# Interviews with key development actors in Korodegaga kebele, Dodota wereda, Arssi, Oromiya

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## Kebele chair

### Education and work history

**Education**

Grades 1-4, 1979 – 1983 at Jijiga town elementary school

**Training**

2008 on eradicating partinium and malaria at Dera

2009 on how to dig a toilet at Dera

**Work experience**

2001-2004, head, irrigation association

2006-7, head, Kebele Administration and peace

2009-till now, Kebele Chairman

**Previous position**

See above

**Why did you leave**

The community wanted to change us for new and we also requested to resign as our own task is left due to community work.

**Time in current work**

See above

**How (s)elected. When**

The Wereda proposed me and the community approved in a meeting.

### Doing this job: work relations

**Current role of Chair**

Report kebele activities like peace, development, health, safety net programmes etc. to the Wereda.

**Relations with Cabinet**

Bring new guidelines from the wereda and announce to the community. I have two days of meetings with the cabinet during which I decide on issues which the manager received from community/customers. Discuss with the cabinet about the overall activities of kebele as ordered from wereda. He reports sectoral activities every week to wereda. The chairman and the cabinet evaluate sectoral reports. There is no change.

**Relations with Kebele Manager**

The manager prepares the application of customers and we (the cabinet) give decisions and order the manager to facilitate implementation. There is no change.

**Relations with Kebele Councillors**

The cabinet (chairman and other members) report the kebele activity to the kebele council every two months and council evaluates our activity and gives direction. There is no change.

**Relations with extension workers**

The cabinet gives extension workers a direction how to perform their respective sectors. The cabinet also evaluates their activity and gives direction on how to run their activities. There is no change.

**Relations with customary institutions**

The elders resolve conflicts that arise before they come to kebele in their locality and we discuss about conflict.

**Relations with Wereda**

The wereda sends guideline of issues to be performed to kebele through the chair and the cabinet also reports our implementation to wereda. There is no change

**Main achievements while in the job**

I have improved peace by avoiding theft, increased development by expanding irrigation, reduced drop-outs from school, increased health awareness by increasing the number of people that use a toilet, proper service/responsiveness to the community for their need, giving fast response to community on meetings.

**Main current issues of concern**

Election is the major concern, besides development and peace.

### Challenges faced and attempts to overcome them?

**Resources**

Shortage of budget resulting in shortage of stationary and seats, which we are buying with our own money

**Package system and quotas**

None

**Mobilisation**

None

**Credit and debt**

None

**Attitudes and resistance to change**

None

**Responsibilities and work load**

It harms my own work as I am continuously engaged on community work mainly due to the frequent meetings held both at kebele and wereda level. The wereda guidelines results in frequent kebele meetings. Try to find shepherd for livestock and hired farmer for farming and employed daily laborer for farming.

**Reporting system**

None

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

None

**Conflicts**

People ask me to give them safety net aid although they are well-off and conflicts resulted. Finally we convince them or we go to wereda for a resolution. The government has to stop the aid, it is resulting in dependency.

### Satisfaction and ambitions

**Satisfaction with the job**

Yes

**Remuneration**

No wage or salary

**Things you like about the work**

Giving proper service to the community for issues on which they applied for a decision.

**Things you dislike about the work**

Giving safety net aid because people are leaving their own tasks resulting in strong dependency

**Things that could be improved**

None

**Personal ambitions/hopes for future**

Work on development/irrigation and reach a high standard of living

### Researcher observations

On political issues he tries to resemble and follow government direction and it seems he is not telling the reality

## Former Kebele chair

### Education and work history

**Education**

Grades 1-4, at Korodegaga, 1992-1995

Grades 5-7, Dera Elementary school, 1996-1998

**Training**

None

**Work experience**

2009 till date, head of cooperative

In 2008, as kebele chairman

2003-4, leader of social court

**Previous position**

See above

**Why did you leave**

He complained while he was elected as his age is too young to manage the kebele. I also wanted to participate on my own agricultural activity. Moreover, all other officials left aside the kebele task engaging in their own work and the community wanted to change us. Immediately the community made me head of cooperative.

**Time in current work**

See above

**How (s)elected**

Elected by the community in 2009

###

### Doing this job: work relations

**Former and current role of Chair**

When I was chair as there was no problem of production, people do not accept advice sent from the wereda and do not want to engage in irrigation. But now since the drought is strong this year, the wereda and kebele chair are strongly advising & initiating people, which before was not the case. Accordingly, people have also started to work strongly and accept advice since the drought has started to support their family.

**Relations with Cabinet**

The chairman was head of the cabinet and take different decisions with the cabinet. I was head of education committee. The chairman with the other cabinet members prepare plans of the kebele compiling sectoral plans and make decisions on different issues. There is no change.

**Relations with Kebele Manager**

The manager takes customers applications all the time. While the cabinet has meetings twice in a week, the manager prepares the application for decision to cabinet & the cabinet decide & the manager takes the decision to customers for implementation. The manager also writes minutes of cabinet meetings. There is no change.

**Relations with Kebele Councillors**

The kebele council evaluates the cabinet based on the cabinet report. There is no change.

**Relations with extension workers**

There is at least one cabinet member in all extension workers committee & the cabinet evaluates and approves the work plan of extension workers. There is no change.

**Relations with customary institutions**

When conflict arises in the kebele, the kebele consult with elders and elders settle the issue before it goes to court. They are acceptable in the community and could easily settle problems of conflict.

**Relations with Wereda**

There was a meeting once a week, including all kebele chairmen at wereda, to evaluate the status of implementation of guidelines the wereda has given for kebele. The wereda also gives new guidelines for kebeles. There is no change

**Main achievements while in the job**

There was no cooperative before and we could organise youth into different cooperatives to reduce unemployment and improve livelihood of youth and women and those unemployed.

**Main current issues of concern**

Irrigation helps communities to reduce the effect of drought which contributes positively to peace, health, education and provides a better standard of living.

### Challenges faced and attempts to overcome them?

**Resources**

Shortage of budget to buy stationery and I have to use my own money to communicate through telephone to the wereda. Costs during meetings (transport and hotel costs) were all covered from our own source.

**Package system and quotas**

None

**Mobilisation**

The generator was stolen at the wedding of my brother, but the community refused to allow me to go to my brothers’ wedding. I am still filling it. Moreover, people refused to apply the new maize species on irrigation because they had sufficient rain fed crops and did not give attention to irrigation. Although we tried to convince them about its importance, they refused.

**Credit and debt**

None

**Attitudes and resistance to change**

None

**Responsibilities and work load**

Other committees could not perform their own responsibilities and I was participating in all committees and this made me busy. We set a rule for sanction so that members participate in their own responsibilities. Those who are failing to come on time to a meeting pay 5.00 birr and 10.00 birr for an absence from meetings.

**Reporting system**

None, because there was a manger to write the report

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

I was busy and could not work on my own farm activities, mainly irrigation. I complained and wanted to resign and do my own tasks and finally the community accepted it. My wife was complaining about the left family tasks and this has created problems/conflict in my family and does not leave time for leisure.

**Conflicts**

Yes, we organised youth as a cooperative to give land and announced to wereda and they accepted. Finally the wereda requested that I give that land to an investor and I refused to do so and consulted the community. The community has supported me. The wereda was insulting me. I resigned before the issue was settled and is now given to the Australian investor.

### Satisfaction and ambitions

**Satisfaction with the job**

No because my own work was harmed, which also affected my family so I was not satisfied.

**Remuneration**

We didn’t have a salary, we were serving the community for free.

**Things you like about the work**

To easily understand with the community and create employment for youth through cooperative

**Things you dislike about the work**

The frequent meetings called /held by different sectors/offices by wereda that forces us to go to wereda now and then.

**Things that could be improved**

The number of meetings has to be reduced and all sectors should arrange the meeting together for kebele officials.

**Personal ambitions/hopes for future**

Work on irrigation to improve my livelihood, and teach my children

## Kebele Vice Chair

### Education and work history

**Education**

He stopped his education in 1989 at grade 8 at Dera. Still he couldn’t complete his secondary education.

**Training**

He had been participating in different training courses at different times for short days. Those trainings are related to political issues at a time and others related to local environmental conditions. It might be a health condition, local or community development, educational issues, agricultural or livestock extension, election/selection of leadership, etc. Most of the time the training is given at wereda and sometimes at Adama, Huruta and Assela.

**Work experience**

From 1999 - 2004 he was the kebele chair, he was back again as the kebele chair from 2007-8. In this year he is a vice-chair and related works i.e. he is an auditor at irrigation association, wereda councilor and also he participates on different administrative works.

**Previous position**

He was kebele chair and involved in administrative related works.

**Why did you leave**

Because of his workload he decided to leave his position.

**Time in current work**

Now, he could get time for his own work.

**How (s)elected**

When he becomes chair or vice-chair, he is elected by vote at the meeting where wereda officials and a recurring committee were involved in this situation.

### Doing this job: work relations

**Current role of vice-Chair**

He is involved in every administrative work link with chair or other kebele officials. When the chair was not present, he substitutes his work as a whole.

**Relations with Kebele chair**

He has a close relation with the chair on administrative work. Generally the admin work is done together so he collaborates to do so.

**Relations with Kebele Cabinet**

Both kebele chair and vice-chair are cabinet members, so he involves them in all decision making.

**Relations with Kebele Manager**

He has a close relationship with the kebele manager. They meet three days in a week to discuss on issues in the community before reporting to the wereda (by the manager). After this structure (k.manager), the work load becomes simple for chair and vice-chair. That the weekly report is done by kebele manager, he also works as secretary.

**Relations with Kebele Councillors?**

He is also wereda councilor, he works with the kebele councilor closely. They (with the kebele councilor) have great responsibility to monitor and control the overall kebele officials’ works#/performances. They have monthly conference at kebele with the whole community to evaluate the kebele official performances.

**Relations with extension workers**

All things in the community work with coordination. Again they also are involved in decision making about community development issues. DA crop, school director and one HEW is the member of cabinet. So he has close relationships with extension workers and their work.

**Relations with customary institutions**

Not applicable.

**Relations with Wereda**

Since 2000e.c. his relation with wereda has become minimised by becoming kebele manager. In the past they have had more interaction for different reasons, e.g. Reporting, implementing new policies, etc. now these are done by the manager.

**Main achievements while in the job**

He didn’t feel satisfaction in his administrative works as being chair or vice-chair and that it linked with political issues in most cases. He didn’t get any incentives/bonuses from wereda for his good performances or praise or encouragement from the community. Again he hasn’t time for his own work, social relations and leisure.

**Main current issues of concern**

The main current issue in the kebele is about election. The interaction with wereda is increased more i.e. they come within three days intervals and give advices and education to community. They also evaluate and monitoring each ‘cell’ closely.

###

### Challenges faced and attempts to overcome them?

**Resources**

No transport allowance and incentives for food and bed when he went to wereda when called by them. This situation happened after 2000e.c, but before that they got incentives or a daily allowance which made him eager to go wereda for meetings or training.

**Package system and quotas**

There are serious shortages of food aid and agricultural and livestock extension package. These are creating conflict between kebele officials and the community.

**Mobilisation**

Most of time the kebele officials participate in community mobilisation linked with politics or development when some of the people resist new idea of development or local politics. Then wereda officials blamed him for not implementing this effectively.

**Credit and debt**

People did not want to repay the debt even when they have the ability to pay it. Wereda officials forced us to collect it on time causing a lot of conflict to happen, which he bitterly hates. He didn’t get support or encouragement (praise) from community or from wereda officials.

**Attitudes and resistance to change**

Knowingly or unknowingly the community would like to resist or they are reluctant to implement new things. Even they were reluctant to participate in community work or FFW.

**Responsibilities and work load**

Now his responsibility and work load has decreased. He has time to do his work and he doesn’t go to wereda frequently.

**Reporting system**

 All things are reported to wereda through kebele manager.

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

Now he has time for his own work, family, social responsibility and leisure.

**Conflicts**

There were a lot of conflicts with the community on his administrative work, but it was not affecting his life.

### Satisfaction and ambitions

**Satisfaction with the job**

He is satisfied with the development work (irrigation). He works on irrigation association as auditor, ‘kutitr committee’, leader and shown that it improves and changes people’s life. So he is happier with his participation in development work than administrative work.

**Remuneration**

No.

**Things you like about the work**

He likes to participate in irrigation and other development works.

**Things you dislike about the work**

Distribution and selection of beneficiaries for food aid or extension package.

**Things that could be improved**

The gov’t will give attention to development work rather than concentrating on political issues.

**Personal ambitions/hopes for future**

He would like to leave administrative work to have more time for his own work and to be free from any conflict.

##

## Kebele Manager

### Education and work history

**Where from**

Oromia, Arsi, Jeju wereda, not from this kebele

**Family**

Parents are living in Jeju; wife and one child are living in Dera Town

**Education**

I had previous religious education and directly joined grade 4 in 1982 through an extension programme at Gelawdewos number two in Adama. In the same year I passed double and completed grade 5. In 1983 I dropped-out from grade 6 and went to a religious school (Medresa) and learnt religious education up to grade 5 level in Adama. When I finished Qura’an in Adama I should have gone to A.A to follow the next level but I could not go to A.A and dropped-out in 1985. Then I returned to grade 6 at Bole Elementary school at Jeju Wereda. I have been learning between the years 1985-1989 at grade 7-10 at Sire High school in Sire wereda and dropped-out from grade 10. In 1994 I returned back to grade 9, as the curriculum changed in Adama through extension programmes at Gedel Gibu High school, and attended grade 10 in 2004 at Dera. In 2006 I joined private college for a certificate and continued in Teachers training College in 2007 through distance and summer courses and completed my diploma in teaching of social science in 2009.

**Training**

None

**Work experience**

Employed and working as kebele manager at Korodegaga and have been since 2007.

**Previous position**

Working in private industry

**Why did you leave**

The task was mechanical work and I left it because it was difficult to do that with my education. It was tiresome and sometimes forced me to work in the evening which coincided with my class time.

**Time in current work**

See above

**How selected**

The wereda requested the kebele to propose a person with a diploma and if not available a person with a certificate for this position. I was giving free service at Korodegaga primary school and the kebele officials and the community know me. Accordingly, both the officials and the community proposed me and the wereda approved the proposal.

**Training for the job**

None

### Doing this job: work relations

He works full time where the officials are engaged on their farm and accountable to chairman at kebele and to wereda Administration at wereda. The major responsibilities of the manager include:

* Giving information and data of all sectors of kebele for anybody that needs them;
* Serving customers by preparing the application for a customer on any issue on which they want to apply;
* Reporting the implementation of all sectors of the kebele to wereda finance bureau;
* Prepare kebele plan compiling all sectors plans;
* Prepare formats of applications for different issues;
* Giving awareness on guidelines sent from wereda;
* Acting as head of kebele office;
* Source of data base for kebele socio-economic resources;
* Giving advice to kebele chairman and cabinet for inappropriate decisions;
* Verifying and guiding complaints to appropriate wereda offices for issues not considered at kebele level;
* Facilitating the implementation of decisions given at wereda level to be implemented at kebele;
* Keeping work time of extension workers, except the school;
* Preparing issues and taking decision to the kebele chair and taking decisions taken by other committees to the chairman for approval and then sending to the appropriate committee for implementation before reporting back the implementation to wereda;
* Provide kebele ID;
* Put a seal on any outgoing letters.
* Collect government taxes and contributions and send to wereda;

The new change is that before 1999 the one with the complaint was forced to prepare his own application but this has been absent since then.

**Relations with Kebele Chair**

The manager is accountable to kebele chair at kebele and wereda administration at wereda level. The customer has no contact with kebele chair. The manager takes issues to the chair and cabinet; and takes the decision to the customer.

**Relations with Kebele Cabinet**

The manager takes minutes on the cabinet meetings but don’t have a say on their decision. The cabinet could order and/or give a task to the manager.

**Relations with Kebele Councillors**

The manager prepares a report to kebele councilors on their meeting once in 3 months regarding the general plan versus implementation of the whole kebele activities.

**Relations with extension workers**

Extension workers give their plan and implementation of their tasks quarterly to the manager and he reports to wereda.

**Relations with customary institutions**

Discuss any disputes that happened in the kebele.

**Relations with Wereda**

The manager sends kebele reports to wereda. The wereda, on the other hand, gives guidance on how to run the tasks for both the chairman and the manager or alone for the managers. The Wereda administrator or Vice administrator gives orientation to managers once in a month. There is no change regarding the relation.

**Main achievements while in the job**

-Customers/applicants could easily get what they want at any time making it difficult to get the chairman for the application; in contrast the manager is a full time worker and could serve to customers’ satisfaction.

- He could also manage to prepare complete kebele reports of all sectors to wereda.

**Main current issues of concern**

Giving direction of application for different issues and information to customers

### Challenges faced and attempts to overcome them?

**Resources**

Lack of budget and an office for the manager were major challenges. There was no kebele office in general and I mobilised the community for office construction and we did it in 2000. We have also planned to construct an office for the manager this year. The other challenges include:

* Lack of stationery which we could alleviate by buying materials with our own money;
* Problem of cabinet members absenteeism at meetings and an attempt made to change this is giving advice and creating awareness;
* Attitude challenges i.e. when we guide applicants to appropriate office people consider it as refusal to serve the community. We advise and give awareness at meetings as to why we did that when they are free from emotion.

**Living conditions**

Customers come to office out of work time and request me to serve them while I am sleeping which is disturbing my life. I am giving awareness to community regarding this issue. My wife and child are living in Dera and I am working here which creates a problem of food at Korodegaga and I carry food from Dera for 5 days which is risky from a health point of view. No attempt could improve this unless I am transferred to Dera.

**Package system and quotas**

People in FFW complain of not getting enough for their family and we give awareness why the reason for this is. The catholic relief does not change the quota yearly whether a new family is added or not. The kebele also decreases the aid given to a specific family to include more families which contradicts with the PSNP aim.

There is also aid given by Gerie officials to relatives who are better-off families, leaving the poor ones. The wereda has given a direction to follow the SN programme.

We warn while we get complaints about excluded poor families. Farmers who refuse application of fertiliser are shown how people use them using model farmers.

**Mobilisation**

There is refusal by farmers for repayment of debts for packages and micro-credit. We give awareness to the community about debt that has to be paid and assure them paying debt is mandatory.

**Credit and debt**

See above.

**Attitudes and resistance to change**

There are a lot of meetings, training and customer services and I try to provide an immediate solution to issues.

**Responsibilities and work load**

See under role of kebele manager

**Reporting system**

As my background is a teacher I faced challenges regarding methods of reporting compliant taking, and using the different forms, but I tried to read books on methods of reporting. Report forms from wereda became unsuitable and I tried to prepare and/or develop my own report format. There is a time shortage for preparing reports which I prepare using my own time.

**Relations between Wereda and Kebele**

None

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

I am unable to undertake social responsibilities and unable to recreate due to time shortage. I could not take my kid to school. I assigned another person to take her to school. The wereda also ordered us (all managers in the wereda) to work on Sundays and Saturdays. I tried to agree with kebele chair to adjust this time for private purposes.

**Conflicts**

A man refused to share parents land with his sister saying that the land belongs to him not to his parents as the land is registered by his name. I got a witness who said that the land belongs to his parents and he needs to share it and hence he quarreled with me, finally he understood the issue and we also agreed. There was also different conflict during the transitional change of the role of social court causing a problem. It is resolved through understanding of the actual role.

### Satisfaction and ambitions

**Satisfaction with the job**

Not satisfied because I want to work with my own profession of teaching and don’t have time to read and improve my skill while working as a manager.

**Remuneration**

My salary is below other sector workers of similar status for a reason I don’t known. A teacher with a diploma has a salary of 846 birr but my salary after 3 years’ service is 801. I am not satisfied and not paid as to my educational status. A manager position requires a diploma but we are not paid with this status.

**Things you like about the work**

When people I advise understand me and agree with their counterpart and avoid related costs

**Things you dislike about the work**

People I advise not to go to court refuse and attend court and are then charged by the counterpart.

**Things that could be improved**

The work day should stick to only week days for office work and use our off days for our private cases.

**Personal ambitions/hopes for future**

Improve my education and leave rural life and improve my family life

## Wereda Councillor Male

### Education and work history

**Education, Background, Training**

Grades 1-7, at Dera primary school, 1982-1988

Grade 8th, at Dera primary school, 1989

Administration course at Asela for 1 month, 1998

**Work experience**

1997 head of social court

1999-2004, Chairman of kebele

2006 Head of kebele cooperative

2007- 2008 Chairman of kebele

2008, elected for wereda council

2009-2010 Vice-chairman of the kebele.

**Previous position**

Refer above

**Why did you leave**

Own decision to leave community responsibility and do my own agricultural work.

**Time in current work**

Since 2000

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

2000, the kebele nominated a candidate from a cabinet member for wereda and the community elected me.

**Training for the work**

Yes, 3 days of work experience from previous wereda council

### Doing this job: work relations

**Role of Wereda Councillor**

The wereda reports the activities and the council evaluate and give comments, approve budgets, select and approve a person for a position, evaluate employees of the wereda, give direction for kebele council, approve new rules at wereda and meet once every 2 months. There is no change since he has joined the council.

**Relations with Kebele Chair**

Not much relation

**Relations with Cabinet**

Not much relation

**Relations with Kebele Manager**

Not much relation

**Relations with extension workers**

Not much relation

**Relations with customary institutions**

None

**Relations with Wereda**

Evaluate wereda reports, see role of councilor above

**Relations with other Councillors**

During meetings we discuss in groups. No change

**Main achievements while in the job**

Raising issues pertinent to our kebele.

**Main current issues of concern**

Raised issues of potable water, why the plan for potable water failed to be implemented, and issue of road/bridge. The wereda promised to undertake step by step solution for the bridge and to use an alternative shortcut way and they are doing the road. For water the wereda has planned to develop spring water.

### Challenges faced and attempts to overcome them?

**Resources**

None

**Attitudes and resistance to change**

None

**Responsibilities and work load**

Not much work load. Only approving budget and evaluating reports

**Wereda responsiveness**

Yes, it gives fast responses

**Community involvement**

NA

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

The wereda calls us once in two months and I have enough time to do my own work. But I am an accountant of kebele irrigation association and have a meeting three times a week which hampers my own task and my family cover my place while I am at a meeting. We have leisure only on holidays and during the night with my family.

**Conflicts**

None

### Satisfaction and ambitions

**Satisfaction with the job**

I take community comments and announce to wereda the community problems and/or issue. I am satisfied.

**Remuneration**

We have only per diem for two or three days in two months. The allowance which is 35.00 birr per day is not sufficient after serving tea and having lunch.

**Things you like**

The wereda initiation of the community for development continues strong

**Things you dislike**

None

**Things that could be improved**

Some council members are unable to respect the time of meetings and this should be improved. It is not ethical waiting for a long time till others come.

**Personal ambitions/hopes for future**

Working on irrigation development and improving my family and teaching my children and constructing a home in the town.

##

## Wereda Councillor Female

### Education and work history

**Education**

She learnt basic education during the Derg regime here. She couldn’t write, but she reads letters a little bit in amharic.

**Training**

She takes training on political issues in different times at wereda. It focuses on development, equality, the nation nationalities legal right, etc.

**Work experience**

She participated in different administrative works related to women’s association. Now, she participates in women’s affair in the community in addition to wereda councilor.

**Previous position**

She was ‘cell organiser’ (‘meri genda’). She also has a position on local institution, credit-saving association, etc.

**Why did you leave**

Because of the work load.

**Time in current work**

She has enough time for her own work. She needs to go wereda at two months interval.

**How (s)elected**

At the meeting she was selected by voting.

**Training for the work**

This year she took training three times at wereda about the local gov’t election.

### Doing this job: work relations

**Role of Wereda Councillor**

She went to wereda within two months to follow her kebele beneficiary or not, which compared to other kebeles in the wereda. Again she shared experiences of others kebele and how to perform the local political issues, etc.

**Relations with Kebele Chair**

She hasn't any relation with kebele chair on her work.

**Relations with Cabinet**

Once a month or every two months they meet together and discuss community issues. But she isn't involved in decision making.

**Relations with Kebele Manager**

If there has been a report to be reported to wereda, through kebele manager. The same written things come from wereda through him.

**Relations with extension workers**

None.

**Relations with customary institutions**

None.

**Relations with Wereda**

 She has regular meetings every two months and sometimes for training she goes to wereda. In this year the frequency and regularity of interaction has increased.

**Relations with other Councillors**

They have a close relation with kebele councilor who has a great role in local politics. There are two kebele councilors (male and female) and they organised the community within a month to discuss progress and how to implement new gov’t policies, etc.

**Main achievements while in the job**

The community benefits are equal to other kebeles in varies gov’t intervention.

**Issues of concern**

The gov’t should have repaired the damaged big water pump so that the community would be able to produce for their own consumption. Quotas for agricultural or livestock extension and food aid should also increase for the community.

### Challenges faced and attempts to overcome them?

**Resources**

 There is no transport allowance and no incentives for food and bed.

**Attitudes and resistance to change**

She hasn't faced any resistance on her job.

**Responsibilities and work load**

There is not a large work load except during training or meeting at wereda when facing financial problems.

**Wereda responsiveness**

It was good.

**Community involvement**

The community are actively involved in local politics.

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

She has enough time for her own work, social life and son.

**Conflicts**

None

### Satisfaction and ambitions

**Satisfaction with the job**

She didn’t feel satisfaction on this job as she couldn’t influence people in her position.

**Things you like about the work**

She is able to present problems in the community at wereda.

**Things you dislike about the work**

Trainings and meetings at wereda without payment.

**Things that could be improved**

The gov’t should give support to development in the community, e.g. It should repair the pump; provide pumps and lands for landless poor, increase food aid for the poor and old.

**Personal ambitions/hopes for future**

She would like to be more involved on political issues. She feels full of energy and strength to serve the community well and implement gov’t policies as well.

## Head Women’s Association

### Education and work history

**Education**

She was taught basic education during the Derg period in the area. She couldn’t write letters, but she tries to read Amharic writing.

**Training**

Since 2001 she has taken various trainings at wereda, Awash-melkasa, Nathret, Assella, etc. They focused on health, adolescent and HIV/AIDS, family planning, local development, saving-credit services and using new technologies in the home like fuel saving stoves etc.

**Work experience**

Since 2001 she has been women’s association head. From 2006 until now she has worked on PTA at Koro primary school.

**Previous position**

None.

**Why did you leave**

NA.

**Time in current work**

She has time for her own work because women participate in meetings or other community issues with males (farmer association). Most of the work is done by kebele leader.

**How (s)elected**

She was selected during the meeting by voting.

### Doing this job: work relations

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

If there are issues concerning women, like women’s right, traditional harmful practices, family planning and technologies specific to women they are organised by her to discuss alone. This helps them to develop decision making on their own issues.

**Relations with Kebele Chairman**

Except things which are specific to women, all are run by the kebele chair. Even in their specific meetings he is involved. If a woman is absent from this the punishment is taken by him.

**Relations with Cabinet**

She participates in cabinet meetings and is involved in decision making.

**Relations with Kebele Manager**

He uses a secretary for all things written and read by him. Finally he reports to wereda. They have a close relation with him on their work. This happened after 2008

**Relations with Kebele Councillors**

She is one of the participant members, the kebele councilor organises every month a discussion on community issues. This has happened recently (in this year).

**Relations with extension workers**

None.

**Relations with social court**

If a women faces any problems and she comes to her to complain then she takes the case to social court. But now the social court doesn’t see the wife-husband case. However it works as mediator. When they face wife-husband conflicts they call her and the kebele leader to be involved in this conflict resolution.

**Relations with customary institutions**

None.

**Relations with Wereda women’s affairs**

She has strong relations with wereda women’s affairs, who is an influential person on issues relating to women. For e.g. the women irrigation association became a beneficiary due to her struggle.

**Relations within the women’s association**

**Main achievements while in the job**

In the past women didn’t participate at the meeting and they didn’t like the education and advice given by trained women, including her. But now a lot of women are aware of their legal right (compulsory) and practice it.

**Changes in attitudes to women**

Except a few wives who are living in the farthest village, the others are ready to change their mind easily towards new ideas of development of political issues.

**Changes in women’s rights**

There are quite a few changes on women’s right, if women are able to practice them. But there are problems with the wereda court which is biased towards males. They don't get anything done quickly on property sharing. However, having women’s affairs facilitates or helps women to get rights and justice. She said this from her experiences of others life.

**Changes about harmful customs**

It was abolished in the last three or four years.

**Main current issues of concern**

The main current issues are about gov’t election. There are a lot of meetings to create awareness and not to allow cheating by other political parties.

### Challenges faced and attempts to overcome them?

**Resources**

No resources for transport or for other basic needs such as finance during meetings or trainings at wereda.

**Mobilisation**

She faced no problems on this because this is done by kebele officials and leaders.

**Credit and debt**

It is run by different kebele officials.

**Attitudes and resistance to change**

Now there is no resistance because things are linked with benefits or their life. In the past they had resisted to accept everything.

**Responsibilities and work load**

Not much work load except the meetings and training at wereda. It has affected her financially and consumed time.

**Reporting system**

The kebele manager reports to wereda.

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

She has her own work, family and social responsibility.

**Conflicts**

None

### Satisfaction and ambitions

**Satisfaction with the job**

She is satisfied with her job. Women participants have increased over time and she has got too many supporters.

**Remuneration**

None

**Things you like about the work**

Increasing women’s involvement on local issues.

**Things you dislike about the work**

Money and time spent at the wereda for meetings or training.

**Things that could be improved**

Women’s cooperatives on varies jobs. For these gov’t should support them economically or morally.

**Personal ambitions/hopes for future**

In the future she would like to be involved more in her own work rather than administrative work.

## Head Youth Association

### Education and work history

**Education**

Grades 1-4, 1992-1995, at Korodegaga

Grades 5-8, 1995-1998, at Dera elementary school

Grade 9th, 2000, at Dera high school

**Training**

Agricultural development training at Dera in 2007 for 4 days

Health education from 2007 till now each year for 3-7 days each with Merlin

Training on safety net in 2009 for 3 days

**Work experience**

Youth Association head, from 2009 to date

Youth Association secretary, 2007-2008

 Youth Association secretary, 2003-2005

**Previous position**

See above

**Why did you leave**

Community preferred my service and promoted me as head believing in my capability and performance

**Time in current work**

See the above

**How (s)elected**

All youth of the kebele gathered for a meeting with wereda youth and sport office officials nominating me as candidate and I won with the most votes among other candidates

### Doing this job: work relations

**Current role of youth association head**

Pass message or call the youth for meeting, give ID card, give guidelines that are sent from wereda, and mobilise the youth officials to attend wereda meetings. There is no change

**Relations with Kebele Chairman**

If the chairman needs the youth for some reason I call them for a meeting and I request from the chairman anything the youth want.

**Relations with Cabinet**

If members of the cabinet need the kebele youth for awareness and respective guidelines, I call the youth for them. The cabinet evaluates my activities and advises me. There is no change

**Relations with Kebele Manager**

We request the manager to write applications for any youth who want any service. The manager registers the name and members of cooperatives while we organise them. The manager teaches the youth through cell (youth living closer) about peace, development and health. After the manager prepares the programme we report to him about our decision. There is no change.

**Relations with Kebele Councillors**

The kebele reports to the councilors about kebele youth activities. If we request any service for the kebele which could not be implemented we apply for a request to kebele council and the kebele council asks the kebele. The youth association is accountable to the kebele cooperative. There is no change

**Relations with extension workers**

We ask DAs for different agricultural inputs through our cooperatives; The DAs give awareness on agricultural development for the youth during meetings. There is not much relation but teachers are giving awareness about the importance of basic education. There is no change.

**Relations with women’s association**

The women’s association teaches us the importance of micro-credit association as they started earlier.

**Relations with social court**

The social court advises me to give awareness to the youth on keeping themselves distant from crime.

**Relations with customary institutions**

 If there is conflict among the youth we take the issue to the elders for resolution. There is no change

**Relations within the youth association**

The youths discuss issues pertinent to their development and work together in cooperatives.

**Main achievements while in the job**

Provide ID card, could organise youth into cooperatives of different types to reduce unemployment.

**Main current issues of concern**

Strengthening irrigation development and facilitating micro-credit provision for youth for farm and non-farm activities.

### Challenges faced and attempts to overcome them?

**Resources**

There are no stationery materials and I have to provide them from my own pocket.

There is no youth association office. We have planned to initiate the youth to construct the office.

**Mobilisation**

None

**Credit and debt**

None

**Attitudes and resistance to change**

None

**Responsibilities and work load**

Not much load

**Kebele not taking the association seriously**

None

**Reporting system**

None

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

None

**Conflicts**

None

### Satisfaction and ambitions

**Satisfaction with the work**

Not much satisfaction because the wereda cooperative office has set a rule that enforces the youth to contribute towards registration fees to be a member. In doing so when they face a shortage of money they blame me for excluding their membership.

**Remuneration**

I do not have any salary and am simply serving the youth without wage.

**Things you like about the work**

Working into cooperatives

**Things you dislike about the work**

Failure to coordinate and work into cooperatives

**Things that could be improved**

 Giving fast responses to applications for establishing cooperatives and their immediate implementation

**Personal ambitions/hopes for future**

Strengthening development activities, mainly the irrigation, and improving my livelihood

## Development Adviser: Crops

### Education and work history

**Where from**

He came from Dera Oromia, Dodota wereda.

**Family**

Both his wife and children and parents live at Dera.

**Education**

He gained a Diploma in agronomy (plant science) from Bako (West Shewa) in 2004. He started his Degree in agricultural extension last year but he dropped it after completing the first semester lesson.

**Training**

Courses he took; field crops, industrial, water shed, farm management, machinery, computer, morphology, water harvesting, cooperative, etc. Trainings and workshops refresh these courses.

**Work experience**

He taught in Boset wereda from 2002-3 as contract teacher. Then in 2004 he joined DA trainings and in 2005 he completed his education. From 2006-8 he worked at Sire wereda and he came here last year (2009) as DA crops and FTC head.

**Previous position**

No position change.

**Why did you leave**

Not applicable.

**Time in current work**

He has no time because he has more responsibility on development issues.

**How selected for job**

Depending on his profession.

### Doing this job: work relations

**Changes in role of DA**

Before 2006 the only work of DAs was distributing agricultural inputs and collecting money (debit) from the community with kebele leaders. But now, DA have greater responsibilities on various activities in the community. He trains the farmer before using the new technology and works with them.

**Time in this Kebele**

He is too busy to have time for own work or social life. He is expected to live in the community and work all the days in the week except Tuesday, which is reporting day at wereda.

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

 The work load has increased from time to time. This is because all sectors from wereda or above that come and contact them (DA) on every issue in the community. That is all done or facilitated by DAS and in addition to this he is FTC head.

**Relations with the Kebele administration**

All development work is coordinated with all kebele administrators or officials. The kebele leader controls (supervises) and requests certain ways for them to perform their work and also whether they stay there or not.

**Relations with the Kebele Manager**

Before implementing new technologies they discuss this with the kebele manager. If it was not relevant to the community, it was reported to wereda by kebele manager. Some new instructions come through him.

**Relations with other DAs**

There are three DAs in the area including him; all are working together and there is no labour division. For instance, DA crop and livestock are involved in soil conservation or natural resource management.

**Relations with Wereda**

DAs are accountable to wereda administrator and ARD office. He has close interactions with them on his work. Now, both the work load and interaction with them has increased. These make him busier.

**Work with model farmers**

He works closely with model farmers through giving education or advice on how to implement the new technology. He follows forms preparing farm land for harvest. He assesses continuously the plants on farm land to report on the progress of the new technology and differences between model farmer crops and others.

**Main achievements while in the job**

There has been a big change in irrigation work with some farmers accepting their advice and working with them. This kind of farmer could change their living standard. For instance; last year about 14 farmers graduated as model farmers who follow their instructions on their work.

**Main current issues of concern**

The wereda ARD office have plans to graduate all farmers in the community this year but realise this needs hard work. This creates a work load on him and other DA workers.

### Challenges faced and attempts to overcome them?

**Resources**

No budget for development or demonstration at FTC compound. No durable materials which help to measure land (tape) and other farm implements (equipment). There are no facilities for extension workers; like houses, transport allowance, per diem on weekends, etc. With regard to FTC, it was constructed on 0.5 hectares of land which is not enough for demonstration purposes. In principal FTC should have been constructed on 3 hectares of land for this.

**Package system and quotas**

There is lack of extension packages, especially agricultural inputs and also its price is very expensive, which is unaffordable to farmers, e.g. 1 quintal of improved maize was bought for 1200birr so some farmers prefer to buy local seeds which are not productive.

**Improved seeds**

All farmers couldn’t get it because of quota shortfalls.

**Use of fertiliser**

Currently the farmers can't get fertiliser in credit, which is unaffordable to purchase in cash. So farmers are forced to sow seeds without it. This brings crop failure or decreasing production.

**Credit and debt**

The farmers can get improved seeds in credit and should pay at the end of the year or during harvesting season.

**Farmer attitudes and resistance**

Farmers want to get agricultural inputs rather than education, advice or training which was given by DAS. Some farmers didn’t apply or follow what the DA’s advised or requested. For instance they didn’t prepare compost or follow actual steps.

**Responsibilities and work load**

He has more responsibility on this work such as; he is cabinet member, FTC head and development extension worker. He hasn’t time even on weekends when he works in the community.

**Reporting system**

He reports every Tuesday in the week to ARD office and the same to kebele manager (‘beglbach’). Sometimes he reports to wereda administrator in a month or more. Most of the time wereda report through kebele manager.

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

He has no time for his own work, family or social life.

**Conflicts**

Not as much conflict.

### Satisfaction and ambitions

**Satisfaction with the job**

Some farmers have shown improvement on their performance and changed their life style. Those farmers (models) implement what they are taught or the advice given. They became successful which makes him happy.

**Remuneration**

He gets 950birr of salary. He gets per diem when he facilitates the FFW (20/day).

**Things you like and dislike**

He likes working with model farmers when they accept his advice and implement what he has requested. He dislikes the community doing what they should not do such as cutting trees, not utilising dung or compost or using improved seed for consumption. With regard to administration he has a lot of meetings, for instance he participates as cabinet, extension worker, FTC head, etc. he might spend a full week on meetings.

**Things that could be improved**

Development work should be separate from politics. Development extension workers need to be able to know their responsibilities (they will then be able to work on their profession) enabling them to minimise their work load.

**Personal ambitions/hopes for future**

He wants to complete his BA degree to change his current work.

## Development Adviser: Livestock

### Education and work history

**Where from**

Ideo Roba, Oromia, Adama, Ejersa Mersa kebele, not married

**Family**

Parents are in Oromiya, Adama Wereda

**Education**

Grades 1-3, 1995-1998, at Cheka Kodhobe kebele, Adama Wereda

Grades 4-7, 1999-2001, at Dawero, Bekoji Dawero Kebele, Adama Wereda

Grade 8th, 2002, at Wonji Shewa, AlemTena kebele, Adama Wereda

Grades 9-10, 2003-4 at Dera Secondary School, Dera wereda

Diploma in Animal Husbandry, 2005-7 from Chiro ATVET College, West Harerghe

**Training**

* Animal feeding, 2009, Dera for 3 days
* Beekeeping Production, 2009, Dera for 3 days
* Training on Party ideology 2008, Tolay for 15 days
* 2008, Dera for 10 days

**Work experience**

Started in 2008, DA, animal husbandry, at Belale Kebele,Dera Wereda

2009, DA, animal husbandry,Terodesta Kebele, Dera Wereda

 2010 to date, DA, animal husbandry, Korodegaga kebele

**Previous position**

See above

**Why did you leave**

The wereda agriculture office moved me to Korodegaga by their own choice.

**Time in current work**

6 months

**How selected for job**

Transferred from other area replacing another expert who always goes to town so they sent him to Terodesta remote area, to get him to stay there

### Doing this job: work relations

**Changes in role of DA**

No change

**Time in this Kebele**

6 months

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

It has available water/rivers and it is possible to produce animal fodder in all seasons whilst other kebeles, in which he was working, did not have this resource. One of the kebeles had forests and good bee production.

**Relations with the Kebele administration**

The kebele administration mobilises and calls the community for meetings so that we are able to transmit any new ideas, evaluate the plans we have and new interventions coming from wereda. We first discuss with kebele administration. The kebele administration also evaluates our activities and facilitates our tasks by creating a conducive environment.

**Relations with the Kebele Manager**

The manager keeps our work time with him or takes attendance of DA workers.

**Relations with other DAs**

Covering one task for another where one DA goes to help a farmer unless that case needs special attention requesting the specialised DA that must need the socialised DA, discuss together what we need to do, prepare reports together, and evaluate our work together.

**Relations with Wereda**

The wereda sends checklists every month and we report every month about our implementation. The wereda gives guidelines and new ideas to DA every week with their supervisor sent here to the kebele. We have meetings at wereda each month and they ask as about the status of our work. This meeting at wereda used to be once every 15 days but it became once a month this year.

**Work with model farmers**

We provide what model farmers need for their improvement like improved seeds, fertilisers, and other technologies and we tell other farmers to be like them, calling their name. We initiate them to do their tasks properly. We used to focus on providing improved seeds and new ideas only for model farmers but since 2001 we have started to provide anything we have to all farmers as soon as possible.

**Main achievements while in the job**

A farmer was discarding the byproducts (leaves and steam) from his sugarcane. I have introduced how a farmer with sugarcane could use byproducts of sugarcane as a fodder to feed his animals and fattening his animals to get good result. Moreover, a good fodder could be grown following the river bank but farmers did not know that before I introduced to them and now they are using it.

**Main current issues of concern**

Introducing animal fodder of different types as the kebele has sufficient water resource. These include; elephant grass, saspania, Lucinia, and Picow. I am trying to help farmers to prepare land and plant it for their cattle.

### Challenges faced and attempts to overcome them?

**Resources**

Lack of animal fodder species/seeds and improved animal species which farmers can't afford are the major resource challenges. I have requested Wonji Catholic church to provide us with improved fodder species and they provided us last year. If we could get the same this year we could multiply it. For the problem of improved animal species I have tried to use artificial incrimination but farmers’ cows and heifers were not ready.

**Package system and quotas**

Last year we requested animal fodder but the quota was given for 12 kebeles which is very low compared to our need and we requested Catholic Church help.

**Improved breeds**

See above

**Veterinary support, drugs**

Not yet applied, new veterinary is under construction and no problems faced.

**Beehives**

Farmers could not afford modern beehives and we tried to introduce traditional beehives from local materials and some farmers are using them.

**Credit and debt**

Farmers could not repay the debt they took for breeding (sheep and goats) due to the drought. We have decided to transfer the repayment to next year.

**Farmer attitudes and resistance**

We tried to introduce improved chicken species for a price of 65.00 birr each and farmers resisted buying them because of their attitude and the low price they used to buy local chickens for and we lost our quota. We are giving awareness creation for future to get the chance

**Responsibilities and work load**

The main responsibilities of a livestock DA are breeding livestock, fodder using, fattening, beekeeping, and poultry production. As I am assigned additional tasks out of my field, I have a strong load e.g. participating on terracing (FFW), participating in different meetings, and party works are mandatory which has increased my work load.

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

I spend five days at work and go to my parents and do my own tasks there. I help my mother, help my sisters and brothers who are students by buying educational materials and sending money. The wereda requested me to work on Saturdays and Sundays which only allows us to come to town to take our salary and hence we could not go to Dera and not to be seen by officials. Hence we go to other town if we want leisure time.

**Reporting system**

Sometimes wereda officials set times for reports or select farmers for a special purpose with deadline. To avoid this problem we are using gerie officials to disseminate ideas.

**Conflicts**

None

### Satisfaction and ambitions

**Satisfaction with the job**

Yes, satisfied because I believe if I work stronger, I will get the chance of further education. I see others getting this chance. I like my job but if I can find a higher salary I will leave.

**Remuneration**

My wage is not comparable to what I am doing and too small to fulfill my basic needs.

**Things you like and dislike**

Dislike- theft

Like- to work

**Things that could be improved**

The decision that forces a person working in rural areas to work there forever irrespective of his educational status needs to be changed and has to be improved.

**Personal ambitions/hopes for future**

I would like to save money and leave this task and do my own business.

## Development Adviser: Natural Resources

### Education and work history

**Where from**

He came from Dera (same wereda), Oromiya, Badosa-Betela kebele.

**Family**

He was born at Dera, and then his family moved to Shewa (Agere), he learnt and completed there in 2005 but his father lives in Dera and is a school guard.

**Education**

He gained a diploma in natural resources 2006 from Asosa and took a 2 year BA degree programme in Alemaya. He was forced to drop his BA programme this year by wereda officials.

**Training**

He courses he took in his diploma programme were: soil and water conservation, irrigation, computer, machinery, physiology, plantation, nursery, cooperative, timber, etc. In his BA programme he took; macro- and micro-economics, principles of accounting, environmental protection, development economics, etc.

**Work experience**

He was employed in 1999e.c at Belale, 2000-2001e.c. in Badosa-Betela as extension worker and FTC head. This year he came here.

**Previous position**

None.

**Why did you leave**

NA.

**Time in current work**

He hasn’t any free time as he spends his full time in the community.

**How selected for job**

When he completed his secondary education (grade 10) his father forced to him to join this programme for the sake of getting an income quickly. But he could have continued or joined his preparatory school as his results were good enough to do so. He regrets not continuing to his next level of education.

### Doing this job: work relations

**Changes in role of DA**

Currently DAs are expected to work in all kinds of community works. He said that; we have too many bosses and a lot of work.

**Time in this Kebele**

The wereda officials expect the three DAs to spend all the days in a week, including weekends, in the community. Except Tuesday (reporting day to the wereda).

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

The work load has increased from time to time.

**Relations with the Kebele administration**

They have a close relation with them in their work. The kebele leader controls their activities in the community, even if they stay in the area or not.

**Relations with the Kebele Manager**

New things coming from the wereda they discuss with the kebele manager before implementing it. Sometimes he reports to him.

**Relations with other DAs**

All the three DAS work together on every issue; whether it concerns inputs, livestock extension or natural resources.

**Relations with Wereda**

He has regular interaction with wereda AARD office and sometimes with wereda administrators.

**Work with model farmers**

He has close interaction (almost daily interaction) with model farmers. They also go house to house to assess their progress.

**Main achievements while in the job**

 The living standards of some farmers are changing. This is for those who are strictly follow the DAS advice and requests.

**Main current issues of concern**

To rehabilitate the natural environment or local area.

###

### Challenges faced and attempts to overcome them?

**Adequate resources**

No resources (in cash or in kind) at all for development programmes, even stationery. No budget for rehabilitation programme.

**Package system and quotas**

There is a lack of quota

### Interview ended

## Head, Farmers Training Centre – none

## Health Extension worker

### Education and work history

**Where from**

She was taught at Dera lived with her grandparents. She completed grade10 in 2006 in Nathret where her parents live. Her relatives live in Korodegaga - i.e. her parents’ background is in the kebele.

**Family**

Her parents live in Nathret, she is single.

One of the HEWs (her partner) who was born in the neighbouring kebele (Dire kiltu) has one child. Her family live in Dera and her husband is also from a similar kebele and is a farmer.

**Education**

In 2006 she completed grade 10 and she was selected to be health extension worker for the community. She took training at Assela for about 10 months.

**Training**

The course focus on family health, personal hygiene, environmental health, etc and training also refreshes this and additionally she took birth attendant training, nutrition, TB,TDS and so on.

**Work experience**

She was employed towards the end of 2008 so at the end of this year (2010) she will have 2 years work experience. The same is true of her partner.

**Previous position**

No.

**Why did you leave**

NA

**Time in current work**

She didn’t work each Tuesday; it is a report day at the wereda. She spends her time during the other four working days in the area.

**How selected for job**

There are no females who completed grade 10 from the community and her relatives supported her.

### Doing this job: work relations

**Changes in role of HEW**

There has been no change since she started work. She is involved more on preventive services than curative.

**Time in this Kebele**

She works four working days in a week, on every Tuesday she doesn’t come to the area because it is reporting day at wereda for any sector.

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

Relatively it works well when comparing the services with previous ones.

**Relations with the Kebele administration**

They have strong relations with kebele administration, i.e. to give education or vaccination the community organised by ‘gere’ or ‘got’ leader. Sometimes kebele officials take training with HEWs about health issues.

**Relations with the Kebele Manager**

Kebele manager controls the overall activities in the kebele. Therefore, daily or weekly reports are submitted to him. Other related works are done by communicating with him.

**Relations with other Extension workers**

They have also close r/n with DAs. During screening out the malnourished and distributing food aid to them, etc they participated more. Again they teach about surrounding cleanliness; e.g. when they teach compost preparation, one of the health extension packages is implemented.

**Relations with Wereda**

She meets at least once in a month with one of the wereda officials for political issues because she is one of the cabinet members in the community.

**Relations with Health centre**

They also have close r/n with wereda, she reports weekly as well as monthly at the wereda health center.

The relation has increased over time.

**Work with model farmers**

She doesn’t have a r/n with model farmers, however, she works with a model family who implemented most or all of the 16 health extension package.

**Work with Health Promoters**

The new health promoters have not yet started work. They were selected and took training last month. The previous one was not functional since she did no work.

**Work with Traditional Birth Attendants**

Last year she worked with them. There were two traditional birth attendants, during delivery they work with her at their home or health post. But this year she took training on delivery but there is no equipment used for delivery like scissors, glove and others so therefore they didn’t give delivery service in this year.

**Collaboration with customary healers**

No collaboration with them.

**Main achievements while in the job**

Some people made aware of preventive health services and implemented them.

**Main current issues of concern**

Increasing number of model families, focusing on sanitation and family planning.

### Challenges faced and attempts to overcome them?

**Adequate resources**

 There are no adequate resources in the health post. She fulfilled stationery needs by herself. For other needs the problem is not solved.

**Packages and quotas**

No supportive package which helps them to graduate from health extension. Even ‘wuha agar’ is not provided to model families to purify drinking water. There is a quota shortage to distribute for all screened out malnourished children and mothers.

**Health care support, drugs**

Currently there are not any drugs in the post. Vaccination might be given within the programme.

**Farmer attitudes and resistance**

Some farmers resist digging latrines, separating their house from animals and keeping their surroundings clean.

**Responsibilities and work load**

She should see 96hhs/month for monitoring and evaluating and showing them how to implement the health extension package. Most villages she goes to, which are far apart, have a hot climate. So to report this she asks them what they did about that when they come to the nearest village but she couldn’t get accurate information, b/c they lay. On the other hand, she participates on the meeting two or three times in a week so this has an effect on her work.

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

Most of her time is spent on traveling; i.e. she lives in Dera.

**Reporting system**

She reports to wereda health center monthly and to kebele manager weekly or daily depending on the condition. That reporting system is not regular, if the issue is quick, it should reported immediately.

**Conflicts**

No.

### Satisfaction and ambitions

**Satisfaction with the job**

Not much satisfaction with the job. But in some cases she feels happy when people implement what she teaches.

**Remuneration**

670 birr before deduction.

**Things you like and dislike**

She likes the community accepting her advice and education. She dislikes meetings, especially when they call from work.

**Things that could be improved**

She wants to see adequate drugs, medical equipment/instrument, furniture, stationary and other needs fulfilled. In addition to this latrines and fencing the house could be completed. This would help her to live there and work well.

**Personal ambitions/hopes for future**

She wishes to learn in other department so she can leave the current job.

## Health Promoter

### Education and work history

**Birthplace**

She was born in Southern Shewa at Senbete town.

**Family**

Her parents live in Senbete town. She lives in Koro with her children and husband, three of her children live in Dera where they learn there in their own house.

**Education**

She dropped her education at grade 8 in 1991 when she got married and then she came to live here.

**Training**

She took different trainings in different times and again she took refreshments of them. Such as: family planning, HIV/AIDS, mother and child care, sanitation and related issues at wereda. She started to take training in 2001.

**Work experience**

Since 2003 she has worked as a health promoter who distributes malaria drugs, pills and condoms to the community. From 2001 she was a wereda councillor, up to 2006. She was also the Women’s Association secretary before 2008 (kebele manager employed).

**Why did you leave?**

Because of workload and others problems she left it. There were incentives when she went to wereda for reporting, training or taking drugs and soon.

**Time in current work**

She has not yet started but she needs more time to do well as she understands from the training.

**How selected for work**

Already she was experienced in the work so they asked her to volunteer. Then she agreed and took training to work.

**Training for the work**

She took training for about 6 days on how to screen out, distribute food aid and treat malnourished children and mothers.

### Doing this job: work relations

**Role of health promoter**

No starting work.

**Relations with Health Extension Worker**

They work collaboratively. Their work is inter-related.

**Relations with the Kebele administration**

Sometimes kebele administrators take training with them. They collaborate on organising the people when needed to meet them. Geres and got leaders are involved in labour work, loading the fafa oil and involved in discipline during distribution.

**Relations with the Kebele Manager**

He becomes involved on any writing things, e.g. During screening out he registers the beneficiary, etc.

**Relations with other Extension workers**

She works closely with DAs, like kebele officials they are involved in all things.

**Relations with Wereda**

She has relations with wereda ARD, the malnourished children and mothers are screened out and sent there to get the aid. Few relations with wereda administrations.

**Relations with Health centre**

They are supervised and oriented by wereda health center. The relations are increasing now.

**Work with model farmers**

No relation with model farmers, but they work with model family. She is one of the model families in the community who is the only pure water user. She bought a large plastic jar (it contains 100 liters) and she is using water purifying chemicals as well as implementing well the 16 health extension package.

**Work with Traditional Birth Attendants**

No.

**Collaboration with customary healers**

No.

**Main achievements while in the job**

She is not satisfied with her previous work, but now she anticipates she will do well.

**Main current issues of concern**

Child and mother health care.

### Challenges faced and attempts to overcome them?

**Resources**

There were no adequate resources in the previous.

**Packages and quotas and graduation**

There is a problem on quota because the food aid comes with the number of beneficiaries and they could get at once. On the next round other beneficiaries are involved. About 60hhs graduated in last year (2009) and this year there are plans for the whole community to graduate.

**Health care support, drugs**

Now she isn’t involved in drug provision.

**Farmer attitudes and resistance**

No resistance, instead all people want to be included in malnourished aid.

**Responsibilities and work load**

She expected the load but she needs more time to do well. To screen-out the malnourished she should go house to house and report monthly at wereda health center as well as ARD.

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

She will have no time for family and social responsibilities.

**Reporting system**

Reports to wereda health center and ARD as well as kebele manager, but he himself is as a secretary.

**Conflicts**

No.

### Satisfaction and ambitions

**Satisfaction with the job**

She was not satisfied with her previous work but now she feels full of energy and readiness to do well.

**Remuneration**

None

**Things you like and dislike**

She likes serving the community but she dislikes; rumors, skepticism, no transport allowance, blaming, etc.

**Things that could be improved**

The affected people could get the aid at one time, he/she might not charge. The quota should be increased to cover the harmed.

**Personal ambitions/hopes for future**

She wants to complete her education. She has a house in Dera and she wishes to live there with her children to complete her education.

## Health Centre Head - none

## Head Teacher

### Education and work history

**Where from? Region, wereda?**

Oromiya, Arsi, Muniesa Wereda, Doba’ashe Kebele

**Family**

Parents from Doba Ashe; spouse in Sire wereda. No children

**Education**

Grades 1-6, at Albeso, grade 7 at Ego, grade 8 at Chikie grades 9-10 at Kersa School in Munesa, grades 11-12 in Asela and completed grade 12 in 2004 from preparatory.

Certificate, Chilalo College, Asela, 2005

Diploma in teaching of social science at Rift Valley College, in 2009 through distance education

**Training**

School Management training for 3 weeks at Adama and Asela in 2007

English language training in Asela, 2007

**Work experience**

As a teacher for one year and as director/school head for 4 years

**Previous position**

Teacher

**Why did you leave?**

Promotion

**Time in current work**

 4 Years

**How selected**

The community and wereda education bureau selected him based on his teaching performance.

### Doing this job: work relations

**Role of Head Teacher**

He acts as boss, ordering teachers to do something, but after five years specifically in 2007 on the way to decentralise good governance the director has to show what has to be done by performing himself first.

**Time in this School**

Five years

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

NA

**Relations with the Teachers**

Since 2007 the director has approved the evaluation of teachers done by the head of the evaluation committee of teachers. This started in 2007 as before that it was the director who evaluated teachers.

**Relations with Kebele administration**

Like the head of every institution (school, health post, DA, etc) the rule states that the head has to be a member of the kebele cabinet and hence the head must have a meeting once a week with kebele administration. We request support of budget from the kebele. The kebele also controls the presence of teachers on their work. No change

**Relations with the Kebele Manager**

Provide report of implementation and plan to manager. As a cabinet member we meet on cabinet meetings. No strong relation and that has not changed.

**Relations with PTA**

We call PTA when we face any problem. We discuss any teaching problems with them and find solutions including reporting to the kebele. No change

**Relations with Wereda**

The wereda sends every teaching -learning task and new guidelines. It also calls for meeting and discussion on new things and their implementation. No change but strengthened

**Main achievements while in the job**

See achievement of head in module 8

**Main current issues of concern**

Quality of education is our main concern because the wereda and community are questioning the quality and that is why we have given it due attention. Community mainly have questioned the quality saying that both those attending school/students and shepherds are equal.

### Challenges faced and attempts to overcome them?

**Adequate resources**

Shortage of teachers and budget are the major challenges. We attempted to rent school land to cover the budget problem. For teachers shortage we have announced to the wereda to assign a teacher for us. Moreover, we have allocated more class load on teachers.

**Child attendance**

Problem of attendance during market days and we strived to give awareness to parents of the students how they are losing out while they are absent from class.

**Child drop outs**

Advise the student and his parents before they drop-out and after drop-out, we go to parents and give advice to return their children.

**Child discipline**

None

**Teacher discipline**

None

**Shift system**

No shift system

**Self-Contained System**

Lack of teachers forced self-contained teachers to include/teach other grades too, rather than the grade they are assigned to.

**Responsibilities and work load**

Not much work load.

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

The work prohibits me from visiting my spouse. I visit her on Sundays and Saturdays, and communicate using telephone.

**Reporting system**

No problem of reporting. I report the overall activity of the school to wereda education bureau and kebele manager.

**Conflicts**

None

### Satisfaction and ambitions

**Satisfaction with the job**

I am highly satisfied with my job.

**Remuneration**

Not much satisfaction with my wage and I started to farm with my parents to compensate the wage. I expect increment in my salary evaluating my task and performance.

**Things you like and dislike**

I like my tasks very much; dislike those who do not undertake their responsibility

**Things that could be improved**

Salary of teachers has to be improved to cope with the increasing living standard and assigning partners (spouse) at the same place.

**Personal ambitions/hopes for future**

I would like to improve my education to have a higher wage salary and to live with my spouse in the same place.

### Researcher observations

The respondent seems devoted in his task and loves his task very much.

## Teacher

### Education and work history

**Where from? Region, wereda?**

Oromiya, Arsi, Munisa wereda, Damu Dhembeba kebele

**Family**

Parents in Dhembeba kebele. Spouse with one child living in Awash Melkasa.

**Education**

1-6 grades at Munesa Primary School, 1990-1995

7th grade at Kersa Secondary School, Munesa Wereda, 1996

8th grade, at Munesa Junior School after 3 years dropping-out, 2000

9-10 grades, at Kersa Secondary School, 2001-2

11-12 grades, at Asela Secondary School, 2003-4

Trained for certificate from regular College at Asela with own cost, 2005

**Training**

2006, course of civic for one month in Adama

2007, Started summer education to Diploma

2007, language training in Asela for 15 days

2009, language training in Asela for 4 days

Many others at wereda which he could not remember

Every summer workshop on education standard

**Work experience**

5 years as a teacher

**Previous position**

Employed as teacher in Dodota Wereda at Belale in 2006

**Why did you leave?**

As it is a remote area, after serving one year I got the change as a promotion and the problem of teacher shortage at Korodegaga.

**Time in current work**

Since 2007

**How selected**

NA

### Doing this job: work relations

**Role of Teacher**

Teaching and being a representative in case the director is not available since 2009

**Time in this School**

See above

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

The previous one has more blocks, has more students, has a library, standard classes and sufficient land for fund raising, while all are lacking in this school.

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

The head orders/give tasks for teachers and the teachers report back to the head about what is done. There is experience sharing among teachers where a teacher sits in other teachers classes and comment on my teaching style. There is no change.

**Relations with Kebele administration**

Teachers discuss twice in a month with the kebele chairman twice a month about development. The new change is that teachers mobilise the community for what teachers want to do which was started in 2001.

**Relations with the Kebele Manager**

As the manager reports any development activities of the kebele to wereda and kebele council teachers give him a report. He also uses school annual plans with other sectors plans to prepare a general kebele plan that has been going since 2008.

**Relations with PTA**

Always work together regarding any learning -teaching process including mobilising the community for different issues. No change.

**Relations with Wereda**

No direct relation unless I have a private issue like requesting support letters helping me to continue my education.

**Main achievements while in the job**

See module 8, teacher achievements.

**Main current issues of concern**

Education quality; students do not have knowledge as required at their level. Students will be absent for a long time and return back after they missed many classes and the teacher helps the student to pass as the teacher’s performance is based on the number of passed students.

### Challenges faced and attempts to overcome them?

**Adequate resources**

There is shortage of educational support materials. I provide them using my own cost.

**Child attendance**

Go to their parents immediately when they become absent and return them back to school before they miss many classes.

**Child drop outs**

See above. The attempt I took was to create awareness in meetings and take confirmation from their parents if they say they can’t send them to school based on the capacity of parents.

**Child discipline**

None

**Shift system**

None

**Self-Contained System**

He does not support self-contained and implement it as it is a rule. Students in self-contained classes become weak when they get weak teachers. To tackle this problem I give tutorials for weak students to improve their skills.

**Responsibilities and work load**

There is a high work load due to a shortage of teachers with 30 credit hour, managing clubs, discussion with community, CPD, party works two times a month on party ideology, other school tasks, and environmental issues make tight.

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

Help my wife and child and my father by sending money. There is not much leisure time due to different reports needing to be prepared and studying for summer education on Saturdays and Sundays.

**Reporting system**

Writing reports of induction and CPD is a challenge. An attempt made is asking teachers from other schools.

**Conflicts**

NA

### Satisfaction and ambitions

**Satisfaction with the job**

He did CPD with the promise of getting his license of teaching but things not being implemented reduced his satisfaction.

**Remuneration**

Low wage that has led him to hate the profession and we do not get any advantage and we are not given a plot of land in town to construct a house.

**Things you like and dislike**

Dislike – A person who lies

Like – reality-based issues

**Things that could be improved**

My level of education

**Personal ambitions/hopes for future**

Improving his education and to be efficient in his endeavour.