# Interviews with key development actors in Girar kebele, Cheha wereda, Gurage, SNNP

[Kebele chair 2](#_Toc439675739)

[Education and work history 2](#_Toc439675740)

[Doing this job: work relations 2](#_Toc439675741)

[Challenges faced and attempts to overcome them? 3](#_Toc439675742)

[Satisfaction and ambitions 4](#_Toc439675743)

[Researcher observations 4](#_Toc439675744)

[Kebele Vice Chair 5](#_Toc439675745)

[Education and work history 5](#_Toc439675746)

[Doing this job: work relations 5](#_Toc439675747)

[Challenges faced and attempts to overcome them? 6](#_Toc439675748)

[Satisfaction and ambitions 7](#_Toc439675749)

[Kebele Manager 7](#_Toc439675750)

[Education and work history 7](#_Toc439675751)

[Doing this job: work relations 8](#_Toc439675752)

[Challenges faced and attempts to overcome them? 9](#_Toc439675753)

[Satisfaction and ambitions 10](#_Toc439675754)

[Wereda Councillor Male - NA 10](#_Toc439675755)

[Wereda Councillor Female - NA 10](#_Toc439675756)

[Head Women’s Association 10](#_Toc439675757)

[Education and work history 10](#_Toc439675758)

[Doing this job: work relations 11](#_Toc439675759)

[Challenges faced and attempts to overcome them? 12](#_Toc439675760)

[Satisfaction and ambitions 13](#_Toc439675761)

[Head Youth Association - NA 13](#_Toc439675762)

[Development Adviser: Crops 13](#_Toc439675763)

[Education and work history 13](#_Toc439675764)

[Doing this job: work relations 14](#_Toc439675765)

[Challenges faced and attempts to overcome them? 15](#_Toc439675766)

[Satisfaction and ambitions 16](#_Toc439675767)

[DA: Livestock – busy – could not meet him 16](#_Toc439675768)

[Development Adviser Natural Resources 16](#_Toc439675769)

[Education and work history 16](#_Toc439675770)

[Doing this job: work relations 17](#_Toc439675771)

[Challenges faced and attempts to overcome them? 18](#_Toc439675772)

[Satisfaction and ambitions 19](#_Toc439675773)

[Head, Farmers Training Centre - see Module 8 19](#_Toc439675774)

[Health Extension worker 19](#_Toc439675775)

[Education and work history 19](#_Toc439675776)

[Doing this job: work relations 20](#_Toc439675777)

[Challenges faced and attempts to overcome them? 21](#_Toc439675778)

[Satisfaction and ambitions 21](#_Toc439675779)

[Health Promoter 22](#_Toc439675780)

[Health Education and work history 22](#_Toc439675781)

[Doing this job: work relations 22](#_Toc439675782)

[Challenges faced and attempts to overcome them? 23](#_Toc439675783)

[Satisfaction and ambitions 24](#_Toc439675784)

[Health Centre Head 24](#_Toc439675785)

[Education and work history 24](#_Toc439675786)

[Doing this job: work relations 25](#_Toc439675787)

[Challenges faced and attempts to overcome them? 26](#_Toc439675788)

[Satisfaction and ambitions 27](#_Toc439675789)

[Head Teacher see Module 8 27](#_Toc439675790)

[Teacher 27](#_Toc439675791)

[Education and work history 27](#_Toc439675792)

[Doing this job: work relations 28](#_Toc439675793)

[Challenges faced and attempts to overcome them? 28](#_Toc439675794)

[Satisfaction and ambitions 29](#_Toc439675795)

## Kebele chair

### Education and work history

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

The kebele chair’s higher qualification is grade 9 and drop out in 1977.

Training; courses, workshops? Where, when?

The chair did not get any training or course during his service years.

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

He worded as Militia since 1987-1988, as Health promoter since 1988-1992, and as Wereda council member 1992-1994, and as kebele chair since 1994-2002

Previous position?

Previous position was wereda council.

**Why did you leave?**

I left the wereda council membership, when I am elected as kebele chairman, because the structure doesn’t allow to take such dual responsibility.

**Time in current work?**

I worked on the current position for 8 years as kebele chairman

How (s)elected. When?

I was first elected in 1994, and re-elected in 1999 by the community and my position approved by the wereda administration.

### Doing this job: work relations

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

I am supposed to deal with public cases at kebele level

I am cabinet leader at kebele level

I am leader of sub- committees at kebele level

Planning with other committee and cabinet members

Evaluating the ongoing work

Gathering the public to discuss issues and get decision

Follow up of implementation of development activities

Meetings, discussions, and planning with sub committees and cabinets etc … are the main duties

In regard to changes, there are no major changes, except the role share with the Kebele manager after he came in 2000 to assist us in accepting cases, file management and organising documents.

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

I lead the cabinet

I approve decision made by the cabinet

I send cabinet members to announce the decision to the public made by the cabinet

The cabinet members brings public agenda from villages to me.

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

The manager as assigned as organiser but, he usually dictate as boss on me only because he is paid. We are doing much of the work in the kebele office and in the village, though the reward is for him. Of course he is assisting me in some of the tasks that I used to do alone before.

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

The council make rules and regulations

They also develop action plan with us what to implement

They supervise what the kebele is doing, and there is no activity without the knowledge of the council

They evaluate what the kebele is doing

They approve positions being with the wereda administration, and they can evict/give demotion to any of cabinets including me.

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

We evaluate their work.

DA, HEW, and Education representatives are member of cabinets.

There is no change in this regard; this is how we do since 1997.

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

We have consultation with elderly about the community issues in the locality like; peace and security, Health issues including HIV/AIDS, and agriculture

The elderly enforce the public to participate and cooperate in the interventions

The elderly also helped us by minimising conflicts, and accusations coming to the legal services when mediated by them at village level

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

The wereda refers cases down from the zone to the kebele for implementation

They evaluate our work

We submit report every month to the wereda

The wereda don’t provide us a budget

The wereda agricultural office, provided us chair, meeting hall that they constructed for farmers training.

**Main achievements while in the job**

We achieved success in some sectors including; health and sanitation, rural development mainly crop and vegetable introduction to farmers, education mainly upgrading of school which was only up to grade 4 to grade 8, and electricity expansion to some parts of the kebele.

**Main current issues of concern?**

We have big problem in regard to clean drinking water, the community is using river water which causes complicated health problem.

The electricity is not yet distributed fairly in villages

### Challenges faced and attempts to overcome them?

**Adequate resources?**

I can say that we have no enough resources; we luck stationary materials, shortage of furniture, we have no budgets for programmes that are being implemented in the kebele.

There is no payment for kebele workers including me except the kebele manager who is government assignee.

We use community fund raising to get office materials important for our activities.

**Package system and quotas?**

The packages are set by the kinds of interventions like health (by HEWs), agriculture (by Agri. EX. Ws), education which is done by the kebele and representatives for education. Each sector has its own package like the HEP has 16 packages by which assigned numbers of households are being addressed by the package. NB. (*the chairman failed to state every package and quotas in every programme)*

**Mobilisation?**

There is no problem of mobilisation since 1998, the community is cooperating with us to work on every development activities and public issues.

**Credit and debt?**

We have no major problem in this regards, though some people are accused for not paying debts, which is solved easily.

**Attitudes and resistance to change?**

There is some sort of resistance when new things come, but usually we go through ; Iddir, elders, and neighborhoods. When we try to convince people with continues effort, they gradually accept it. Those who persist in resisting change their mind when they see the relevance of the intervention.

**Responsibilities and work load?**

There is high burden on me, the manager is assigned for office work only, I am still taking the huge responsibility of the work at each village.

**Reporting system?**

The wereda receives report from the kebele, monthly, quarter, and annually.

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

I work on my farm early in the morning from 6:00-8:00

Traveling to the kebele office for about 30 minutes to reach there at 9:00 AM

I work for the kebele being in the office and moving in the villages since 9:00-6:00 PM. And I spend the rest of my time with my family.

**Conflicts?**

No major conflict is encountered.

### Satisfaction and ambitions

**Satisfaction with the job?**

I am satisfied by the feedback that the community is giving to me. I feel happy when a single problem is solved and clients get relief.

And also the lives of the community are improving in some aspects

**Remuneration?**

No payment to the kebele workers except the kebele manager.

**Things you like about the work?**

Solving poor people’s case

I convince people to pay tax before they get in to complication of fines, and I feel happy to save them from fines

When health, education and agricultural extension programme bring some change to the wellbeing of the community.

Successful fund raising that I could get to run the job

**Things you dislike about the work?**

I am dissatisfied by the disrespect of my free service by the administration. Everyone at wereda and at kebele and even some people in the community do not understand as I am running without personal gain/benefit. And I feel angry when some fail to recognise and respect my free service. I know I can get better personal progress if I spend all this time on my farm or some trade.

**Things that could be improved**

There should be salary or incentive

Materials should be fulfilled for good working environment

Budget should be assigned for the kebele

Per diems should be given when we are given extra tasks like election cases. The general public feels like we get money for these additional tasks.

**Personal ambitions/hopes for future?**

I wish if I have a motorbike or a car to move fast around the villages and do my job without hassle, I am suffering from long distance walking.

### Researcher observations

I personally observed that this chairman is doing day and night. And concerned to cases in kebele very much. I saw him collecting tax moving around the village, working for the ruling party during election, working with extension workers, sub-committees, and individual cases. He is handling all these things with good sprite. I did not see him being reluctant. Even when he was dealing with our research, he was taking it as his duty coming to his kebele. And he worked hard to facilitate things for us being in a tough election period.

## Kebele Vice Chair

### Education and work history

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

He completed grade 5 in 1985. He was in Addis Ababa, living with his brother. He dropped-out because he was working as a day-laborer during the day and he had a heavy workload. He could not attend his night class. He was working in mirror producing house and that created a sight problem. Then, he could not afford and finally he dropped-out and moved back to his parents in Imdibir.

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

None

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

He worked in the mirror producing house for 17 years. Next, he started agricultural work in the farmland of his parents for many years. In 2001, he was elected as a vice chair of the kebele.

##### Previous position?

He was working with his brother while he was working in the mirror house. The mirror house was owned by his brother. He left that place when he could not agree with his brother.

He is also working as a chair of one of the cells in his kebele since four years.

##### Why did you leave?

Mentioned above

##### Time in current work?

The time spent in his work fluctuates. He spends a day in a week in his current work. There is a review meeting of all the kebele cabinet. This time increases if there are extra works like election. Specially, the election time is stressful. There is evaluation meeting every night.

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

He was elected in 2009 he was a chair of “cell” (a small administrative unit within the kebele). He worked there for four years. Then, he was elected as speaker of the kebele. Finally, he was elected as a vice-chair of the kebele in 2009

### Doing this job: work relations

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

He substitutes the kebele chair when he is not around. When there are problems in the kebele, he presents the issues to the wereda. He also collects tax from the kebele with and without the kebele chair. If there are petitions presented to the kebele, he tries to solve. When there are conflicts and appeals, he is involved in their resolution and if it is beyond their potential, he refers these cases to the court. No change.

**Relations with chair**

They work and decide together. They communicate if there are cases. He could not decide by himself. He appreciated the kebele chair as he is a nice person to work with. They cooperate in different development works. They also share tasks between themselves.

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

Public relations, main chair and vice-chair work as a team. In addition to these people, there are HEW representative and DA and education representative constitute the kebele cabinet. There is also another cabinet from the justice representative. There is always a weekly review meeting and evaluation. The first three people can implement the work plan. If there are any gaps identified in the works of other people, they work together to make them work properly. There is no change in this relationship.

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

The kebele manager also works with the kebele. He is not member of the kebele cabinet. He works with them in implementing the plan of the kebele cabinet. However, he was not meant to work as a cabinet member. His task was just to report to the wereda. But now he is taking part in the kebele administration because the cabinet willed so.

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

The kebele councillors pass new information that they are given from the wereda and bring the reports back to the wereda. They present the issues of the kebele to the wereda. For instance, if there is agricultural input loan, unpaid tax, they cooperate with the kebele cabinet. They also work with them if there is a communal land being given to the landless. If there is a conflict case they are involved in the resolution. They handle conflicts with the kebele administration if there are cases beyond the control of the social court. There is no change in this role.

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

There is no much relation. Rather, as a member of the kebele cabinet, he meets them in the kebele review meetings. These people are under the direct follow-up of the wereda. They do have division of tasks among themselves and the kebele does not need to assign them for work. But, if there are appeals from the farmers, he presents the appeal to them. There has never been a change in this part.

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

There are no customary institutions.

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

There is no much relation with the wereda. As he is a fresh entrant to the kebele administration, he is not that much involved with the wereda. The relationship with the wereda is much with the wereda representative. He communicates with the wereda through the wereda representative.

**Main achievements while in the job?**

There is no much success in the job that he could figure out now. It has been just a year since he started the job. But, he mentioned that he was effective in the tax collection. He devoted his time and energy in this work. Next, he also worked effectively in collecting the money for the telethon. He tried a lot in advising the farmers that there should not be idle land.

**Main current issues of concern?**

He mentioned that he is not salaried. Though he is supposed to work day and night, there is no payment for what he did. There is no one to take care of his responsibilities at his home. It is stressful for him to plough his land, cultivate his garden and work as a vice-chair of the kebele in parallel. Now, he wants to resign. He wrote resignation letter two times but he got no positive response. If he tries to resign, they might associate it with political ideology or resistance.

### Challenges faced and attempts to overcome them?

##### Adequate resources?

There is no budget allocated to the kebele administration. They do not have the resources they need. Rather, they get the money needed from the community.

##### Package system and quotas?

None

##### Mobilisation?

When there is a need for community mobilisation, he takes part in the meetings. After the past election, all the kebele officials are involved in the mobilisation efforts. He mentioned that there is a wide community mobilisation work since the past election. There was a strong resistance during the past election. He mentioned that he collaborated with other people of the kebele to persuade the community that the current government is good for the development of the community. They work with the community on different development activities. The community partly shares the costs of infrastructure development. They discuss with the community that they should contribute some money.

##### Credit and debt?

There is no challenge faced so far. However, there are some people who complained about the telethon contributions. To solve this, they negotiate with the people that they are given the mandate to collect the money. The wereda already decided how much the kebele shall contribute.

##### Attitudes and resistance to change?

There is no much resistance faced so far. There is also no attitude problem faced.

##### Responsibilities and work load?

He stressed that he is responsible for many things. He is responsible for his five children and his wife. However, he said that he is happy that he could contribute to the community with his limited knowledge and low educational background.

##### Reporting system?

He reports to the kebele chair either verbally or in written form.

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

There is no one to share his family and social responsibilities. These days, because of the election he is quite busy with his responsibilities at the kebele. But, before that he spends three days in a week at his own farm. This is stressful and time allocation is one of his challenges.

##### Conflicts?

None

### Satisfaction and ambitions

##### Satisfaction with the job?

Yes

##### Remuneration?

None

##### Things you like about the work?

The community accepted his ideas, they like to work with him.

##### Things you dislike about the work?

He is not happy to work in collecting money. He hates to collect money and he thinks he is not good at it. If there is any problem, probably he might lose his property as collateral.

##### Things that could be improved

There is a problem of going door-to-door. The people have a fence which has two gates. When they step into their compound, the people use another door to go away. There should be a strong procedure of collecting money. It would be better to impose some punishment so that the farmers could come directly to the kebele and pay their contributions.

##### Personal ambitions/hopes for future?

To live longer and see the changes in the kebele. He wants to see the kebele having full resources, computers, and he also wishes to see a kebele having educated people who work for the best of the community.

## Kebele Manager

### Education and work history

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

The kebele manager is born in Girar Kebele, grown in Addis Ababa up to 10 years old, and he came back here.

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

He has his parents, and his wife and children in Girar Kebele

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

10+2 diploma in construction in Butagera technical school I 1990.

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

Management training, in 2000, given in Awasa

HIV training in 1996,1997,1998 given at wereda level

Agricultural training 1997 given in Endbir/wereda

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

Worked as social court secretary from 1986-1989

I was in college from 1991-1996

Worked as wereda administration office finance and admin head since 1997-2001

I became kebele manager since 2000-up to now and I am working on the position

**Previous position?**

I was finance and admin head in the wereda administration

**Why did you leave?**

The previous position was with short contract. Therefore I preferred this new one which is permanent employment

**Time in current work?**

I have worked 2 years on the current position

**How selected. When?**

I applied to the position when vacancy is announced in 2001.

**Training for the job?**

I have taken management training in 2000 when I am assigned for the post

### Doing this job: work relations

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

My role is mainly to organise the work at kebele level including the work being done on good governance, and development packages.

I keep records, and organise files

I admit cases when they came from the community

**Relations with Kebele Chair**

I am voiceless cabinet member, I take notes, and I can give some ideas during discussions and meetings

I am supporting stuff for the chairman

I admit cases and forward information to the chairman

I am under the administration of the Kebele chairman administration.

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

I am passive member of the cabinet, who takes notes and give suggestion. We work together for the implementation of activities.

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

The kebele council is rule maker, and I am responsible to make sure that the rules and regulations are kept properly in every activity.

I set agendas with speaker of the kebele house of representatives

I am a member of the kebele council too

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

I supervise the extension workers, I check their time control signature,

I discuss with the EWs about what challenges they face and the solutions

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

I have no connection with customary institutions. But the kebele as a lower administrative institution works with Iddir, community elders etc…

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

I have chained connection with the wereda capacity building office; I report to them, they give us planned activities to contextualise with the kebele situation and implement it properly.

They evaluate us

I receive my salary monthly from the wereda capacity building office.

**Main achievements while in the job?**

There are improvements in the kebele that are relevant to the public in regard to; justice, health, education and agriculture.

Due to the agricultural extension intervention, productivity of many households increased and now people begun to produce new items of products/crops and vegetable.

The health extension programme brought about; decrease of maternal death, child death and frequent disease reduced by vaccination access, sanitation and toilet introduction, disease incidences and prevalence decreased, public awareness raised and all these brought changes that are helpful to the community health.

**Main current issues of concern?**

Drinking water is the main problem for our people, everyone is using river water that is not safe at all. We tried to aware the community to boil and drink the water, but it is not being practiced by the majority of the villagers in the kebele.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

We have no enough resources and we are using much of the resources of agricultural office materials, furniture, and even the assembly hall.

We have no budget to the kebele to run activities without problem

We luck stationary materials.

Our office is built by community participation and the wereda did not give us any support that is expected from them. Just fund raising and support from agriculture office only.

**Living conditions?**

People begun to produce crops in the kebele

Children are able to get better education access , because of school upgrading

Working motives increased

Sanitation and prevention of disease improved the lives of people

**Package system and quotas?**

The health extension package is being implemented without major challenge. But in the agricultural extension programme there is some level of farmers’ resistance and shortage of imputes to be provided to the farmers. The resistance is becoming less when we work through farmers’ training and when the resistant see the use of the intervention in other households.

Education is improving because of community cooperation to upgrade the schools with the effort of the government. Dropout rate is decreasing because of the effort being made by social committee in which teachers are members.

**Mobilisation?**

Community mobilisation was difficult mainly before 1998, now it is improving and I can say that there is no mobilisation problem.

There is good attitude to positive change and community awareness is raised.

**Credit and debt?**

There was a problem in OMO micro finance because people used to take credit as aid, but gradually it improved after many meetings and discussions. There is no problem about credit issues.

There were some disagreement between people who take lenders and those who gave loan. But all have been solved by the kebele intervention.

**Attitudes and resistance to change?**

There is little resistance to change at the moment, the community is becoming open to changes since 1998.

**Responsibilities and work load?**

There is work load because most activities are made to pass by the kebele manager.

I receive guidance from the wereda

I admit and deal with individual cases

I organise records and files

I am also partly responsible to tax collection process to follow up how it is going.

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

We prepare report to the wereda monthly, quarterly, and annually.

**Relations between Wereda and Kebele?**

The wereda approves election of cabinets

They forward planned activities, to be discussed at kebele level

They receive reports

They evaluate our work

We have meetings and discussions etc…

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

I work in the office from 8:30-5:30 PM and I spend the rest of the time with my family

**Conflicts? How these resolved?**

There were just minor conflicts. I know one land dispute which is beyond the local elders and referred to the court, I think it is still being seen by the court.

### Satisfaction and ambitions

**Satisfaction with the job?**

I am satisfied because of serving the public I feel like I am doing the right thing and I don’t have anything I regret about , but I am not satisfied with my salary, I am working with the hope that my salary will be increased

**Remuneration?**

I have monthly salary of 692 birr and there is no other benefit.

**Things you like about the work?**

The services that we are providing to the public were available to the community at wereda offices level, but now they are accessible at kebele level. I am proud to serve the public near the village.

**Things you dislike about the work?**

What I don’t like is the work trend in the kebele being done just by common sense, that are out of the rules and regulations. I sometimes argue with the chairman and with other kebele workers in this case.

**Things that could be improved**

I wish if the kebele chair and vice chairman are paid and motivated. They are doing a lot but their work is not considered by the government.

If we have enough agricultural resources to provide to the farmers

**Personal ambitions/hopes for future?**

## Wereda Councillor Male - NA

## Wereda Councillor Female - NA

## Head Women’s Association

### Education and work history

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

12 grade completed 1994, and certificate as DA in 1996.

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

Trained as volunteer health education messenger in 2002 at Wereda level in Imdibir

Trained to work on literacy campaign to assist women who don’t read and write and teaching gender education. The training is given in 2000 EC. Organised by Zemasafe a local NGO, I have worked on literacy and gender education for 10 months in the community.

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

I worked as both women association head and DA in 1996, after 1997 I am forced to leave the DA job and work only the women association head position. I refused when I am told to leave the DA position, but they denied me maternity leave and I am made to leave the job. All this happened because of my involvement with CUD during the election held in 1997.

**Previous position?**

DA/ Agricultural extension worker

**Why did you leave?**

Answered on question 3 above

**Time in current work?**

I am the head to the association since 1996 and I work about 8 hours a day only when there is meeting and work in the field

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

I organised the association when I became angry when one of the kebele representative did tragic act on one poor potter lady. The kebele man was moving around by announcing meeting and getting signature of those who are told to come to the meeting, when he met this potter lady she took the paper to sign on it with her muddy hands and she put her finger print signature, this time the kebele chair was angry about his paper being mud all over, and he pulled the woman’s and squeezed her hand then her arm was broken, I saw all this process and I was angry about it. I immediately called on the women in the village and we discussed about all the men dictatorship and exploitation, then after we decided to organise the association in 1996.

### Doing this job: work relations

**Current role of women’s’ association head? Changes? when?**

Expanding the association by inviting more members

Avoiding gender discrimination

Empowering mothers by involving them in income generating activities and to be able to send their children to school

Managing the finance of the association

Organising and follow up of works of the association etc….

**Relations with Kebele Chairman**

The kebele chairman assists me to get more members

We report to the kebele administration

He evaluates our works

Kebele chair and the all the administration helps us when we brought the information of violent husbands. They deal with cases of violent husbands

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

The cabinet approves our land request for agriculture to the association

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

We have no relation with the kebele manager

**Relations with Kebele Councillors? Changes?**

No relation with the kebele councilors

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

We represent women in health extension packages, and we encourage women to be involved in the package

DA assistants have no formal connection with our association but they help individual households who are members to our association.

**Relations with social court?**

No relation with social court

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

We use Iddir and religious Maheber, to send our members to teach about gender equality. We contact these customary institutions formally with later.

**Relations with Wereda women’s affairs. Changes? When?**

We have close bond with wereda women association office.

They assist us very well and they have close follow up

We give them money from our fund raising and members’ contribution

We report to them every month.

We submit them audit results

**Relations within the women’s association?**

Members are happy about the association, they cooperate to change their problems, they do in cooperatives mainly in agriculture, and now because of awareness raising about rights and responsibilities, women respect others’ rights and are demand their rights too.

**Main achievements while in the job?**

Women are liberated from discrimination and inequality

They got attitudinal change for better

Women are empowered to get food surplus

They became aware of harmful traditional practices and avoided them

Girls access to school increased because of raised awareness

**Changes in attitudes to women? In what ways?**

There is attitude change by understanding their rights, requesting for rights, educating girls, avoiding traditional practices, sense of cooperative working, and less fear of husbands’ threat, because they know that the law can give them protection, if they could demand that.

**Changes in women’s rights? When, in what ways?**

Women could have been evicted from their home with our having any property share, due to cases of infertility, and just in case of the husbands’ interest, but now she has the right to accuse and claim about property share. This is happening in the last 6 years.

Women are no more forced to get in to arrange marriage. And they have the right to ask for HIV testing

Physical abuse would cause imprisonment of husbands at this time, though some cases are dealt with local elders

**Changes about harmful customs? In what ways?**

Harmful traditional customs are no more problems since 1996, since women and all the community are fighting against it. The kebele is also doing well in this regards, because for example there is fines if one circumcised his/her daughter. I cannot mention any harmful tradition in the area at present.

**Main current issues of concern?**

The main issue as I frequently hear from mothers in meetings is the burden of unemployed children on the family/ on mothers. These children could not get land share because of shortage, mostly they are educated at primary or secondary level and they become less active to farming and other less standard activates like shoe shining, and the other thing is there is no employment opportunity from other sectors since there are no industries and big businesses.

### Challenges faced and attempts to overcome them?

**Adequate resources**

We have no adequate resources; we don’t have enough capital to investment we are engaged in

We are sharing the kebele office, this is not comfortable I prefer if we have our own office

Furniture and stationary materials are also problems though we by stationary items from members’ contribution

**Mobilisation?**

There is no major problem in mobilising women, they are always ready to cooperate and even no problem of monthly contribution defaulters.

**Credit and debt?**

We give 100 birr credit with the interest of 2 birr a month and we have about 3000 birr debt is out there in hands of members. We give them for any problem like sickness, or when they want to engage in pity trade.

**Attitudes and resistance to change?**

There is no resistance now but there was some level of resistance at the beginning in 1996, but now almost everyone is involving

**Responsibilities and work load?**

At the moment I don’t have work load and I am willing to work 24 hours for the association

**Kebele not taking the association seriously?**

No the kebele, is taking it seriously, they assist as we share office, they work with us in cooperation

**Reporting system?**

We report to kebele, and wereda mainly to wereda women association

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

I am working for the association whenever it needs my time, I prioritise the work of the association, and my husband also supports me, he has no opposition of my time consumption for the association.

Some husbands used to fight with their wives when they spend time on the association meetings, but it is not a problem now. Because we moved door to door to teach husbands in 1996.

**Conflicts? How resolved?**

No major conflict is faced except above mentioned

### Satisfaction and ambitions

**Satisfaction with the job?**

I am extremely satisfied by liberating my fellow women, from exploitation and pressing inequality. And I want to work for the association even in the future

**Remuneration?**

No payment is given to anyone in the association including for me/the head. We are all working in voluntary basis

**Things you like about the work?**

Women’s participation on public maters, which was not the case before, because men are for such privilege and women are left for kitchen.

**Things you dislike about the work?**

I become angry when women come late for meetings, because they lose both the meeting and their home tasks. I prefer if they come on time or be absent and help their family at home.

**Things that could be improved**

Punctuality on meetings and discussions

I f we could invest on livestock to benefit our members

If education opportunity could be expanded to women more than we have now

If the association could be self-sufficient by funds mainly by getting in to different sectors like business, grinding meals, and strengthen itself.

**Personal ambitions/hopes for future?**

I hope to get the association in a very strong position working on many development areas to benefit the public mainly girls and women.

## Head Youth Association - NA

## Development Adviser: Crops

### Education and work history

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

Age-34

He mentioned that he is born in the wereda but a different kebele. Specifically, he is from a kebele called Adoshe Naturche.

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

Currently, his wife and children are living in Imdibir town. His family of origin is living in the same kebele where he was born.

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

As he mentioned, he is diploma holder. He graduated from Dilla College of Agriculture in 2007. Before he joined this college, he has graduated from Agarfa (in Bale Zone) Institute of Agricultural training with a certificate in 2003. From that time until he joined Dilla College of Agriculture in 2005, he has been working in the kebele.

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

In 2009 he participated in training on how to train farmers and work in FTC.

In 2004 he went to Yirgalem (a place near to Awassa and coffee producing area) and took specialisation training on coffee production. Moreover, there are various skill trainings organised by the wereda, in which he took part both as a trainee and as a trainer.

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

He mentioned that he worked for 13 years as DA. He served 9 years as a certificate holder and the rest are after he earned his diploma. He also worked for a year time in his kebele of origin as a teacher employed by the community to teach early first cycle students.

**Previous position?**

He served as a teacher and it was the community who paid his salary.

**Why did you leave?**

Teaching as a teacher who is hired by the community is not rewarding. He indicated that he wanted something permanent and could link to a secured source of income to his family. Then, he moved to government hired DA position.

**Time in current work?**

Though he mentioned that he is full-time employee, he is not that interested in the job. He rather preferred to stay at home because the work is tiresome.

**How selected for job?**

There was an educational opportunity by the wereda. Then, after he saw a posted notice, he applied and competed with other people and passed the exam.

### Doing this job: work relations

**Changes in role of DA? What, when?**

There is no change in the role of DA. The DAs have been assisting the farmers in coffee, crops and horticulture production. There is no change in this part of their role. Perhaps, they are a little bit busy as there are more farmers interested in horticulture and crop production recently.

**Time in this Kebele?**

It has been three years since he came to this kebele.

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

Compared to the work in the previous kebele, this one is not encouraging. The work itself is tiresome and the farmers here do not cooperate with the DAs. The farmers do not have enough farm land to practice different agricultural techniques. Further, as the kebele itself is very close to the town, the farmers go to the town and pay lesser attention to their farmlands. Also, they are money oriented and focus on the production of chat and eucalyptus trees.

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

There is a strong relationship with the kebele. The DAs constitute the kebele cabinet. They plan, implement monitor and evaluate their outcomes with the kebele. They also periodically report to the kebele manager. As he mentioned, he is in charge of the overall report including livestock and natural resources. They work in collaboration with other members of the kebele cabinet. Each DA has a distinct site of operation and they carry out all three activities (livestock, natural resources and crop) at their distinct sites. They also divide tasks among themselves and there is a debrief meeting at least once in a week. There has been no change.

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

They write report to the kebele manager about their work and the kebele manager takes the reports to the wereda. There has been no change in their relationship with the kebele manager. In addition, the DAs work with the kebele manager in different political matters. However, personally they do not have good relation with the kebele manager. As he indicated, the kebele manager’s expectations are not achievable. According to him, the kebele manager does not encourage experienced DAs.

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

There are three specialisations among the DAs. But, as they are divided areas of operation though out the kebele, one DA covers the roles of three in his/her distinct gott. Accordingly, someone who specialised in crop production is expected to work in areas of natural resource and livestock. This applies to all of them. Such division of tasks among themselves is also known by the wereda. This is mainly because the wereda is very broad and they could not manage with their specialisations only. There is no change experienced so far in this aspect.

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

They have relation through the kebele manager. Besides, they also go to different trainings organised by the wereda.

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

According to him, model farmers are the primary focuses of the extension programme. This is because they easily accept what is introduced by the DAs and their neighbors who are not model farmers copy from them. DAs work with model farmers in scaling-up best practices. They also support them with improved seeds and fertilisers.

**Main achievements while in the job?**

He mentioned that his main achievement is the increased coffee production and its better yield as compared to the previous times. There are significant number of people who are using improved coffee seeds. The second success as he mentioned is that the people give relatively better attention to horticulture and crop production. This was not common before. Rather, they started to produce such items after the introduction of the agricultural extension programme.

**Main current issues of concern?**

The farmers do not have enough farmland. Therefore, there is a challenge to produce crops. When compared to other kebeles, the outcome here is not satisfactory. The farmers go to urban areas to work as day labourers. They give less attention to their farming activities.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There are no adequate resources. The FTC has no farming tools to demonstrate with, there is no supply of improved seeds. Also, there is no any transportation facility to travel within the kebele.

**Package system and quotas?**

There is crop production package. Within this package, there is teff and sorghum production package.

**Improved seeds?**

There are improved seeds distributed by the DAs to the farmers. The community, especially those who could afford also use them. Last year, there was wheat improved seed and the people also used that.

**Use of fertiliser?**

The farmers use fertilisers very effectively. Last year, there was 50 quintals of fertiliser distributed throughout the kebele. This year, the number hiked into 100 quintals.

**Credit and debt?**

Mostly they use cash to give fertiliser and improved seeds. But, there are some cases in which there is fertiliser given for credit.

**Farmer attitudes and resistance?**

There is good acceptance from the farmers side. Nevertheless, there is a problem of reluctance.

**Responsibilities and work load?**

There is heavy workload. One DA is responsible to carryout activities related to livestock, crop and natural resources. Besides, they are also responsible for the different political activities like election, conducting community meetings and other related activities.

**Reporting system?**

They report to the wereda agriculture office on weekly basis. They also report to the kebele manager.

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

The work is time demanding and he mentioned that he does not have time to be engaged in different social affairs. He indicated that he could not even meet his sister who came from Addis Ababa after long time to visit his family. He is very busy with his DA work and with the election campaign. In addition to all these activities, he is also engaged in designing the five years strategic plan of the kebele. He is designing the strategic plan with the primary school director.

### 

### Satisfaction and ambitions

**Satisfaction with the job?**

He is not satisfied. Rather, he is disinterested to work as DA. This is because there is no transportation facility, their salary is very low and it is difficult for him to cope with the current economic condition (inflation). There are no motor vehicle provided for inter-site transportation. It is very tiresome to go from one gott to the other on foot.

**Remuneration?**

He mentioned that his salary is not enough.

**Things you like and dislike?**

He is happy with coffee production and teaching the farmers about it. He would like to specialise in coffee production. He hates to work in activities related to horticulture. The rationale behind is that the wereda does not provide the seedlings and improved seeds on time. In addition, he is also bored with collecting loans from the farmers. The farmers take agricultural inputs in credit and do not pay back on time. Thus, the DAs go from door to door. He mentioned that there could be some fault because he is not an accountant.

**Things that could be improved**

There should be a separate financial department within the kebele who is responsible for collecting loans, distributing agricultural inputs for credit. There should be transportation facility and salary increment. Though the DAs are supposed to do activities beyond their professional duties, there is no per diem paid. These should be improved.

**Personal ambitions/hopes for future?**

He wishes to see farmers giving more focus to crop production. Ensuring food security in the kebele is also his other ambition. He also wants to see more coffee producing farmers not only in the kebele, but also in the wereda.

## DA: Livestock – busy – could not meet him

## Development Adviser Natural Resources

### Education and work history

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

She mentioned that she was born in the wereda but a different kebele.

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

Her parents are living in Atorcha kebele, Cheha wereda. But, her own family (husband and daughter) are living in Imdibir town. So, she is not permanently living in the kebele. Rather, she comes for work and goes back home every day.

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

She has diploma in agriculture (natural resource management) and she started summer education programme for her degree in Wondogenet College of Forestry. She graduated from the diploma programme in 2005. She completed her high school education in Imdibir high school in 2002.

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

In 2010 she took a training organised by the wereda regarding FTC. She was also part of training on water-shade management in 2010. The wereda also organised training for all DAs on how to scale-up best practices.

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

She has worked for the last five years as DA. She does not have another work experience.

**Previous position?**

None

**Why did you leave?**

Not applicable

**Time in current work?**

She is working as a full-timer.

**How selected for job?**

There was a competition and she passed then joined college. After completing the diploma programme, she requested to be assigned in the kebele.

### Doing this job: work relations

**Changes in role of DA? What, when?**

There is no much change in the roles of DA. Three of them work in collaboration with the other. She mentioned that her primary responsibility is to work in areas of natural resource management. But whenever necessary, she also does the works of other DAs in her particular site. Furthermore, she has been working different political activities like organising people at cell level, conducting election campaign and other political meetings. However, some 15 days back, the DAs are told not to participate in political activities. They were told to focus on development activities but the regulation is not strictly being implemented.

**Time in this Kebele?**

She has worked in another kebele for a year time. It has been four years since she moved to this kebele.

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

The work in this kebele is mentioned as the most difficult one. This is because it is closer to the town. The people go to the towns to work different day labor activities. As a result, lesser attention is paid to work in their farms, village. However, very recently, this trend is somehow changing because the farmers are also expected to prepare their plans.

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

They report the details of their activities to the kebele. They cooperate with the kebele officials in different activities. There is no change in this aspect.

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

The kebele manager checks attendance of DAs every day. There is also weekly report to the kebele manager. There is no change in their relation with the kebele manager.

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

All the DAs plan, implement, monitor and evaluate their activities together. There is no change in this relation. Each DA knows what the other DA is doing.

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

The wereda agriculture bureau works with the DAs very closely. They introduce them different procedures and guidelines. The DAs also report to the wereda agriculture bureau. They also give different trainings to the DAs within their area of specialisation. In addition, the DAs also take part in different political activities as assigned by the wereda. There is no change in this relation so far.

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

Model farmers are the main focuses of the agricultural extension programmes. She mentioned that she shows technical activities to the model farmers and they demonstrate to their neighbors easily. There is no change in this relation.

**Main achievements while in the job?**

There are many changes in the agricultural activities of the kebele since the introduction of agricultural extension programme. Some of these are, there is much focus on NARM more than ever. As there is more attention paid to natural resource management, there is an improvement in the overall agricultural activities of the kebele. These days, the farmers are productive since they are applying the lessons introduced by the DAs. There is an increase in the level of awareness.

**Main current issues of concern?**

The fact that the kebele is closer to the town is a problem.

In some cases, farmers may not be willing to work with the DAs. Though they attended meetings and were told how to do things, they are often reluctant.

The farmers dig their lands with their hands. They do not use oxen to plough their land.

There is also limited focus on crop production and besides the work is also tiresome especially for female DA.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There is a serious shortage of resources. Especially, the provision of agricultural inputs is very limited. There is no provision of transport facilities, stationary for reporting. They also do not have a separate office. Rather, they share the office of the kebele to give different trainings to the farmers.

**Package system and quotas?**

There are different packages. For example, there is fertiliser user’s package, improved seeds users packages and seedling user’s package. All these packages are effectively being implemented in the kebele.

**Natural resource packages?**

NARM packages include maintaining eroded land, constructing check-dams, micro-bases and the introduction of environmentally friendly farming techniques. There is also forest and water centres care package.

**Credit and debt?**

There is credit service for the farmers. There is fertiliser for credit and the DAs were in charge of distributing fertilisers and also collecting the loans. But, starting from 2009, the kebele manager took the mandate to collect the loans. There is no repayment problem. Though they paid, they do not meet the deadlines and also the officials go to the homes to collect the money. There is no strong procedure in which the farmers themselves feel responsible and come to the kebele office to pay their loans.

**Water harvesting?**

No intervention. Before 2004, there was water harvesting programme introduced. Nevertheless, the farmers were not convinced to access the service. There were also no success stories from water harvesting and most of them failed. Currently, there is just one water harvesting site but not effective.

**Watershed management?**

There is training on water-shade management given to the farmers in 2010 the DAs in collaboration with the trained farmers, identified areas of intervention within the kebele. Now, there is area closure and they are working in it since the last January.

**Forests and trees?**

There is environmental protection aspect. She mentioned that there are two major areas of intervention. These are the protection of the already existing trees and reforestation programme that focused on planting new and domestic trees. The reforestation is mainly implemented in the water-shade management sites.

**Wildlife protection?**

There is protection and awareness raising aspect. There are hyenas, baboons and pigs. The DAs teach the community not to kill wildlife.

**Farmer attitudes and resistance?**

In general, there is good acceptance from farmers’ side. Nevertheless, there are some farmers who are day laborers and go to the town. It is not an issue of acceptance, but, since they are going to the town for work, they do not cooperate with the DAs in different activities.

**Responsibilities and work load?**

She mentioned that she is not that much comfortable with her work. As the kebele is too big, it is not manageable with three DAs. It is quite challenging to integrate all three elements (livestock, NARM and crop). They could not address the needs of all people of the neighborhood regarding all these aspects. Especially, it is difficult for women DAs to travel all long way to their distinct gotts. It is very tiresome. Despite all these challenges, she mentioned that she is enjoying her work as DA.

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

The nature of the work itself does not allow spending most of her time at home. Thus, she could not take part in various social activities of her village. She has a child and she had a maternity leave for three months when she has given birth. After work hours also she is busy with report writing and other activities which are not directly related to her profession (e.g. election campaign and other related political activities).

**Reporting system?**

Before a year time, they used to report to their site supervisor. This situation is changed and it has been a year since they started to report directly to the wereda.

**Conflicts? How resolved?**

None

### Satisfaction and ambitions

**Satisfaction with the job?**

She indicated that she is interested in the work and satisfied with her accomplishments. Nevertheless she also made it clear that the work is very tiresome and sometimes she is disinterested.

**Remuneration?**

She said that her current salary is average. She is receiving 840 so far. Her net salary is about 750 birr. But recently she heard that the salaries of DAs will be raised into 1019 birr though it is not applied yet.

**Things you like and dislike?**

She explained that she is happy when she saw fruits of her work prevailing in the community. What she does not like is travelling on foot from one site of intervention to the other. It is really tiresome and she could not do other work after her work hours because she is very tired when she is back home.

**Things that could be improved**

She suggested that the work should be centralised instead of going from door to door. It would be better if there is a centre where the farmers come and consult the professionals. There should also be transportation facility for inter-site transportation. There should also be a better supply of staff inputs like stationeries.

**Personal ambitions/hopes for future?**

She strives to see a change in the lives of the farmers. She is also planning to change her current job and work in an office. She is tired of going from door-to-door.

## Head, Farmers Training Centre - see Module 8

## Health Extension worker

### Education and work history

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

She is born in Woliso (Oromia) and moved to Girar when she was 10.

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

She has got married very recently and her husband is living in Girar kebele. Her family of origin also lives in the same kebele.

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

She completed 10+1 in Accounting in 2003 then in 2006 she graduated with a certificate in health extension work.

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

she took a training organised by the wereda on how to train and work with health volunteers in 2008 she also took another training organised by the wereda in 2007 regarding HIV/AIDS.

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

She has three years of experience in working as HEW.

**Previous position?**

None

**Why did you leave?**

Not applicable

**Time in current work?**

She is a fulltime worker.

**How selected for job?**

She competed with other people and selected for the job.

### Doing this job: work relations

**Changes in role of HEW? What, when?**

When she was first employed as a HEW in the kebele, she used to assist her senior HEW who has been working in the kebele. She worked under the supervision of her seniors. But, after she became familiarised with the work, she was given her own division of the gotts. There has been the same role of HEWs throughout these times. The HEWs work in areas of condom distribution, family planning, sanitation, child vaccination, delivery assistance and first aid.

**Time in this Kebele?**

It has been three years since she started work in the kebele.

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

Not applicable, she has never been to another kebele to work.

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

There is a good relation with the kebele administration. The kebele officials facilitate for the HEWs when they have outreach programmes. There is no change in this relationship so far.

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

Whenever there are political works and other seasonal works in the kebele, they work with the kebele manager. He (the kebele manager) assigns work to the HEWs. They also present their reports to the office of the kebele manager. They also cooperate with him when he assigns different work related to election. There is no change in their relationship with the kebele manager.

**Relations with other Extension workers. Changes? When?**

The HEWs plan and implement their activities with DAs. Recently, there is “farmers’ plan”. When the farmers are planning they get assistance from extension workers. For example, the DAs plan about the agricultural, livestock and crop aspect while the HEWs plan regarding the health aspect. Each farmer produces his/her own plan and the DAs and HEWs assist them to produce a written activity plan.

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

The wereda health office gives trainings to the HEWs. There is also a supervisor assigned by the wereda who is in charge of the activities of HEWs. Their supervisor visits them at work and assisted them to refer which kinds of cases to health centre. In addition, from 2009 on, there is experience sharing forum organised by the wereda health bureau. The HEWs are taken to other kebeles so they could share the best practices there and extrapolate in their own kebele.

**Relations with Health centre? Changes? When?**

There is monthly report submitted to the health centre. There is also another supervisor who is assigned by the health centre. There is no change in this relationship. From 2009 on, there is experience sharing forum organised by the health centre. In addition, they also discuss on the reports, the challenges faced and how to overcome these challenges. They were taken to all the 12 health posts in the kebele so they could learn from their experiences and teach them their own.

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

There is no special focus for model farmers. Rather, she indicated that she is working uniformly with all of them. There is no change.

**Work with Health Promoters? Changes? When?**

They mainly work with health promoters. Health promoters could be easily accessed and they could take care of less professional activities. Whenever the HEW is busy, she could assign work to the health promoter working in her site. In 2009 one health promoter died and later he was replaced with another person. There are about 10 health promoters working in her particular site. These include three females and one male health promoter.

**Work with Traditional Birth Attendants? Changes? When?**

There are few traditional birth attendants in the kebele. The HEWs conducted community dialogues and give them trainings that could help them raise their level of awareness. The local people also prefer to go to health posts instead of traditional birth attendants. There is a decreased dependence on these people due to the intervention, better health care service in the kebele.

**Collaboration with customary healers?**

None

**Main achievements while in the job?**

An increase in the number of people using family planning services could be taken as a success story of their service. There is also a change regarding sanitation, the number of people who have access to own latrine has increased. Besides, there is a decrease in maternal and child morbidity. There is an increased awareness about HIV/AIDS.

**Main current issues of concern?**

There is lack of transportation facilities. Especially, one of the gotts called “Sene” is not accessible. There is lack of transportation facilities for inter-site transportation. Besides, there is no electricity, no water supply to the health post. There are also no refrigerator.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There are no adequate resources provided. The health post does not have drugs, even painkillers. There is also no place for the HEW to work within the sites. Rather, she goes to the houses of the people who needed the service. This is tiresome.

**Packages and quotas? Graduation?**

None

**Health care support, drugs?**

There are no drugs. The primary intention of the health post is to provide preventive services to the community. Therefore, there is no any drug supplied to the health post.

**Farmer attitudes and resistance?**

The farmers have a very good attitude regarding the service. Nevertheless, in the earlier years of the service provision, there were quite few farmers who resisted the family planning aspect of their intervention. But now these people have accepted the service as a result of continued awareness raising support.

**Responsibilities and work load?**

One HEW is responsible for eight gotts. There are 16 gotts within the kebele and there are two health extension workers in the kebele. The workload is not that heavy, however, the gotts are inaccessible. The HEWs travel on foot when they go to the gotts. There are no transportation facilities. In addition, there are some extra activities like election campaign which constitute additional pressure to HEWs.

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

There is no much problem with regard to time use, family and social responsibilities. She mentioned that she is effective at her work and in all other activities.

**Reporting system?**

They report to health centre and kebele manager. The report to kebele manager is submitted on weekly basis while the other report to health centre is every month.

**Conflicts? How resolved?**

None

### Satisfaction and ambitions

**Satisfaction with the job?**

Yes

**Remuneration?**

Her salary as HEW is not enough. Concerning rewards and other benefits, they won once when they ranked first from the kebele. They were awarded some money and a certificate.

**Things you like and dislike?**

She is inspired by the changes regarding family planning. She is also happier when she saw the people accepting what she taught and implement.

**Things that could be improved**

HEWs are not able to access different educational programmes that would enable them up-grade their profession. When they start distance education, diploma programmes, they were told to stop their education. She shared her experience here. When she started distance education by her own, she was given a letter of warning from the wereda in 2009

**Personal ambitions/hopes for future?**

She wants to continue her education and improve her performance as health professional.

## Health Promoter

### Health Education and work history

Male.

**Born in this Kebele? If not where?**

Yes

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

The same kebele

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

Completed grade 6 in 1974 when the imperial regime was about to end and Derg seized power.

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

He received health education training organised by the Catholic Organisation in 2009 He also earned a certificate after he was sent to Addis Ababa by the Catholic Organisation in 2009

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

He is a full-time farmer and also has been working as health promoter for the last 15 years.

**Previous position?**

He worked as kebele councilor for six years and as an executive secretary of social court for three years.

**Why did you leave?**

He was identified as having CDU (an opposition party) attitude. Since social courts are supposed to be free from any kind of political attitude, he was excluded from his role in the social court.

**Time in current work?**

He works as a community volunteer. He is available whenever he is needed by the HEWs.

**How selected for work?**

He is selected for his current role because he is a model in health keeping. He has a strong role in the community especially in different sanitation efforts of the community. He participated in the trainings organised by the wereda health bureau and the HEWs.

**Training for the work?**

He mentioned that he participated in various trainings organised by the wereda. There were many health promotion trainings organised by the wereda at least on monthly basis. But recently, after the HEWs came and started to permanently work in the kebele, the trainings are given through the HEWs.

### Doing this job: work relations

**Role of health promoter What, when?**

In general, health promoters work in close collaboration and under the supervision of the HEWs. They give different health education to the community. They educate the community about sanitation, HIV/AIDS, malaria, and about communicable diseases. They use Iddirs, Iqubs, women associations, different community meeting places like churches and mosques and mahabers as an entry places to deliver their health education.

**Relations with Health Extension Worker?**

HEWs give trainings, guidance and periodically follow-up the activities of health promoters.

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

Since health promoters are working within the kebele, they are accounted to the kebele administration. There has been no change in this relationship. Especially the kebele chair works closely with the health promoters. He facilitates for health promoters.

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

The kebele manager is hired by the wereda. He does not have any direct relation with the health promoters. Rather, the kebele chair is more influential than him.

**Relations with other Extension workers. Changes? When?**

He indicated that health promoters have a good relation with agricultural extension workers. Especially, when water harvesting was introduced, the community strongly resisted the intervention in fear of malaria. By that time, health promoters educated the community about malarial infection and transmission mechanisms. This was some seven years back. Now, there are no water harvesting sites in the community.

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

The wereda health office used to train health promoters before the introduction of health extension programme. But after HEWs came to the kebele, there is lesser contact with the wereda health bureau.

**Relations with Health centre? Changes? When?**

Health promoters had a frequent contact with health centre before HEWs came. The health centre used to give health promoters different health trainings and invite them to participate in various health workshops. After the health post is opened in the kebele, HEWs took the role of the health centre and now health promoters do not have any relation with health centre.

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

There are also some farmers who are model farmers in health aspect. The health promoters work with them. They demonstrate model farmers how to do a certain intervention and then other farmers who are neighboring them copy from them. There is an increased participation of the community. Especially after the 2005 national election, there are more farmers awarded as model farmers. These farmers also hold a strong stake in the promotion of community health.

**Work with Traditional Birth Attendants? Changes? When?**

There are quite few traditional birth attendants. HEWs also teach traditional birth attendants not to attend birth as there are trained health professionals available. Since the traditional birth attendants do not have any training, they might not understand if there are complications and may not refer to the health centre. Traditional birth attendants were also told that it would be a crime if they attend birth as they do not have training. Moreover, the community also prefers to go to health professionals instead of traditional birth attendants.

**Collaboration with customary healers?**

In the previous times, there were customary healers who are working in the community. They used to give medicine made from various herbs when sick people ask them. But, after HEWs started to work in the community (2006), traditional healers became no more active. HEWs also give trainings to the community not to visit traditional healers and now there is no such case in the kebele.

**Main achievements while in the job?**

The following activities are appreciated as success in the health interventions of the community.

-sanitation

-improved child care

-improved solid waste disposal mechanisms

-use of latrines

**Main current issues of concern?**

In the previous times, the kebele was not that hot. But now the climatic condition of the kebele is changing and there are more malarial cases detected. There is also serious water problem in the kebele. As a result, many people are subjected to various water borne diseases.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

There is a water problem. It is quite difficult to talk about health care without clean drinking water supply. In addition, the health post is also lacking different facilities and it does not provide curative service. There is financial and material constraint faced by the health post. Mostly, they refer to the wereda health centre. They also conducted meetings with officials from the wereda health bureau about the problem but there is no response from the wereda so far to alleviate the aforementioned challenges.

**Packages and quotas? Graduation?**

None

**Health care support, drugs?**

None, the health post focuses on preventive aspect and they refer to the health centre if they came across with cases that need curative health care services. There are no drugs, even painkillers in the health post.

**Farmer attitudes and resistance?**

There are no cases of resistance. However, there are people who attend meetings and health education programmes, but still reluctant to apply what is introduced by HEWs and health promoters. Health promoters do repeated follow-ups and individual counseling to deal with these kinds of reluctant people. In some cases, there are fines and other forms of punishments implemented to change the attitudes of these people and enable them apply what is said by health promoters and HEWs.

**Responsibilities and work load?**

He indicated that health care starts from self, own family and children and then extends to community level. As health care is to the common good of the neighborhood, he does not consider that he has heavy workload. In some harvest seasons, however, there might be some pressure. But it is not that much challenging.

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

Not a problem

**Reporting system?**

He mentioned that he reports to HEWs and the kebele chair when they needed his report.

**Conflicts? How resolved?**

None

### Satisfaction and ambitions

**Satisfaction with the job?**

Yes

**Remuneration?**

None

**Things you like and dislike?**

He mentioned that he appreciates how children are cared in the community. When he compared to his time of upbringing, there is much change. Now, more attention is paid to child care, their sanitation and their diet. These changes are resulted from the interventions. What he dislikes most is poverty which makes people powerless to apply what is broadcasted by HEWs and other development co-workers.

**Things that could be improved**

There should be water supply so water borne diseases could be alleviated.

**Personal ambitions/hopes for future?**

He wishes to see a community who is free from poverty, healthy and vibrant.

## Health Centre Head

### Education and work history

**Where from? Region, wereda?**

Born in SNNPR, Gurage zone Abeshga wereda

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

My parents are living in Abeshga wereda , but I am living with my wife and children in Imdibir town

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

12+2 diploma in public health graduated in1998, and studying sociology correspondence degree from Jimma university

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

Training on VCT, (voluntary counseling and testing)in 1999, Wolkite/zone town

Infection prevention training in 2002, Wolkite

Training on quality of health service delivery In 2002, Wolkite

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

I have five years’ experience

As VCT worker from 1998-1999

As head of health centre since 1999-2002 active on position

**Previous position?**

VCT worker

**Why did you leave?**

Because the wereda assigned me as health centre head

**Time in current work?**

Since 1999-2002

**How selected?**

The wereda assigned me by committee.

### Doing this job: work relations

**Role of Health Centre Head? Changes? What, when?**

Decision making on many issue

I decide whom to send for a training

I assign shift of everyone and control their attendance

Financial decisions

Managing the overall work in the health centre

The change is health centre is able to keep medicine sale and reuse it for running cost of the health centre without sending the money to the wereda health office, since 1999. This added me task of managing finance and good for the centre to get circulating budget.

**Time in this centre?**

I worked 8 hours a day when I was working VCT worker, but after I became head of the health centre, I work long hours.

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

The previous position has risk of HIV exposure when doing HIV testing , I was also exhausted by long hours counseling. Now these two things are over, but the overall responsibility the centre is on me, I am overloaded, because also replace absent professionals to treat patients.

**Relations with the HEWs?**

I contact HEWs though their supervisors frequently and we also contact them directly

They report to us and we give them feedback

We provide them supportive training

We sometimes provide them with some materials, for example we received materials /delivery items form UNICEF and we distributed to them

We evaluate their activities

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

The wereda gives us ideal support and they follow up about how the centre is working

They faced budget deficit recently in the past years and they stopped allocating budget to us. The other reason for this is the general rules that allow health centres to keep their medicine sale to use as circulating funds for buying medicine. The wereda health office says that you have to use your money from medicine sale, you are rich etc…

We report to the wereda and they forward it to the zone, and the zone sends it to the region

The wereda health office evaluates us

The wereda made us to implement BPR(Business Process Reengineering ) and we began give 24 hours service, and services are divided in to different teams by which how everyone in department should work and responsible for which activity.

Because of the BPR, the wereda health office people are coming frequently to visit us.

**Collaboration with customary healers?**

The HEWs are expected to give health education to traditional healers, but I think they are not courageous to do so. Except giving such direction to HEWs, we have no connection/cooperation with traditional healers.

**Work with Traditional Birth Attendants? Changes? When?**

Before 1996 most birth used to be attended by traditional birth attendants, but since then, the HEWs are advised to work cooperatively with these traditional birth attendants because it is believed that they are highly experienced and could help the HEWs.

**Main achievements while in the job?**

We could control communicable diseases, because of the work done for community awareness

VCT users increased and this helped for the prevention of HIV/AIDS.

We are implementing the 16 health extension package very well and the community is benefiting in regard to sanitation and prevention

**Main current issues of concern?**

My concern is that HIV patients have no enough support and there is no NGO or safety net programme to support them. They are economically affected and very poor. They tell us their problem in detail but I am angry when we luck power to assist them. USAID gave support to the Wereda to the support of these people, but the wereda only gives support to HIV/AIDS patients who disclose themselves as being HIV positive and who are not shy to teach the community, but there many patients that we know them who don’t want to disclose their status.

### Challenges faced and attempts to overcome them?

**Adequate resources?**

We have enough laboratory equipment all fulfilled in this year 2002, and ART, and other medicines. However, we luck motorbikes , and ambulance to work on rural prevention services, and emergency cases. The supervisor of the HEWs is moving on foot all round the kebeles.

We are made to work 24 hours but we don’t have enough man power and we are using the previous employees who used to work 8 hours by shift system.

**Packages and quotas? Graduation?**

We have 16 packages and the HEWs from each kebele should graduate 150 model adopter households, but we have transportation problem to attend each graduation in all the 10 kebeles and evaluate how the work is being done, and even we have to pay to professionals who should go and visit the work on the field. We also prepare certificate by rough paper which can be spoiled easily, because it is costly for us to prepare hard paper for certificate.

**Health care support, drugs?**

There is no shortage of drug, after we are allowed to use circular budget from the medicine sale.

But there is turnover of staffs and shortage of man power,

There is material and medical equipment shortage as well as infection prevention shortage.

**Farmer attitudes and resistance?**

There is farmers’ resistance at sometimes, I remember one farmer who refused to build toilet, and I had to go to him many times with the HEWs. There is no resistance at this time, it was serious in the beginning in 1996, and sometimes in the middle when some farmers take long to be convinced.

**Responsibilities and work load?**

There is work load from the administrative work and also by additional tasks of treating patients

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

I explain to my family about the work load I have and they understand. I feel that something wrong might happen if I leave the centre for a while and I usually stay around. My rest with my family is only in the night time when get back home.

**Reporting system?**

We report to the wereda, to funding NGOs, and our report to the Wereda goes to the zone, to the region, and to the federal ministry of health compiled with other reports, I hope from there the WHO(World Health Organisation) and other funding agencies take the report.

**Conflicts? How resolved?**

There were no major conflicts

### Satisfaction and ambitions

**Satisfaction with the job?**

I am satisfied when I see patients recovered and become healthy

And also people recognise our work and gives us respect

**Remuneration?**

I get monthly salary, when I go out for meetings and trainings to the zone office

**Things like and dislike?**

I am happy about the relationship I have with the all the staff

I am happy about the services I am rendering to the public

I feel angry and regret when we fail to take complicated emergency case immediately to hospital and patients die in the centre. This happens because of ambulance shortage.

**Things that could be improved**

Getting ambulance

The centre to grow to hospital stage and be able to train nurses here in to get enough man power to serve in the centre

I wish if the centre could be able to give more quality services than before

**Personal ambitions/hopes for future?**

I wish that I could progress professionally and be able to work on a better position

## Head Teacher see Module 8

## Teacher

### Education and work history

**Where from? Region, wereda?**

I was born and grown in Addis Ababa and my parents are still there

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

I am married and have 3 children and now I live them here

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

I got certificate in 1979 and diploma in 1999

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

I took English language upgrading in 1993

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

22 years of work experience as a teacher

**Previous position?**

I was teacher before and teacher now

**Why did you leave?**

Position not left

**Time in current work?**

I work 6 hours a day/half day , and it is 22 years on teaching profession

**How selected?**

I became a teacher not by preference, but life driven me in to it.

### 

### Doing this job: work relations

**Role of Head Teacher. Changes What, when?**

I teach physical education in the both in class and in the field

I prepared lesson plan

Working according to teachers guide given us in 2000,

**Time in this School?**

I worked here since 1989 and I work half day here too

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

I have been in rural school which is remote, and less working materials, here it is in town good to live for me and my family, and also there is good supplies of teaching aid materials than before.

**Relations with the other teachers. Changes? When?**

I have a very good relationship with the principal other teachers and we all work cooperatively, and there is no change in this regard

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

I have no such connection with the kebele administration but, I do some paper work for them when they needed me to assist them, this happens very rarely

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

I don’t have any relation except greetings when we meet by chance

**Relations with PTA? Changes? When?**

I was cashier to the PTA since 1993-1994, but now I just contact them when I want to discuss about the case of my students

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

I contact them only when I have cases of transfer and meetings, but the change is now I am contacting them frequently since I am asking them to let me for education opportunity for summer programme/ advance standing to continue my degree

**Main achievements while in the job?**

My students reached on very good positions, and I am proud about that though my life is not improving/progressing

**Main current issues of concern?**

The limitation to transferring to Addis Ababa is my concern together with getting upgrading chance for my degree

### Challenges faced and attempts to overcome them?

**Adequate resources?**

We have good resources when I compare to rural schools, and it is improving after the school grant is decided to be given directly to the schools.

But we have still shortage of books, and we are frequently requesting to the wereda education office

**Children attendance**

Families give much emphasis to house chores than classes but we are minimising the problem by discussions and meetings with parents

**Children drop outs?**

There are some dropout cases, because of migration to urban places, but the school is trying to change the situation by discussing the issue with parent and there is fines on parents who cause dropout of their children.

**Children discipline?**

We have no such problem because our students are kids in the first cycle

**Teacher discipline?**

No teachers’ discipline problem is noticed yet

**Shift system?**

We have half day school it is not shift system

**Self-Contained System**

We are implementing self-contained programme, but there are some problems like shortage of materials and teachers accepted it because they are forced to do the work, they don’t believe in it

There are high number of students

**Responsibilities and work load?**

I have some work load because I work as a teacher, and involved in students competition committee , as civics club leader, pedagogy leader, and counseling of students

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

I stay in the school from 8:00-3:00 and I spend the rest of my time with my family and friends , I assist my children in their study and I spent with friends for coffee etc…

**Reporting system?**

I report to the school every week and every month

**Conflicts? How resolved?**

No major conflict yet

### Satisfaction and ambitions

**Satisfaction with the job?**

I am fairly happy for what I am doing, but I feel like I missed something in life, I did not get my ambition in life. My wish was just to become something else than being a teacher and work in town/ Addis Ababa

**Remuneration?**

I receive monthly salary but no other source of income

**Things you like and dislike?**

I like art, football, and I am working in the pedagogy and I teach HP.

What I don’t like is lying or falsifying things. (*The respondent was unable to state dissatisfaction in his job though I probe much on this, but I read dissatisfaction from his expression*)

**Things that could be improved**

Facilities needs to be improved including access of text books,

Upgrading of teachers education status

If the school could have strengthened in all matters

**Personal ambitions/hopes for future?**

I wish if my children could get better chance to have good future