they jump other years. But now they are told to do it every year.

**Credit and debt**

The Wereda no more gives fertiliser credit since 2000. They might get from the cooperative or on their own (they have to pay to get fertiliser in both cases). The cooperative buys fertiliser from the Wereda and they sell for members and others.

He does not know about debt in this Kebele. In Deway Kebele, sheep and goats were given to poor people. There was a fixed time to repay the credit; but the animals might die. And working to make the people repay was not that much strengthened. In 2001, people who took credit before six years were made repay the credit. Some people also repaid fertiliser debt. There are unpaid credit for the motor pump.

**Farmer attitudes and resistance**

This is not uniform, though it is generally better now. Technologies that were not disseminated earlier are now being disseminated. Now most people are eager to work hard. There are some people who have negative attitude. But there is no significant difference. The technologies are not of good qualities. For example, the water pumps require care and they need literate people to handle them.

**Responsibilities and work load**

The workload is significant on DAs. Teachers are paid based on the credit hours they teach. And if the same calculation was put for DAs, 24 hours will not be enough for the work.

It is very difficult to support the farmers very well. This is not because the DAs sit the whole day without doing anything. They are unable to do paper work unless they do field work in the first place. Paper work after they are tired by fieldwork is very tough. Many people should cover the work, because it has many ups and downs.

**Reporting system**

It is challenging. There are 25-30 Limat Budins in the Kebele. And the DAs are the ones to control them. The Limat Budins are supposed to report everything. But unless there are urgent works they do not report to DAs. The cabinet might take things to the Hiwas to be carried out but they never report it again. They do not send their report on time, and when the report is delayed when it is sent to the Wereda. The weekly and the two-week’s report is very difficult. The monthly report is better.

To overcome this he has to work diligently day and night. He works the fieldwork during the day and the reporting during the night. They prepared a format which Limat Budin leaders might use, and they might fill them out immediately or they might be given sometime.

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

There are times for rest that the civil service gives for government employees. But all the months of the year are filled with urgent works. DAs cannot go out for vacation unless they are sick. If a   
DA goes for a vacation, the work will be waiting for him, and they do not want to go out of the community. There is no rest during the day. If a DA works in the field for some time, he has to do paper work for the rest of the day. There are times when they may do paper work until 3am (well after midnight). Even in this way he is unable to do what he wants and what he expects.

**Conflicts How resolved**

He did not face serious conflicts. There were some disagreements which were solved by advising

### Satisfaction and ambitions

**Satisfaction with the job**

He is satisfied because he works with the people and with the other colleagues with agreement.

He might not get 90% or more as compared to the plan, but the result is very good and he is satisfied for it.

**Remuneration**

The Wereda gives them shoes and uniform once in a year and this is good. But the payment is not equivalent to the efforts put to the work. The work done at the Kebele and the Wereda is different; but the salary is in favour of the Wereda employees. Even if the payment was equivalent with the Wereda it will not be equivalent with the effort exerted. The work demands many people. Though the payment is not sufficient it is enough when one considers the reality of the country.

**Things you like and dislike**

He likes working on crop production and on irrigation.

He does not like designing; this might be because he did not learn about it very well. It required different instruments, which are not available There is time and energy cost. They are trained with different instruments, but they are expected to work in the traditional way; it is very distressing. He is particularly sad when he is supposed to work while the input is not there.

**Things that could be improved**

There are different things that need to be fulfilled in the Wereda and in the Kebele. It is better if the condition is conducive for workers to use different inputs.

Pesticides are not available when they are needed. It was good if they were at least available at the Wereda level, so that the farmers would be able to use them when the need arises. The Wereda does not supply different things needed other than for weed control. For example, medications for onion are not available. And he is ashamed of his profession, when he has to say that he knows the medication; but could not provide them anything. They are told the type and that it is found in Addis Ababa.

**Personal ambitions/hopes for future**

He wants to work more on irrigation with scientific knowledge and experience. He has a hope that he might get good results if he specialises on irrigation and works hard.

### Researcher observations

The respondent is not knowledgeable in areas she is not working.

## No DA: Livestock - interviewed Veterinarian

(There is no livestock DA in the area. Instead of leaving this blank I interviewed the veterinarian in the Kebele)

### Background, education and work history

**Where from, this kebele**

She is from the same Wereda, Haramba kebele.

**Family: where are parents, spouse, children**

Her parents are living in Qobo ‘gott’ in Haramba Kebele. She is not married and she does not have any children.

**Education.**

She had certificate as a general DA in 1991. She became an animal health technician after going to Alage Agriculture college (1998-2000)

**Training: courses, workshops**

She worked with experienced people as an apparent, then she did her project.

The courses she took include: anatomy, physiology, drug, micro-organism, non-infectious and infectious parasitology, agriculture, irrigation etc.

She took training about external parasites this week for one day with other DAs and the Kebele chairman.

There is a doctor at the Wereda he works on quarantine and he advises them about different things

**Work experience**

In 1992 she was in Haramba Kebele on a temporary basis with other permanent DAs (for six months with certificate)

From 1993 – 1996 She was in Washa Kebele ( with certificate)

In 1997 she was in Zego Kebele

From 1998-1999 she was in Alage Agriculture college

2000 she was in practice in Aliyu Amba.

From 2001 to date she is in Hagere Selam Kebele (Chibite) She is working for the three ‘gotts’ in Hagere Selam – Dinki, Addis Alem and Chibite/Gendawuha. She also covers all the four ‘gotts’ in Zego Kebele. The two ‘gotts’ in Hagere Selam Kebele – Saramba and Aygebir are covered by an animal health technician in Haramba Kebele.

**Previous position**

She served as a general DA (with no specialisation) before she went to college in 1998.

**Why did you leave**

She had a certificate in 1991. The government started the diploma programme in 1994 and all DAs graduates with certificate were to upgrade to diploma. She got the opportunity in 1998.

**Time in current work**

Since 2001, after she finished college in 2000.

**How selected for job**

If the Wereda has a place for DAs with certificate, they can learn whatever they want. When this was started in 1994, seven DAs were allowed to join college their experience and GPA of certificate was considered. After 1995 entrance exam was started.

### Doing this job: work relations

**Changes in role of DA**

Starting from August 1996 two DAs were assigned to each Kebele and they were covering all the areas – Crops, livestock and natural resources. Many DAs left for the Wereda and now they are working in the Wereda doing administrative works.

Then three DAs who specialised were assigned in the Kebeles.

**Time in this kebele**

Since August 2000. She is covering three ‘gotts’ - Dinki, Addis Alem and Chibite/Gendawuha in Hagere Selam Kebele and all the four Kebeles in Zego Kebele. Her seat is Chibite (Hagere Selam Kebele).

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

No one can be productive doing everything alone. By then DAs were working on specific areas but they were working everything. For example, there were DAs in Addis Alem, Chibite and Aygebir (temporary). Now there might be three specialised DAs but they have to cover all the Kebele.

There is no difference in terms of the work done.

**Relations with the kebele administration.**

She has a good relation with the Kebele administration. If there is vaccination, the ‘gott’ leaders mobilise the people. They are told about the regular vaccination and they will be ready. Thus mostly her relation is with ‘gott’ leaders.

**Relations with the kebele manager.**

She has a good relation with the Kebele manager. They are friends.

**Relations with other DAs.**

They live together and they share their social life. They may cover her responsibility if they are going to some specific areas. They also work. They also work together by coordinating their time and work.

**Relations with wereda.**

She is connected with the Wereda via reports and when different teams come from the Wereda to visit the Kebele. She has a special connection with ARD office, as her job is related to it.

**Work with model farmers**

Model farmers know the benefit of the vaccination and the medication and hence they follow that closely. They mobilise other people. They also tell her any side effect the medication might have. They do not retreat from the service.

**Main achievements while in the job**

The people in the community were getting temporary service by people coming from Haramba or from Aliyu Amba. The Wereda assigned her in the Kebele just to answer the complaint of the people.

There is no place to put the medication and the materials. There is no guard. One animal health technician has to cover three Kebeles, and everything is fulfilled – guard, laboratory, clinic…Now the materials needed are not fulfilled. There is no microscope. If she has to do something she has to go to Aliyu Amba or Haramba, which are 2-3 hours to walk.

**Main current issues of concern**

Most of the people in Addis Alem and Aygebir are animal herders. The office where she puts the medication and the materials is not secure and she worries about it very much. She puts with other people as if it were her own property, when she has to go out of the area. She will be responsible for all things she received with her signature, until everything is cleared; if bad things happen.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

There is no place to put the medication and the materials. There is no guard. One animal health technician has to cover three Kebeles, and everything is fulfilled – guard, laboratory, clinic…Now the materials needed are not fulfilled. There is no microscope. If she has to do something she has to go to Aliyu Amba or Haramba, which are 2-3 hours to walk.

**Package system and quotas**

The vaccination is regular and it is done accordingly. The medication is available for a payment and the people get whatever they want. Viral medications are for free but they need refrigerator. If the clinic was prepared it was good. The plan is over and it is good to make everything realistic.

**Improved breeds**

There are improved breeds of chicken. The Wereda distributes them to the Kebele. They are affected by disease, and they die. There is no refrigerator and hence the vaccination is not available for them. They are very sensitive. They face danger while they are transported. They are not well fed, they are not provided with water, and they bite one another. So they come into the community after all these things.

There are no other improved breeds in the area. There might be improved breeds of other livestock in the Dega Kebeles but not in the Qoa Kebeles.

**Veterinary support, drugs**

The absence of refrigerator has created a gap. When the chickens are given a certain medication, they are next affected with another disease, to which the medication is not available. They have told to the people in the Wereda that it is the technicians who are blamed for which they did not have any contribution.

**Beehives**

There should have been a livestock DA to be responsible for this. There are only two DAs in the Kebele – crops and natural resources.

**Credit and debt**

People used to receive beehives with credit. There was also credit for buying oxen. Different NGOs might sponsor that, and the DAs follow the things. Then the Kebele makes sure that the credit is repaid. They work by selecting people with the Kebele administration.

**Farmer attitudes and resistance**

There are no many farmers that do not want the services, unless the question of capacity limits them. When they refuse to come to get the services they have their own reasons. The distance is one factor. Culturally, they might not want other people to see their livestock, especially their pregnant cows. They think that other people might envy them.

**Responsibilities and work load**

When there are urgent works to undertake, the DAs work with her. She also works with them when they have urgent things to handle. She goes into the community when there is a vaccination programme, when animals are sick and if diseases outbreak. She cannot plan every daily activity except the vaccination. She does not have extreme workload.

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

The problem arises when disease outbreak. The farmers come to get the service on Saturdays, Sundays and holidays. She has to be present from Monday to Friday as the government expects that. And if the people miss you on weekends that is dangerous. They do not care if she is there from Monday to Friday. This is the pressure on workers in rural areas.

**Reporting system**

There is annual plan, and that is broken down to semi-annual, quarterly, monthly and weekly plans. The plan might hit target or it might not. Weekly, monthly, quarterly reports are sent, unless there are meetings, holidays and unless nothing is worked. There is problem while sending the report. The report might be given to a farmer or drivers that may come to the Kebele. All reports might not reach to the Wereda. They might be required to attend meetings but they might not get the message and hence miss important meetings.

**Conflicts**

The farmers bring their animals when they are at the verge of death. They do not consider the probabilities. There are animals that recover for sure, there are those that might recover and there are those who definitely die. The people will have reservation when the animals die.

### Satisfaction and ambitions

**Satisfaction with the job**

The work is very satisfying. But it is sad when things are not fulfilled. They get training and they were promised that the medication would be sent to the Kebele. But the people at the Wereda are reluctant, they did not send it, though the car came.

When things are conducive the work is satisfying. The people say that their cow is their mother. And if the cow gets well, they say that the cow is hers and they put the butter on her head and give her milk.

**Remuneration**

The remuneration is enough since she agreed to work. It is not the payment that is small; the readiness on her part and her educational background is the limitation. She cannot demand what she did not work for.

**Things you like and dislike**

She likes the profession as she enters into it with her choice. But because the things needed are not fulfilled, she has a reservation.

**Things that could be improved**

It was good if the payment for the service she gives is constant. The medication that was given for 0.45 Birr is now available for one Birr. The farmers do not hesitate to give you anything to eat, but when it comes to money, they are not happy to give you even 0.05.

The people in the Kebele administration are reluctant to work with her. They do not have interest as compared to working with the other DAs.

**Personal ambitions/hopes for future**

If everything needed is fulfilled she knows she would be successful.

She has a plan to read different books and manuals to improve her knowledge.

She said that reading and experience sharing were hope to the future. It is also good to discuss with other people when she goes to attend meetings.

## Development Adviser Natural Resources - disappeared

(This DA was not available in our second visit. It was said that he was in Nazareth to his families because his brother died. In our third field visit, he had left the Kebele without telling anyone about his leaving. They were all amazed because when his house was opened nothing was found, as he has taken everything).

## Head, Farmers Training Centre [Also DA: Crops (See DA: Crops above)]

### Background, education and work history

**Where from? Region, wereda, this Kebele?**

Amhara Region, Qot Wereda, Shewarobit

**Family: where are parents, spouse, children?**

His parents are living in Shewarobit. He does not have a spouse and children.

**Education. Where till what level? When completed?**

He completed his high school in Debre Sina. He was trained as a crops DA in Merto Lemariam (Agriculture training college from 1997-1999) – Gojjam .

**Training; courses, workshops? Where, when?**

Courses in college include: field crop production, extension and communication, surveying, farm management, irrigation.

Training on surveying for NRM (terraces…) and the training for five days in Ankober. And this was in 2000. In 2001 he was trained for the second time in Ankober for three days.

Went to Kombolcha plant research clinic to be trained on working on acidic soils.

He knows what FTC does in the course – extension communication.

**Work experience. Number of years, in what capacity?**

He was working in Deway Kebele (Ankober Wereda) starting from September 2000. He came to this Kebele on November 17, 2002. He was working in Deway Kebele as FTC head. And the same is true in this Kebele.

**Previous position?**

Same

**Why did you leave?**

He was transferred to this Kebele. This Kebele is better in terms of road access and the Kebele centre is like a town.

**Time in current work?**

Started to work here in November 2002.

**How selected for job?**

Students who had 2 and above GPA in grade ten, and who scored at least ‘c’ in English and Maths were selected to be trained in the college. They should also have a good posture and without any disability, as they work involved many ups and downs.

For work, he applied in the Wereda he came from. But as the Wereda had hired other DAs that came from other Weredas, he was unable to get the job. He went to the zone and the zone sent him to the Ankober Wereda. Then in the Wereda he drew lot and started to work in Deway Kebele. He did not ask for the transfer to Hagere Selam Kebele. He came by the suggestion of the Wereda.

He was the coordinator of the FTC in Deway Kebele; he is working in the same capacity in this Kebele. The Wereda ARD bureau selected him for the job.

### Doing this job: work relations

**Role of head of FTC? Changes? What, when?**

Ideally there are three DAs in each Kebele. They work in their respective department. They work together without going to the detailed technical things. And the FTC head coordinates that.

**Time in this FTC?**

Since November this year.

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

The FTCs in the Wereda do not qualify the standard. They do not have sufficient area of land. The previous FTC was located on a hillside; the location of the current one is better. The weather condition is almost the same, and both FTCs grow maize. But the FTC in Deway Kebele grow what as well.

**Relations with the Kebele administration. Changes? When?**

They work together. He is also a member of the Kebele cabinet. He is also a chairman for Danger Preparation and Readiness Committee in the Kebele. He was also serving as a cabinet member in the previous Kebele.

**Relations with the Kebele Manager. Changes? When?**

They discuss and work together harmoniously. If I need help he helps me, and if he needs help I help him.

**Relations with other DAs. Changes? When?**

In Deway Kebele there were three DAs initially and the natural resources DA left the Kebele. He stayed with the livestock DA and they had a very good relationship.

He was alone in this Kebele when he arrived in November. And after a month and fifteen days the natural resources DA came. The former DAs were taken to other remote Kebeles because they were unable to undertake their responsibilities. He has a good relation with the natural resources DA. They do not have authority difference; they work together harmoniously. One does not order the other, but they tell one another when they forget different things. Though they specialised in different things they know some general things about the other’s work. This is possible because all DAs take a course called general agriculture. This course touches everything, yet it is not in detail. Unless the things to be done are very technical, they help one another and work together.

**Relations with Wereda. Changes? When?**

The relation is good. There might be mistakes, but they discuss everything plainly.

**Work with model farmers? Changes? When?**

Before they enter into the actual work, they consider and select model farmers and champions. Then they work with these farmers first to introduce technologies and new ways of doing different things. Then the other farmers are able to see and follow their examples.

**Main achievements while in the job?**

He has got the opportunity to lead others. This enabled him to work with other people harmoniously. If he were working independent work, he would not be able to learn to work with other people.

The FTCs are new and the programme is new as well. They do not work at full capacity; they are just a start. He has got the opportunity to see what the science says with practice. He showed the people how to sow maize in lines. They saw the result and now many people are following the examples. The farmers also saw fertiliser use in lines and they are using that as well (those who use fertiliser).

**Main current issues of concern?**

The materials needed for the FTC are not fulfilled. If this condition continues like this the FTC would not give any service to the farmers.

There is no budget allocated to the FTC. He is not sure whether the Wereda considers the FTC.

### 

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There is no sufficient resource. They have discussed with not only the Wereda but with the Region, that the FTCs could not be demonstration sites. The capacity of the Wereda is minimal and there is not budget for the FTC. There is no response at all.

**Package system and quotas?**

There is no resource but they are expected to show different things to the farmers. And it is said that the farmers have to be trained. The things planed fail on the FTC. The farmers are given theoretical training, but when it comes to practice nothing is done.

**Farmer attitudes and resistance?**

There is bit much done either bad good or bad on FTC, so the farmers do not say anything. But they benefited from the crops demonstration.

**Diffusion of improved practices to farmers?**

Nothing meaningful is yet accomplished in the FTC.

**Responsibilities and work load?**

The FTC does not post any workload because it is not yet started. The other responsibility as a crops DA has work load.

**Reporting system?**

Nothing is being done; hence nothing is reported.

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

n/a

**Conflicts? How resolved?**

n/a

### Satisfaction and ambitions

**Satisfaction with the job?**

There is no satisfaction with the FTC since nothing meaningful is being done. There is no satisfaction; it makes him angry.

**Remuneration?**

See DA: crops.

**Things you like and dislike?**

They tried to show sowing and applying fertiliser in lines and the start was good. It was even much better if it was strengthened. FTC is a good place to evaluate DAs themselves. When they work with farmers, the farmers might miss things. For example, they might not weed the field properly. But here the DAs take full responsibility.

**Things that could be improved**

It is good if the government provides materials needed so that the FTCs could be demonstration sites.

**Personal ambitions/hopes for future?**

If the FTC is supplied with the necessary inputs, the DAs would be able to upgrade their professional skills. And the farmers would benefit a lot by the trainings given. Even if they might not join universities the DAs would teach themselves.

He hopes to produce improved seeds of maize to sell and buy some materials that are not expensive and sophisticated. If the problem of budget continues, the FTC has to be self-supportive.

## Health Extension worker

### Background, education and work history

**Where from Region, wereda, this kebele**

Ankober

**Family: where are parents, spouse, children**

My parents are living in Ankober. My husband is also living in Ankober. But my children (two) are living with me.

**Education.**

I attended grades one to eight in Ankober. I went to Addis Alem (Oromiya region) and attended grades 9 and 10. I attended TVET in Debre Berhan for one year in 1998 and I became a HEW.

**Training: courses, workshops**

I took training on helping mothers in delivery for one month. And the training included HIV testing and counselling.

PMTCT courses

Training for three days on how to differentiate TB patients and selecting children who have chronic food shortage

My other partner took training how to differentiate people having eye problem (that cover the eye with a white layer) and she told me what she got on the training.

Selecting health promoters

Holding Community Conversation (50-70 people) with people who cut epiglottis, who circumcise children, traditional birth attendants, prostitutes. The meeting was held once every fifteen years and the people are taught about different things. Before two years when we started the meetings we had them five times

Courses during HEWs training include: family planning, latrine digging and use, nutrition, etc. It includes all the health packages.

**Work experience**

No work experience before this. I was working for four years here.

**Previous position**

I was a health representative for the Kebele

**Why did you leave**

I left because I am not a party member.

**Time in current work**

Four years.

**How selected for job**

The Wereda had an open vacancy. Some applicants were assigned to work in the Kebele from where they come. We were assigned by drawing lots.

### Doing this job: work relations

**Changes in role of HEW**

Teaching the people before they are sick to prevent the happening of diseases. This focuses on prevention. This includes bed nets, vaccination, teaching them to prepare food in a hygienic manner, and teaching the people to dig and use latrines.

The change was that extensive works were done regarding latrines in 2001. And when family planning is given for free, it was able to have many people use them.

**Time in this kebele**

Four years.

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

All the Kebele officials are working together on the health issue as their own business.

Attitude of officials is changing and they are being models for the people in the Kebele. They dig latrines.

In earlier times the people were not willing to have their children vaccinated but now the use of vaccination is rising

They used to be resistant for family planning. Now family planning users have risen to 95%, earlier it was not even 10%. Even those who wanted to use were not using family planning because there was a payment.

We are now working on nutrition for children. This did not exist before October 2002.

Community health promoters were trained and started to work

We have started to work on TB. But the people are not willing to go when they are referred. I saw a symptom on a woman and I sent her to go to Aliyu Amba for free medical treatment. She was not willing to go, and she died.

**Relations with the kebele administration.**

The Kebele administration helps us in different works. When there are things that the people in the community are unwilling, if the Kebele administration is involved the people will take part.

The Kebele administration takes care of them and no one disturbs them wherever they go.

They go with them in different campaigns. They also give immediate response for our questions.

All these came into being starting from February 2001; after expansion strategy training was given at the Wereda. The training was to involve the people in the community in education, agriculture and health.

In earlier times he people in the Kebele administration used to accompany us only for vaccination. But now they go with them to see latrines.

**Relations with the kebele manager.**

Writing weekly, monthly, quarterly, semi-annual and annual plans. He might accompany us in campaigns if that does not interfere with his other works.

A change occurred on the reporting since the new manager arrived. The previous manager was here to look for other jobs. Thus, he was not working with us very well.

**Relations with other Extension workers.**

They work together in campaigns. This might be mobilising to dig latrines, teaching about family planning (using condoms). Unless we are called for a meeting to the Wereda, we take a leave separately. We are given different gots from the Wereda, but we work together.

**Relations with wereda.**

If there is anything that is missing, we ask the Wereda and if it is available they give it to us.

We write weekly, monthly, quarterly, semi-annual and annual reports. The original copy goes to the cluster coordinator and the second copy is sent to the Wereda. The cluster coordinator coordinates two or three Kebeles. Starting this month, we are made to write only to the cluster coordinator.

**Relations with Health centre**

Before this year there was a health post in Aliyu Amba, it became a health centre this year. But we have not started to refer our patients because it did not start to give service in a good manner. And the laboratory did not start to function.

Before one year we used to put vaccination materials in Aliyu Amba after bringing them from Ankober, because we did not have a refrigerator. We used to bring small quantities as needed. This is now resolved because we have a refrigerator.

**Work with model farmers**

Hiwas leaders who are package adopters work with us. They mobilise the people to adopt the packages quickly. There has not been any one who adopted the package.

**Work with Health Promoters**

Health promoters started to work in November 2002. We gave them trainings and teachings on breast-feeding. They teach others, by going to houses where women gave birth so that the mothers would breast-feed their babies and to continue that for six months. It is just a start.

**Work with Traditional Birth Attendants**

We have not done anything with TBAs. But after I took training on delivery, I was told that I would be giving training for TBAs.

**Collaboration with customary healers**

We have not done anything with them. We do not have any contact with them. They do not let women be close to them.

**Main achievements while in the job**

Family planning increased from 10% to 95% (it is not 100% because of Argobbas)

Latrine digging 0% to 95% the remaining 5% is in Addis Alem got.

The people were unwilling to have their children to be vaccinated by saying that the vaccination causes fever. I told them that is the nature of the medication, they are now willing to have their children take the vaccination.

**Main current issues of concern**

Trachoma prevention once in a year

Mainly family planning and vaccination. But there is nothing that is of serious concern.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

When we started to work before four years we did not have delivery bed. It has arrived in 2001.

We borrowed tables and chairs from the school. But we will return them back soon.

The Wereda bought us a refrigerator last year after witnessing our problems.

**Packages and quotas and graduation**

Not only to dig latrines but to use. Because there are people who dig but not use the latrines.

On the nutrition programme for children there were children who did not graduate because of lack of resources.

**Health care support, drugs**

We do not usually give curative health services for we lack drugs. But for vaccination we receive enough amounts as we ask.

**Farmer attitudes and resistance**

When we started to work the people thought that we were there to treat patients and they were bringing patients. When we tell them that we do not give medication, they used to ask as why in the world we were there. But after we had a nurse (which is before two years), we explained to them that we (HEWs) work on prevention and the nurse works on curative then the problem was resolved.

**Responsibilities and work load**

When we work on education and agriculture works that come from the Wereda, the word load is difficult to handle. There will be too much of fieldwork. When Wereda officials come from the Wereda, they order us to do anything with few days. They want us to accomplish it within one to three days. We are not able to work good work due to time shortage; we will not be able to work with every farmer. If we do not accomplish as they expect, it is said that we did not work as expected. So we give false report. However, if we are given enough time, we will be able to accomplish more than this. When we are unable to accomplish some things; for example, the farmers might refuse to come to a meeting, it is taken to be our weakness and reluctance to work.

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

We might need to attend meetings in Saturdays (which is common for most of the time).

On Sundays we give nutrition programme service for children who are affected by chronic food shortage. We weigh the children and give them nutrients.

On Sundays there is a market in Chibite. Thus we have a lot to do as people come to the health post when they come to the market. Women who have appointments might come on Saturdays.

Different campaigns might be there on weekends.

We rest only during the night.

I have no time to spend with my children. I wake up very early before dawn to cook them food, or I have to do it after returning from campaign. When I go to fieldwork, my children take care of one another, or my neighbours will do so. I might not have time to feed them.

For social responsibilities I might take time from my work. And if I go to Ankober I might use my annual leave. Or I might take time from the meeting I go to attend. Leisure is not thinkable since 1998.

**Reporting system**

We had a very experienced supervisor that showed us a very easy way of doing the reporting.

**Conflicts How resolved**

None

### 

### Satisfaction and ambitions

**Satisfaction with the job**

In this year I am somehow satisfied. They are having a better outlook for us while we go to vaccinate children.

**Remuneration**

**Things you like and dislike**

I like to see people who are using the latrines very well, and who keep the hygiene of their house and their children.

I do not like the work connected with injection (three months family planning injection, mother’s meningitis vaccination and children’s vaccination), I am afraid that I might prick myself with the needle after injecting the people. I am a mother and I am afraid that I might be affected by HIV while working to earn a living. I hate this, and I would be happy if I do not touch a hypodermic syringe and the needle.

**Things that could be improved**

It was good if transfer was allowed for HEWs, after considering our problems like I have children. If it is going to continue like this, I will not be able to continue. If I was transferred to a place I want (closer with my family) I have the interest to work and change the community. But now I want to leave the area.

**Personal ambitions/hopes for future**

I want to learn nursing and to serve the community.

## Health Centre Head

### Background, education and work history

**Where from**

Amhara region, Dessie

**Family: where are parents, spouse, children**

My parents are in Dessie. I do not have a spouse and children.

**Education.**

I completed in Alemaya university in health officer degree programme in September 2002.

**Training: courses, workshops**

Training on family planning for twelve days in Kombolcha.

TB, leprosy and HIV/AIDS data management in Debre Berhan ; registering and reporting TB patients. To follow up who is following or who has ceased to take his medicine, VCT (voluntary counselling and testing) for two days, PITC (providing initiating test and counselling) to test HIV/AIDS, to follow leprosy patients taking multi basela, posi basela medicines for one year and six months.

Courses ; Basic science, Human Anatomy, Human Physiology, Biochemistry, Microbiology ; Medicine / Clinical science

Internal medicine, surgery, gynaecology and austastrics (mothers), paediatrics…

**Work experience**

I do not have a work experience before this .I was directly sent here after I graduated from university.

**Previous position**

None

**Why did you leave**

None

**Time in current work**

Since November this year.

**How selected**

Lot was drawn at every stage at the federal, regional, zone and wereda level

### 

### Doing this job: work relations

**Role of Health Centre Head Changes**

Administration, adults and children outpatient treatment, providing long term contraceptives and delivery service for mothers. Changes are that before this year it was a health post and a single person could provide the medical treatment, provide medicines and do many tasks, now there is a distribution of tasks.

**Time in this centre**

Since November this year.

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

No previous experience.

**Relations with the HEWs**

We meet on cluster programmes in which we share our experiences. HEWs refer suspected TB patients to us. And we give feedback of his/ her results to the suspected person and send back to them. Before we used to share experience when going for campaigns. (but Hagere Selam kebele, the kebele which is under study is not in the same kebele with us that we do not have this contact with them). The head of the health centre was interviewed because the people from the community receive service from this health centre. There is no health centre in the kebele under study.

**Relations with wereda.**

We have a good relationship. Especially ever since the newly opened health centre we get frequent visits from the wereda officials. It is easy for them to visit us on their way when going to other places because we are on their way. We are receiving medicines and new personnel.

**Collaboration with customary healers**

We never had any collaboration with customary healers until now. We are thinking of working together with them on leishmaniosis a skin diseases they have found a medicine for it.

**Work with Traditional Birth Attendants**

Health promoters teach women to deliver their child in health post or health centre. We have not worked together with them.

**Main achievements while in the job**

Changing the attitudes of people over medicine. People use to ask for a specific medicine without being diagnosed, we tell them they have to get tested first.

Providing minor surgeries.

Administering the health centre.

Monitoring environmental sanitation which is only being started.

Follow up TB patients.

**Main current issues of concern**

There is so much work burden on the personnel. There is not enough personnel in health centre.

The necessary equipments are not available.

Water and electricity are not available.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

We do not have many necessary resources in the health centre. We replace the unavailable resources by what we have at hand. As we do not have steriliser we use kerosene to sterilise the equipment. We do not have refrigerator in the health centre because electricity is not available. We left the refrigerator in the old health post where there is electricity.

**Packages and quotas and graduation**

When there is a gap between the plan of the wereda and achievements, we will consider it as a failure and study the reason for the gap.

**Health care support, drugs**

Sometimes we have enough medicines; sometimes we receive bellow than our expectation.

**Farmer attitudes and resistance**

The farmers are aware of family planning services and are users.

**Responsibilities and work load**

I do not have much work load in my work.

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

The work load has not restricted me from my social responsibilities. But sometimes when people get sick in weekends they come to our house and knock our door looking for medicine.

My family are in a far distance from me. My contact with them is hindered because phone is not available (this only one phone available that give service for the public which does not work most of the time).

Even though I do not have much work load there is no place for leisure.

**Reporting system**

**Conflicts How resolved**

We have not faced any dispute yet because the health centre is newly opened.

### Satisfaction and ambitions

**Satisfaction with the job**

I am glad that there is an improvement with the environment we give service. Ever since we have moved to this health centre there is no problem of suffocation because of the wide rooms available.

**Remuneration**

We only have our salary to receive. We do not have duty pay like the other health centres.

**Things you like and dislike**

As mentioned above I like the new environment that is suitable for health service.

But I do not like that the laboratory is not giving the required service and many necessary medicines are not available. Because of this treatments that could be provided in the health centre are not offered rather we are forced to refer patients to the wereda.

**Things that could be improved**

If the health centre could have more equipped personnel.

**Personal ambitions/hopes for future**

I have an ambition that if we could have the needed equipments and if we can serve the community well in our profession. Because this place is centre for many kebeles.

## Head Teacher

### Background, education and work history

**Where from**

Same region and Wereda, but from Deway Kebele

**Family: where are parents, spouse, children**

My parents are living in Deway Kebele. I am living with my husband but we do not have any children.

**Education.**

1-8 grades in Deway Kebele

9-10 in Debre Berhan

Teachers’ training college in Debre Berhan – summer programme 1996-1998.

**Training: courses, workshops**

Courses in college: Amharic, English, Maths, civics, environmental science, teachers’ professional ethics, psychology, ethics, and aesthetic (Sports, drawing, music).

On the job training (taken by the teacher individually)

Workshops (experience sharing in with a cluster of schools – about five schools)

Job introduction course for teachers (1999-2000) for two years. Working on booklet, in the same school with an experienced teacher.

2001 CPD (continuous Professional Development). This is not yet finished. Participatory teaching method.

**Work experience**

1996 June, teaching at alternative school in Chefa on a contract basis. In 1998 this school became regular primary school up to grade four. Then I kept teaching there.

1999 Korefe school in Washa Kebele (the Wereda took me there as a teacher)

In 2000 I asked for transfer and I came here, because this is better in terms of drinking water, market and road availability.

**Previous position**

Teacher

**Why did you leave**

The Keble was not suitable to live.

**Time in current work**

Since 2000.

**How selected**

The criteria were – tenth grade complete and resident of the area. And I was selected.

### Doing this job: work relations

**Role of Head Teacher**

Leading the school – the teachers and others

Preparing plans together with PTA, teachers and student representatives (planning for five, three and one year)

School improvement plans

Announcing the things to be done for teachers.

Heads the works done by the teachers

Encouraging teachers that do not work properly

Making the teacher to be result oriented, preparing checklist for the teachers

And preparing evaluation form for PTA and students

Before 1997 the head teacher was also a teacher. He was selected from the teachers to become a head teacher. But after that the head teacher takes administrative training

Earlier preparing plans was a responsibility of the head teacher, but now it is done together with PTAs, students and teachers (1997).

Earlier we were supposed to report every minor case to the Wereda. But now since the head teachers are trained the problems are being solved there (1996). The Wereda gave full authority to the schools and it made them feel responsible.

Preparing conditions so that problems do not arise

**Time in this School**

Since 2000.

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

Teaching quality assurance programmes (2000)

Beautifying the compound (2001-2002)

Expansion of classes for 7th and 8th grades (2000)

Latrine for students (1999)

Latrine for girls (2001)

Student enrolment is increasing: 432 students in 2000; 549 in 2001 and 572 in 2002.

Civic club was established (2002): notice board was prepared

The club report (2002) to write on files

2002 when the radio programme was not working, the teacher read his book on the radio programme

Passing works that come from the Wereda

**Relations with the teachers.**

Getting representatives for different works selected

Getting unit leaders selected

Giving permission for teachers

The teacher discusses with the head teacher if he faces problems on the work he does

Disciplining arrogant students with PTA

Before 1996 head teachers were less responsible for their job because they were also teachers. But after that, they approach the teacher in a better way since they have full responsibility on the school.

**Relations with kebele administration.**

The school head is also a member of the Kebele cabinet. The school works together with the cabinet on student enrolment. The head teacher also works with Hiwas leaders to return dropping out students.

Forces parents who do not send their children when it is beyond the capacity of teachers

The head teacher involves in all the works required as a cabinet (health, agriculture, etc)

Since 1999 all cabinet members work together in all activities; before that they were working separately. For example, only PTA and teachers used to work on student enrolment.

1999 reporting to the Kebele council every three months about the different things done and trying to find solution together. For example if there are dropouts in specific area (got)

evaluating one another as a cabinet member

**Relations with the kebele manager.**

Since 2000, after the Kebele manager started to work, writing reports to the Kebele administration, the copy that is sent to the Wereda. Before this the report was written to the Kebele administration.

The Kebele manager consolidates the reports from the different sectors together. Then he sends the report to the Wereda.

The things done in the school by community participation are notified to the Kebele manager and to the Kebele administration. For example, if the fence has to be built they are told and they are the ones to arrange the programme.

**Relations with PTA**

The PTA has to be notified about everything that is done in the school. If vegetables are grown, if there is grass, they decide to sell and auction. They decide with PTA.

They discipline arrogant students with PTA

If a classroom needs maintenance the PTA are notified and they decide what to do and inform the Kebele administration and the community to maintain the classroom.

Change: it is becoming better starting from 1998. For example, a grass sold for 50 Birr by the decision made between the head teacher and the PTA it was sold for 260 Birr.

1998 if a student quarrels with a teacher they come up to the school and try to see who caused the problem – the teacher of the student

Evaluating the head teacher

**Relations with wereda.**

Reporting to the Wereda education bureau about the things done in the school.

Evaluating the head teacher according to the report

**Main achievements while in the job**

Increase in the coverage of education: increasing in number of enrolment of students

Beautifying the compound of the school so that it is attractive for students

Beautifying the place where the students line up with numbers

Notice board

Posting federal and regional flags.

Planting flowers near each classroom

In 2000 improving the football field and making the ceilings of classrooms, maintaining walls.

**Main current issues of concern**

We are concerned that dropouts will increase in the future. Because parent might prefer temporary benefits, they might want the students to look after livestock and crops. The students might lack stationery materials (lack of capacity)- the school and the teachers are covering these costs.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

We do not have enough school income, and we received federal budget, which was about 8000 Birr. But this money cannot be used for students but only on the school.

**Children attendance**

There is students’ absenteeism for work (looking after cattle, collecting firewood, and looking houses.

Homeroom teachers telling students that they will lose marks of participation when they are absent

Counselling students by 2-3 teaches

**Children drop outs**

This is not a challenge now, but it could be in the future

**Children discipline**

No problem of children’s discipline

**Teacher discipline**

No problem of children’s discipline

**Shift system**

There is shortage of time for a single period. Before there used to be seven periods of classes, but now there are six periods. This creates workload on teachers, because they teach in two shifts. This forces the teachers not to do their work efficiently.

The students in the morning shift come late. Because of the time shortage, we start early at 8am. And many children who come from distant areas might be late. If there was no shift system, we could have pushed the time for beginning classes a bit further.

**Self-Contained System**

The quality of education decreases for the students, while it poses workload on the teachers.

**Responsibilities and work load**

When they teach there in no much workload. But when they have to go out for campaigns the work load will be too much, as they are also supposed to teach.

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

My families are living in a very far place, and if I want to go and visit them, the work will be harmed.

The teachers have no rest when the summer comes. I go to school, and then enrolment of students comes immediately. On weekends we will have trainings and meetings to attend. It has been two years since I last visited my family.

We are allowed to go for 3-5 days to go to funeral and mourning ceremonies. If we got they say that they are going by leaving the students, even when other teachers are willing to help. Weddings and other celebrations are not thinkable to get permission.

There is not solution that is made to improve their connection with families.

**Reporting system**

After writing the report, we might not get anyone to take them. When we send them they might not reach, and we are expected to write them again.

When there are trainings, the letter reaches us after the training has passed. Letters are sent for us to do something on a given time, but the letters might reach us after the date has passed. There is no solution, when the letter reaches us we file it. We think that the problem will decrease when the mobile network starts to work.

**Conflicts How resolved**

No conflicts

### Satisfaction and ambitions

**Satisfaction with the job**

I am satisfied with the students we send to high schools and while they complete their education

The enrolment of students

When our students improve their knowledge

**Remuneration**

**Things you like and dislike**

I like when I teach and when the students understand what I teach. I have nothing that I dislike.

**Things that could be improved**

Students enrolment without 5-6 times outreaches of the teacher

Instead of begging the students to attend school, if the government of any NGO could provide materials for students (clothing, and stationery materials)

If the shift system is stopped. If a period is added each day, five periods are added in a week. We could have pushed the starting time for the morning class, as there are students who are absent because they are late. It could be made two shifts after having sufficient classrooms, teachers and other materials.

**Personal ambitions/hopes for future**

I would be happy if the beauty of the compound is kept, and if the income of the school is improved by the participation of students.

## Teacher

### Background, education and work history

**Where from**

North Shewa, Hangolelana Tera

**Family: where are parents, spouse, children**

Parents are living in Hangolelana Tera.

Spouse is working and living in Aygebir got, Hagere Selam Kebele. They do not have children.

**Education.**

Attended grades one to eight in Chacha primary and junior school.

Attended grades 9 –12 in Debre Berhan (Hailemariam Mammo Secondary School; completed in 1994)

One year typing and computer courses (five courses) in Debre Berhan (1995-96) a one-year course.

Debre Berhan Buli Minil College (teachers education for grades 1-4) for one-year general certificate (1997).

**Training: courses, workshops**

September 4 –12, conference and experience sharing but it was about the election in Gendawhuha school (2002)

Teachers’ continuous professional improvement programme (induction, CPD) e.g. course 2 on gender and HIV/AIDS

Summer 1998 conference about EPRDF

**Work experience**

1996 secretarial service by using computer

1998 taught grades 1-4, in Antoskia (Amhara region – Gemza Wereda) for four years

2002 Dinki Satellite school (asking for transfer)

**Previous position**

See 5 above.

**Why did you leave**

I asked transfer if I was able to be near to family.

**Time in current work**

Seven months.

**How selected**

I filled the Wereda transfer form.

### Doing this job: work relations

**Role**

Mobilising people to send their children

Teaching students in the classroom

Giving tutorial classes on Saturdays (I did not start this because of my weakness)

Continuous assessment (giving tests, exams and considering attendance)

When students are absent going and talking to parents. Before there was fine when parents refuse to send their children.

Giving grades for the students

Sending weekly report to the director of the school. The attendance of those students who come from Monday to Friday is sent by dividing the girls and the boys. The number of students who dropped out and the number of students that are able to read, write and do simple calculations is also sent.

Report is also sent about students who are very low in the class rank.

**Time in this School**

Seven months

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

In the former school I was working with people. There is the possibility for experience sharing. Researches were carried out and we used to work together. Now I am alone and I do everything by myself.

In the previous school I was involved in school work activities like beautifying the school compound and other activities in the school centre. Now I have nothing to do except teaching. I have nothing to do in the compound and for the teachers. It made me idle, there is much time and it is boring.

In the previous school there was teachers’ residence in the school and there was piped water. Here there is no house and no piped water.

In the previous school, teachers were teaching in one-classroom, students in the same level. Now I am running two classes at a time. This reduces the quality of education for the students and it is very difficult for the teacher.

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

Writing reports for the head teacher

Discussing about students who are absent and about the score of the students

Working CPD together with other teacher and experience sharing. But since I am working in a satellite school which is far, I do not have much interaction with them.

**Relations with kebele administration.**

The Kebele administration mostly contacts the head teacher but creates link between the Hiwas leader and the teacher to work together.

**Relations with the kebele manager.**

He works with Hiwas leaders to go and call students who are absent.

**Relations with PTA**

I do not even know the PTAs but they evaluate me in the school without knowing me.

**Relations with wereda.**

They give us trainings. We contact the supervisor and the supervisor contacts the Wereda.

**Main achievements while in the job**

I have the opportunity to do Diploma courses.

But I cannot count any other achievement since it is only seven months since I started to work here.

**Main current issues of concern**

Student dropping out is the major concern. Parents do not know the benefit of education and they want to use their labour. The students do not have the interest to learn because they do not know the benefit of education. The children want to do what their parents are doing. I planted tomatoes in the school, and the students were very happy to take care of the tomatoes than to learn in classroom.

I might work hard but the students do not have the interest, no improvement will come.

Only those students who are very clever attend classes regularly.

It is very difficult to teach two grades in one classroom at the same time. The quality of education is jeopardised.

### Challenges faced and attempts to overcome them

**Adequacy of resources**

There is not adequate resource. Stationery materials like papers, parkers, charts, etc are not fulfilled.

The classroom is not suitable for teaching. There is no playing ground for the students. It is not attractive either.

There is shortage of textbooks.

There are no playing materials

**Children attendance**

The students do not come regularly. Some families send their children alternately. One day one of the children might come while the other looks after livestock, and the next day they shift activities.

**Children drop outs**

See above

**Children discipline**

There is no problem of discipline. They hear everything they are told except attendance.

**Shift system**

No shift because I am teaching in a satellite school.

**Self-Contained System**

Yes, I am teaching both grades one and two at the same time. And I teach all the subjects.

**Responsibilities and work load**

I teach from 8am –10 am and there is a break from 10am –10:15am. Then the classes continue from 10:15am –12:15pm. But after that I have not that much to do. I do not have any rest between the classes and in between. I give a class work for one group and while they are doing the class work, I continue to teach the other group.

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

No leave is given during holidays and we are supposed to be there all the time. I have come to be very far from my family. I cannot go unless during the summer or unless a problem arises.

There is no access for leisure activities.

**Reporting system**

See above.

**Conflicts**

There is no conflict except when we asked parents to send their children to school.

### Satisfaction and ambitions

**Satisfaction with the job**

I am not satisfied at all. It is not satisfactory to teach both grades at a time, sharing a single classroom and a single blackboard for both grades. The students show very little interest to learn.

**Remuneration**

Not enough

**Things you like and dislike**

I like the topography and that the area is green. The people are also very kind. Their relationship is very interesting.

I dislike the teaching system in the satellite class. I also do not like being apart from my family.

**Things that could be improved**

See above

**Personal ambitions/hopes for future**

I want to improve my education and live in a town and have my own family after having my own house. And when all this is fulfilled I want to have children.