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Gender Mainstreaming as Tool towards Achieving Woman's Welfare in Kafa Zone, Southwest Ethiopia

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ABSTRACT

General Objective: The general objective of this study was to assess in what extent gender mainstreaming of women children and youth affair gender mainstreaming can work for the welfare of the women.
Methods and Materials: In order to meet these objectives, both primary and secondary data has been collected through the aid of instruments of: questionnaire, interview, checklist and document analyses. And the study employ Purposive sampling with the sample size of fifty The data collected has been analyzed using Statistical Package Scientific Software version 16 for windows has been used for data entry and Simple descriptive statistics (frequency and percentage analysis, and others) has been used to analyze the data.

Keywords: *Gender Mainstreaming, Welfare, Gender Focal Persons*

1. BACKGROUND

Gender mainstreaming as a concept was introduced in 1985 during the United Nations Third-World Conference on Women in Nairobi and adopted as a strategy at the Fourth International Conference on Women in1995.which is now almost over twenty years (Liket Consultancy Group, 2004).

The European Commission defines Gender Mainstreaming in the following way: "Gender mainstreaming is the integration of the gender perspective into every stage of policy processes design, implementation, monitoring and evaluation with a view to promoting equality between women and men. It means assessing how policies impact on the life and position of both women and men and taking responsibility to re-address them if necessary" http//www.ilo.org/public/english/bureau/gender/newsite2002/

With regard to this, United Nations Economic and Social Council (ECOSOC) in1997 noted that Mainstreaming includes gender-specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position. Gender-specific interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts. These are necessary temporary measures designed to combat the direct and indirect consequences of past discrimination.

And also with the same source explain "Mainstreaming a gender perspective as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality." www.ilo.org/public/english/bureau/gender/newsite2002/

What we can conclude from the above definition and concept in general, It is strategy to bring a gender perspective to all aspects of an institution's policy and activities, through building gender capacity to combat past discrimination through affirmative action when it is needed and reflecting accountability to bring development, Therefore gender mainstreaming ensures development programs and policies are people centered and sustain the effects of development.

In addition to this, Dixon & Anker (1988) cited by Biresaw, argued that the principle of integrating men and women equally in the development process both as participants in planning, policy making and as beneficiaries has now become widely accepted by governments throughout the world.

As stated in Amharic version of gender mainstreaming guide line of (SNNPRoWA, 2000) explained that gender inequality is one of the features of Ethiopian society. As a result, there is unequal power and economic relation between women and men. In almost all

spheres of life, women are more disadvantaged than men. To address gender mainstreaming in development plans or programs, therefore, not only about equity but also about social justice; it is also about development and poverty reduction.

An official document released from the Ministry of Women's Affairs Office (2006) further stated that countries will not be able to combat poverty and HIV/AIDS pandemic, and ensure sustainable development without a deliberate attempt to overcome gender inequality. From the foregoing arguments, it is possible to understand that gender mainstreaming is the core strategy to eliminate gender inequalities and which in turn helps to ensure sustainable development in a given country. In other words, equal rights; opportunities and responsibilities for women and men are practical pre-conditions for sustainable development.

Currently, there is a rich and extensive documentation and literature that deal with gender issues. There is no doubt that gender is on the national agenda. But to what extent gender activities for example combating previously disadvantaged and discriminated group especially woman and working for the welfare of woman in development plans are practically on the ground mainly in government organizations are important questions that need further investigation through research. Thus, the aim of this study is to assess and examine the existing gender mainstreaming practice on woman's welfare and explore the challenges that may affect gender mainstreaming activities in Five poverty reduction department namely Agriculture, Health, Education, Water, Transport and Women's Affairs department located in Bonga town in Kafa zone.

2. LITERATURE REVIEW
2.1 Concepts of Welfare

Welfare is a term whose meaning varies with context but, based on the notion of being equal of individuals and groups whose levels of vulnerability may differ.

In a broader sense welfare refers to a set of institutional arrangements designed to minimize the social risks to which everyone is exposed: disability, unemployment Sickens and invalidity, early death solitary survivorship.

In a narrow sense welfare where explained as a set of specialized programs and services designed to meet the income security, social service, and related needs of persons who are unable to provide for their own basic

social and material needs: the poor and others children and old people disabled persons and others **(J.Estes,2004)**

Welfare is the provision of a minimal level of well-being and social support for all citizens, sometimes referred to as *public aid*. In most developed countries welfare is largely provided by the government, and to a lesser extent, charities, informal social groups, religious groups, and inter-governmental organizations. (TheFreeEncyclopediahttp://wwwen.wikipedia.org/wiki/ Welfare.(lastmodifiedon 26 dec.2013 at10:25)

2.2 Millennium Development Goals and Woman Welfare

Millennium Development Goals (MDGs) The eight goals, adopted by the international community in 2000, set targets for 2015 on eradicating poverty, achieving universal primary education, promoting gender equality and empowering women, reducing child mortality, improving maternal health, combating HIV and AIDS and other diseases, ensuring environmental sustainability, and providing financing for development. Then all the eight MDGs touch essential aspects of women's well-being in the way that as follow,

2.3 Women, Poverty and Economic

Women bear a disproportionate burden of the world's poverty. Statistics indicate that women are more likely than men to be poor and at risk of hunger because of the systematic discrimination they face in education, health care, employment and control of assets. Poverty implications are widespread for women, leaving many without even basic rights such as access to clean drinking water, sanitation, medical care and decent employment .Being poor can also mean they have little protection from violence 'and have no role in decision making.

According to some estimates, women represent 70 percent of the world's poor. They are often paid less than men for their work, with the average wage gap in 2008 being 17 percent. Women face persistent discrimination when they apply for credit for business or self-employment and are often concentrated in insecure, unsafe and low-wage work. Eight out of ten women workers are considered to be in vulnerable employment in sub-Saharan Africa and South Asia, with global economic changes taking a huge toll on their livelihoods.

The current financial crisis is likely to affect women particularly severely. In many developing countries where women work in export-led factories, or

in countries where migrant women workers are the backbone of service industries, women's jobs have taken the greatest hit. The International Labor Organization estimates that the economic downturn could lead to 22 million more unemployed women in 2009, jeopardizing the gains made in the last few decades in women's empowerment.

In many countries, however, the impact goes far beyond the loss of formal jobs, as the majority of women tend to work in the informal sector, for example as domestics in cities, and do not show up in official unemployment numbers. Economic policies and institutions still mostly fail to take gender disparities into account, from tax and budget systems to trade regimes. And with too few seats at the tables where economic decisions are made, women themselves have limited opportunity to influence policy.

2.4 Violence against Women

Violence against women and girls is one of the most widespread violations of human rights. It can include physical, sexual, psychological and economic abuse, and it cuts across boundaries of age, race, culture, wealth and geography. It takes place in the home, on the streets, in schools, the workplace, in farm fields, refugee camps, during conflicts and crises. It has many manifestations from the most universally prevalent forms of domestic and sexual violence, to harmful practices, abuse during pregnancy, so-called honor killings and other types of feticide.

International and regional legal instruments have clarified obligations of States to prevent, eradicate and punish violence against women and girls. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) requires that countries party to the Convention take all appropriate steps to end violence. However, the continued prevalence of violence against women and girls demonstrates that this global pandemic of alarming proportions is yet to be tackled with all the necessary political commitment and resources.

Globally, up to six out of every ten women experience physical and/or sexual violence in their lifetime. A World Health Organization study of 24,000 women in 10 countries found that the prevalence of physical and/or sexual violence by a partner varied from 15 percent in urban Japan to 71 percent in rural Ethiopia, with most areas being in the 30–60 percent range.

Violence against women and girls has far-reaching consequences, harming families and communities. For women and girls 16–44 years old, violence is a major cause of death and disability. In 1994, a World Bank study on ten selected risk factors facing girls and women in this age group, found rape and domestic violence more dangerous than cancer, motor vehicle accidents, war and malaria. Studies also reveal increasing links between violence against women and HIV and AIDS. A survey among 1,366 South African women showed that women who were beaten by their partners were 48 percent more likely to be infected with HIV than those who were not.

Gender-based violence not only violates human rights, but also hampers productivity, reduces human capital and undermines economic growth. A 2003 report from the US Centers for Disease Control and Prevention estimates that the costs of intimate partner violence in the United States alone exceeds US$5.8 billion per year: US$4.1 billion are for direct medical and health care services, while productivity losses account for nearly US$1.8 billion due to absenteeism.

Countries have made some progress in addressing violence against women and girls. According to the UN Secretary-General's 2006 *In-Depth Study on All Forms of Violence against Women*, 89 countries had some legislation on domestic violence, and a growing number of countries had instituted national plans of action. Marital rape is a prosecutable offence in at least 104 States, and 90 countries have laws on sexual harassment. However, in too many countries gaps remain. In 102 countries there are no specific legal provisions against domestic violence, and marital rape is not a prosecutable offence in at least 53 nations

2.5 HIV and AIDS and Women

More than 30 million people are today living with HIV. Globally, women now account for half of all infections. Yet women increasingly make up the majority in sub-Saharan Africa, where the epidemic has stretched the furthest. In parts of Africa and the Caribbean, young women ages 15-24 are up to six times more likely to be HIV-positive than young men of the same age. The proportions of women living with HIV in Latin America, Asia and Eastern Europe are also growing slowly.

Gender inequality and violations of women's rights make women and girls particularly susceptible,

leaving them with less control than men over their bodies and their lives. Women and girls often have less information about HIV and fewer resources to take preventive measures. They face barriers to the negotiation of safer sex, including economic dependency and unequal power relations. Sexual violence, a widespread and brutal violation of women's rights, exacerbates the risk of transmission. And while it is widely assumed that marriage provides protection from AIDS, evidence suggests that in parts of the world it can be a major HIV risk factor, especially for young women and girls.

In many cases, HIV-positive women face stigma and exclusion, aggravated by their lack of rights. Women widowed by AIDS or found to be HIV-positive may face property disputes with in-laws. And regardless of whether they themselves are HIV-positive, women generally assume the burden of home-based care for others who are sick or dying, along with the orphans left behind.

The sixth Millennium Development Goal calls for reversing the spread of HIV and AIDS by 2015. To that end, more resources are needed, and strategies and programme must be targeted to women in particular. At a UN General Assembly Special Session in 2001, more than 180 countries agreed that gender equality and women's empowerment are fundamental to reducing girls and women's vulnerability to HIV and AIDS

2.6 Governance

Studies show higher numbers of women in parliament generally contribute to stronger attention to women's issues. Women's political participation is a fundamental prerequisite for gender equality and genuine democracy. It facilitates women's direct engagement in public decision-making and is a means of ensuring better accountability to women.

Political accountability to women begins with increasing the number of women in decision-making positions, but it cannot stop there. What is required are gender-sensitive governance reforms that will make all elected officials more effective at promoting gender equality in public policy and ensuring their implementation.

There has been significant progress in recent years: more and more women are seeking to transform politics itself, and women's groups are focusing on efforts to increase women's representation on the ballot

to reinvigorate political accountability. Today, there are more women in government than ever before. The proportion of women parliamentarians at the national level has increased by 8 percent in the decade from 1998 to 2008, to the current global average of 18.4 percent, compared to an increase of just 1 percent in the two decades after 1975.

Yet, around the world, gender equality in democratic governance continues to be extremely limited. Women are outnumbered 4 to 1 in legislatures around the world. At mid-year 2009, only 17 heads of state or government were women. Even if the present accelerated rate of increase in women's representation continues as compared to previous decades, we are still a long way from reaching the "parity zone" of 40–60 percent. According to UN Women estimations, countries with "first past the post" electoral systems without any type of quota arrangements will not reach the 40-percent threshold of women in public office until near to the end of this century. Many factors hinder women's political participation, such as political parties being slow to respond to women's interest, under-investment in women's campaigns, cultural barriers, and conflicting demands on the time of women candidates due to their domestic and social responsibilities.

Quotas and other temporary special measures, such as reserved seats, are a proven means for supporting women's engagement in political competition. As of 2008, 18 of the 22 countries that boast 30 percent or more women in national assembly's applied quotas in some form. Countries with proportional representation electoral systems and with quotas can expect to reach the 40-percent threshold on average by 2026.

2.7 Women, War and Peace

War has always impacted men and women in different ways, but possibly never more so than in contemporary conflicts. While women remain a minority of combatants and perpetrators of war, they increasingly suffer the greatest harm.

In contemporary conflicts, as much as 90 percent of casualties are among civilians, most of whom are women and children. Women in war-torn societies can face specific and devastating forms of sexual violence, which are sometimes deployed systematically to achieve military or political objectives. Women are the first to be affected by infrastructure breakdown, as they struggle to keep

families together and care for the wounded. And women may also be forced to turn to sexual exploitation in order to survive and support their families.

Even after conflict has ended, the impacts of sexual violence persist, including unwanted pregnancies, sexually transmitted infections and stigmatization. Widespread sexual violence itself may continue or even increase in the aftermath of conflict, as a consequence of insecurity and impunity. Coupled with discrimination and inequitable laws, sexual violence can prevent women from accessing education, becoming financially independent and from participating in governance and peace building.

Moreover, women continue to be poorly represented in formal peace processes, although they contribute in many informal ways to conflict resolution. In recent peace negotiations, for which such information is available, women have represented fewer than 8 percent of participants and fewer than 3 percent of signatories, and no woman has ever been appointed chief or lead mediator in UN-sponsored peace talks. Such exclusion invariably leads to a failure to adequately address women's concerns, such as sexual and gender-based violence, women's rights and post-conflict accountability.

2.8 Human Rights
UN Women is committed to the advancement of women's human rights and places their realization at the center of its work in all thematic areas.

Across the globe, women confront manifold violations of their human rights — when they cannot participate in the decisions that affect their lives or claim fair political representation, when they face discrimination in employment, when they are denied entitlement to land and property, or when they suffer violence within their own home. Other obstacles to rights arise when women and girls are prevented from going to school or attaining health care, or are subject to harmful traditional practices.

At the same time, governments around the world have undertaken legal human rights obligations to combat gender inequalities. The key international agreement on women's human rights is the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which is also described as the international bill of women's rights. Ratified by 185 UN Member States, CEDAW encompasses a global

consensus on the changes that need to take place in order to realize women's human rights. This year marks the 30th anniversary of the Convention's adoption through the UN General Assembly in 1979.

Under CEDAW, States are required to eliminate the many different forms of gender-based discrimination women confront, not only by making sure that there are no existing laws that directly discriminate women, but also by ensuring that all necessary arrangements are put in place that will allow women to actually experience equality in their lives. http://wwwunifem.org/gender_issues/millennium_devel opment_goalsUN Entity for Gender Equality & the empowerment of woman.

2.9 Basic Principles of Mainstreaming
What is explained in ILO Responsibility for implementing the mainstreaming strategy is system-wide, and rests at the highest levels within agencies, according to Carolyn Hannan, Director of the UN Division for the Advancement of Women other principles include:

•Adequateaccountabilitymechanismsformonitoringpr ogressneedtobeestablished.
• The initial identification of issues and problems across all area(s) of activity should be such that gender differences and disparities can be diagnosed.
• Assumptions that issues or problems are neutral from a gender-equality perspective should never be made.
• Gender analysis should always be carried out.
• Clear political will and allocation of adequate resources for mainstreaming, including additional financial and human resources if necessary, are important for translation of the concept into practice.
• Gender mainstreaming requires that efforts be made to broaden women's equitable participation at all levels of decision-making.
• Mainstreaming does not replace the need for targeted, women-specific policies and programmes, and positive legislation; nor does it do away with the need for gender units or focal points. http://www.ilo.org/public/english/bureau/gender/new site2002

2.10 Why Gender Mainstreaming
Recognition of the need for a combined strategy to address women empowerment issues including selected focus of channeling assistance to women, as a target group, to a more mainstreaming approach of promoting gender equality as a

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development goal during policy development, implementation ,Monitoring and Evaluation. The need of collective process of articulating a shared vision sustainable human development and translating it into reality (through policy, programmes and budgets) hence the need for the effective participation of both women and men.

It is a commitment to ensure concerns and experiences of both women and men are integral to the design, implementation, monitoring and evaluation of all legislation, policies and it concerns the staffing, procedures, programmes and culture of development organizations Programmes.

It advances women to reach their developmental potential since programs and policies will be analyzed from the perspectives of men and women Recognizes gender equality as critical to the achievement of other development goals including poverty reduction.

It minimizes negative impacts by ensuring that needs and concerns are addressed.It ensures development programs and policies are people centered and sustain the effects of development.

2.11 Practices of Gender Mainstreaming in the National Context

When we can see the Practices of Gender Mainstreaming in the National Context there is a number of policy declarations have stressed the need for women to take part in different economic, social and other sectors in order to bring about the desired change. As a result, policies which incorporated gender issues and concerns were issued for their implementation for example Federal Democratic Republic of Ethiopian Constitution, the national policy on Ethiopian women, national population policy, health and

2.12 Education polices and other sector polices and strategies.

For instance The National Policy on Ethiopian Women was adopted by the then-Women's Affairs Office (WAO) in 1993 with the objective of creating and facilitating conditions for equality between men and women then ends with equal participation of woman with men and creating conditions to make rural women beneficiaries of social services like education and health; and eliminating stereotypes, and discriminatory perception and practices that constrain the equality of women (TGE), 1993).

With regard to this Biresaw argued that, The National Policy on Women adopted in 1993 aims at facilitating conditions to speeding up of equality between men and women so that women can participate in the political, social and economic matters of their country on equal terms with men; It also emphases ensuring their rights to own property as well as their other human rights are respected and that they are excluded from the enjoyment of the fruits of their labor or from Performing public functions and becoming decision makers. If we can see, the FDRE constitution adopted in 1995 has properly dealt with the issue of gender equality, equity and human rights in several articles.

The separate article (35) has been included with the view to address the specific needs and problems of women. Article 35(3) of the FDRE constitution cited in Ministry of Education's Gender Mainstreaming Guideline Document (2004, p.18) cited by **Biresaw (2007)** states as: in recognition of the history of inequality, and discrimination suffered by women in Ethiopia, women are entitled to remodel and affirmative measures. The purpose of such measures shall be to enable women compete and participate on the basis of equality with men in political, economic and social life, and to gain access to opportunities and in public and private institutions.

The Developmental Social Welfare Policy was formulated by the Ministry of Labor and Social Affairs in November 1996.The Policy aim to explain that war, famine and the economic crises of the past decades have harmed vulnerable groups, i.e., women, the elderly, children, youth and the disabled. It also explains that women are underrepresented in every sphere, including education, employment, politics and other key decision-making positions. The Policy also highlights the significance of gender mainstreaming in all programme's, projects and services (FDRE, 1996).

The Cultural Policy formulated in October 1997 indicates that cultural behaviors, practices and attitudes that support and promote stereotypes and prejudices against women would be slowly eliminated, and conditions would be created to promote gender equality. The content of the Policy clearly elaborates the unfavorable situation of women, and emphasizes the need for a change that ensures women's active participation in all cultural activities and guarantees them equal rights to various benefits, such as recognition and decision- making power in the various traditional celebrations and institutions, elimination of

HTPs and promotion of cultural practices that promote women's welfare (FDRE, 1997).

In general in Ethiopia, the national machineries are represented by the MoWA at federal level, Bureau of Women's Affairs at regional level, Offices of Women's Affairs at zonal or Wereda level, and the Women's Affairs Departments (WADs) opened in the various ministries, agencies and commissions for the sake of fulfilling their right and keeping of their benefit in every aspects.

2.13 Challenges for mainstreaming gender in policy formulation/Programs

Limited adoption of gender mainstreaming approach from the beginning of policy processes i.e, from situation/problem analysis, prioritization/policychoices, implementation, monitoring and evaluation and impact tracking.

Limited and uncoordinated institutional mechanism for gender mainstreaming at national/Scrotal levels Information and knowledge gaps: lack of gender disaggregated data in most of the government sectors and departments such as health and education and lack of technical levels

Unsustainable institutional gender capacity including conceptual clarity on gender backstopping to support on gender mainstreaming efforts at various mainstreaming (skills, systems, tools, accountability) for effective implementation and monitoring .Difficulty in developing tangible gender indicators because most of the gender indicators are qualitative. **(**Haifa and Ghazaleh ,2007.**)**

3. SAMPLE OF THE STUDY AND SAMPLING METHOD

3.1. Sample Size

It is true that probability sampling may not be always required for all studies. Some research situations call for non-probability sampling techniques.

In this study, non-probability sampling was employed to select the informants of the study. In this regard, the informants were purposively selected on the basis of their knowledge and the work they perform on the issue of woman what the researcher targeted. In other words, the researcher planned to select purposively based on the conviction that department heads, team leaders, planners, and gender experts working in their respective organizations was been in

the sample because of they are dealing with gender equality and women's empowerment issues .With the sample size of fifty respondents were selected from different categories such as, department head and Deputy Department Heads on one hand, and planners team leaders and gender experts on the other hand .From the total numbers of participants included in the study ,42 were interviewees and 8 were focus group discussion participants. More specifically, interviewed subjects included in the study were 10 department and deputy heads of poverty reduction departments, and five planning expert of selected sector. The remaining subjects were those who participated in the focus group discussions held in the study sectors.

3.2 Sampling procedure

Informants whose work experience greater than1 , those who directly working on woman issue and influential person or department heads ,deputy department heads were purposively included in other word based on the conviction that department heads, team leaders, planners, and gender experts working in their respective organizations was been in the sample and those whose work experience less than one year and those don't direct relation with the issue of woman were excluded in the sample.

3.3 Inclusion and exclusion criteria

Inclusion criteria

Informants whose work experience greater than1 , those who directly working on woman issue and influential person or department heads ,deputy department heads were purposively included in other word based on the conviction that department heads, team leaders, planners, and gender experts working in their respective organizations was been in the sample because of they are dealing with gender equality and women's empowerment issues .

Exclusion criteria

Informants whose work experience less than 1 year and those their educational level were less than diploma were excluded since they are not rich enough to give appropriate response in the issue.

3.4 Data collection tools

In this study, four types of data collection instruments were developed and utilized to increase the span of information obtained from the respondents of the study. The methods of data collection include structured questionnaire, semi-structured interviews; focus group discussion, checklists, and document analysis.

Interviewer administered structured questionnaire

It was used for data collection among selected persons through inclusion criteria. The main themes of the questionnaire were demographic data; different concepts and issues related with woman welfare and gender mainstreaming, capacity building and training and issues related to gender focal person.

Semi-structured interview guide

These interviews were made with, department heads and team leaders covered in the study sectors by maintaining privacy and comfort of the respondents. The total numbers of the interviewees were 40. The researcher has managed the over whelming majority of individual interviews. The interviewees are all diploma and first degree holders and can also express their views and opinions properly. As a result, the researcher did not use tape recorder during the time of interview session. The major contents included in these data collection instruments were views and opinions of department heads and team leaders on Welfare and gender mainstreaming issue, opportunities and challenges for gender mainstreaming practices, requirements for effective gender mainstreaming practices, their conclusion about futures etc.

Focus group discussion guide

The focus group discussions were another qualitative data collection method used in this study. This was undertaken in such a way that after having the necessary data from the respondents through interview, two separate FGDs were employed to triangulate the unclear ideas and information related to the subject under study. Some of the team leaders interviewed previously was invited to participate in the FGDs. This is because of the fact that the researcher strongly believes that invitation of the respondents from one category of interview technique to the other category (FGDs) would increase the span and reliability of the data collected for this study. The two FGDs were managed by the researcher and the note taking process was conducted by one HRM of the sector. There were a total of 8 discussants (5males and 3 females). Each focus group had 4 discussants.

The FGD participants were those team leaders of the study sector, planning expert of the zonal finance and economic department, gender mainstreaming focal person both junior and senior experts currently working in Five poverty reduction departments. The major issues raised during the focus group discussions include knowledge and understanding of welfare and gender mainstreaming, how they can work with team of different departments on gender issue of specially on woman's, the practices of gender mainstreaming in the study sectors, the current opportunities and challenges or constraints that might facilitate/hinder gender mainstreaming practices to run woman issue in their respective sector etc.

Document review checklist

A checklist was also prepared to extract data from personnel records, performance reports and other written documents. In addition, key documents such as national policies and strategic plans were reviewed and incorporated to enrich the findings of the study.

Pre-testing

The interviewer administered structured questionnaire was translated into Amharic language and was pre-tested before data collection in other area which was similar to the study area. The logical sequence of the questionnaire and the appropriateness of questions, the wording and clarity of language were checked after pretest. And data collection tools were modified according to the pretest findings.

3.5. Data collection field work

Data collection was conducted by the researcher and one human resource management focal person to take the view and opinion of the focus group discounts.

3.6. Data quality control

The collected questionnaires were reviewed and edited on daily bases; immediate feedback was given for the problems.

3.7. Study variables

The study variables were gender main streaming ,Training period (no of month),Evaluation period (no of weak),Work experience, Political leader ship support, Presence of gender focal person, Knowledge about gender mainstreaming and welfare, Ways of communication.

3.8. Data management and analysis

All questionnaires were first checked for accuracy, cleaned manually, coded and then data were entered, edited and analyzed. The quantitative data was analyzed using statistical package scientific software version 16 for windows. Simple descriptive statistics (frequency and percentage analysis, and cross-tabulation) was used to analyze the data. Tables were used to present the findings.

The transcribed text from each informant was translated from Amharic to English. The data were transcribed and analyzed manually, in line with the evaluation dimensions. The texts were read repeatedly to identify major themes. Finally an overall interpretation was done, about how thematic areas related to one another, explaining how the various concepts relate one another.

3.9. Ethical Considerations

In the first place, the thesis advisor and the Graduate School public management approved the thesis proposal. In addition, the researcher followed logical procedures in every stage of data collection processes. Accordingly, the interviewer were introduced about subjects of the study and the purpose of the study then informed sanction from the respondents and responsible officials of the organizations covered by the study was obtained to discuss with and interview them about the subject under discussion. Therefore, on the basis of these ethical principles, efforts were made to get the verbal consent of the respondents and confidentiality would be assured and kept throughout the process of this research work.

4. DATA ANALYSIS

Knowledge of the respondents about gender mainstreaming and welfare

Table 1: Knowledge of respondents about gender mainstreaming and woman welfare, 2014

Variables (n=48)	Frequency	
Knowing the concept of gender main streaming		
Yes perfectly I know	3	6.2
Yes moderately I know	29	60.4
No I have no idea	16	33.3
wing the concept of welfare		
Yes perfectly I know	6	12.5
Yes moderately I know	25	52.1
No I have no idea	17	35.4

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Why welfare plan is needed		
For compensating previously affected community	6	12.5
For helping minority	6	12.5
Bringing equality	23	47.9
Presence of minority and vulnerable group	13	27.1

Majority of respondents 29 (60.4%) and 17(52.1%) did know moderately, 3(6.2%) and 6(12.5%) did know perfectly and 16(33.3%) 17(35.4%) have no or little idea about concept of gender mainstreaming and woman welfare respectively. Almost half of the respondents, 23 (47.9%) reported the need of welfare was for bringing equality among gender. About a quarter of respondents, 13 (27.1%) believed that welfare is needed due to presence of minority and vulnerable group. Yet, a little below one fourth respondents, 6(12.5%) said that for compositing previously affected community and with similar figure they say's due to presence of minority.

Issue related with gender focal person

Table 2: Issues related gender focal person about respondents' response,

Variables (n=48)	Frequency	(%)
Ways of communication with other department Report	30	62.5
Meeting	5	10.4
Evaluation	3	6.25
Other	10	20.8
Kind of support woman affair provide to other department gender focal person		
Training	4	8.3
Financial	-	-
Material	-	-
No support	44	91.7
Other		
Dose responsibility and duty of gender mainstreaming focal person clearly stated		
Yes	14	29.2
No	34	70.8
other		
Challenges of gender mainstreaming		

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Lack of gender awareness and sensitivity	14	29.2
Lack of commitment	8	16.7
Lack of technical capacity	8	16.7
Political leadership influence	18	37.5

Gender focal persons should be able to play as a principal resource persons and reference points in a particular organization on the issue of gender especially on woman kipping other input constant for example when we see the response of respondent about way of communication, 30(62.5%) of the respondent respond that by report,5(%10.4), by meting3(6.25%) and other respondent. With regard to the kind of support given to other department gender mainstreaming focal person 44(91.7%) respond that no support were given and the rest 4(8.3%) respond that training was given. About the responsibility and duty of gender mainstreaming focal person clearly listed issue 34(70.8%) of the respondent say's not listed and 14(29.2%) say's it is listed. In relation to challenges of gender mainstreaming, 18(37.5%) complain that their lack political leadership support, 14(29.2%) Lack of gender awareness and sensitivity, 8(16.7%) lack of technical capacity and 8(16.7%) lack of commitment what they responds.

Table 3: Knowledge of respondents about woman welfare

Variables (n=48)	Frequency	(%)
Comment on welfare activity of department	-	-
Performed very well	12	25
Performed moderately		75
Not satisfactory		-
No welfare activity at all		-
Other		-
Dose existing woman welfare can address woman problem	-	-
Yes	48	100
Partially	-	-
No	-	-
The reason not fully address the problem woman		
Lack of proper applicability of rules and regulation	20	41.7
Lack of accountability	6	12.5
Lack of commitment on the issue	7	14.6

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Lack of cooperate teamwork	15	31.2

About the welfare activity of woman 36(75%) of the respondent respond that not satisfactory and 12(25%) say's that they performed moderately, in relation to this 48(100) respond that this welfare activity can solve or adders woman problem partially. Majority of respondents 20 (41.7%) response indicate that lack of proper applicability of rules and regulation can have a negative consequence on achievement of our goals and objective .Once the rules and regulations are formulated they have their own aim and objective so leading activities based on pre-defined rules and regulation was all most essential. 15(31.2%) response that lack of cooperate team work can negatively affect woman welfare even if there is favorable conditions for woman what they said**.** lack of commitment*:* It is true that commitment plays vital role for the accomplishment of any activity.7 (%14.6) of the respondent say's lack of commitment leads to not achieving the goal and improper applicability of woman welfare and gender mainstreaming issue. Commitment at the highest level would lead to the allocation of space and resources for mainstreaming gender in development plans and programs and work by the use of maximum effort for woman welfare. Finally, 6(12.5%) of the respondent says that lack of accountability affect woman welfare because of that they negligent for accomplishment.

Issue Related With Capacity Building And Training
Table 4: Issue related capacity building and training about respondents' response, 2014

Variables (n=48)	Frequency	(%)
How you explain the training process of your department		
The right person is send to train	13	27.1
The right person is not send to train	30	62.5
Other	5	10.4
Does your department carry out a kind of survey		
Yes	-	-
No	48	100
For the above question is no, why?		
No attention was given to carry out study	2	4.2
No idea and comment was give	36	75
No financial support was given	10	21.8

Source: primary data 2014

Majority of the informant respond that 30(62.5%) they complain the right person is not send to training and 13(27.1%) say's the selection process was right and the rest 5(10%) respond silence or no response at all. With regard to the study taken or survey no study at all with full voice of 48(100%).this is the reason behind that 36(75%) No idea and comment was give, 10(21.8%) No

financial support was given and 2(4.2%)   No attention was given to carry out study.

5. DISCUSSION OF MAJOR FINDING

Findings and Analysis of the study was presented in line with the stated objectives of the research. Consequently, this section discusses the major findings that lead to the conclusion and recommendation of the study.

Knowledge and Understanding of Gender Mainstreaming and Welfare

First and foremost, it is important and significant to know the knowledge and Understanding of those actors who involve in planning, implementing, monitoring and evaluation of different programs or projects in the selected sector department, In view of this, opinions and perceptions of both the informants and focus group discussants were explored and presented below.

Those informants and focus group discussants of the study such as planners and senior experts who are currently working in woman affair of the zone had better understanding of the concepts Such as welfare and gender mainstreaming. However, those interviewees and focus group discussants   which they came from other department did not have clear ideas on concepts Such as welfare and gender mainstreaming.

For instance, an interviewee from Education department attempted to define woman welfare said "welfare means being equal" and "gender mainstreaming is a strategy to bring gender equality between men and women"

Other discussants that have also less work experiences or junior experts currently working in water department they did not have clear ideas and concepts like welfare and gender mainstreaming. According to these informants, welfare in general means health and defines gender mainstreaming strategy ending with compilation of sex- disaggregated data in the document of planning and related reports.

I think these concepts are well understood by those who involve in gender and gender related works that work on woman affair ,Still another interviewee had little knowledge what gender and gender mainstreaming means and those participants and FGD say's" even if we was in a position of gender mainstreaming but we don't have a clear idea about these issues. Because once we are employed we didn't get training, no close supervision as result we didn't as such influence on the issue of woman welfare and gender related activity".

From this perspective, planners, senior experts and junior experts who are currently working in department of water, transport and education have little knowledge on concepts such as welfare and gender mainstreaming and how to integrate the issue of gender in their practical work this affects woman welfare. Given such an attitude, one can conclude from this data that the issue of welfare and gender mainstreaming among development practitioners including planners has not yet gotten a fruitful ground to develop.

Those informants who are currently working as gander mainstreaming focal person of health, agriculture and Women's Affairs Office in particular had better understanding on concepts like welfare, women in welfare plan and gender mainstreaming the reason behind is that thorough their stay in that organization they get work experience and training because they are previously on woman affair department.

Institutional Mechanisms for Welfare Practice

The mere existence of National Policy on Ethiopian Women is no guarantee for its implementation. The necessary mechanisms for its implementation such as structures for coordination and monitoring are equally critical. Gender mainstreaming at zonal Women's Affairs department of all level and gender focal persons located at different sector department's need to be put in place to coordinate and implement gender mainstreaming activities at all, they work coordinately, they can develop sector gender mainstreaming plan by developing gender mainstreaming committee who follow all the issue. In this regard, attempt was made to assess the current institutional mechanisms prevailing in the study sectors.

In order to get better information on the existing institutional mechanisms and functions, Interviews and discussions were conducted with Women's Affairs staff and gender mainstreaming of other five poverty reduction departments. Several issues were raised related to the duties and responsibilities of the department .According to their responses; the relation with zonal gender mainstreaming, there is no close supervision most of our communication was through report, and no team work at all; we can perform what it seems us right and no training to build up our capacity to influence gender issue.

Gender Focal Persons:

Theoretical discussions show that gender focal persons should be able to act as a principal resource persons and reference points in a particular organization on the issue of gender especially on woman with this guiding principle, assessment was made to explore the activities of gender focal persons in their respective sector department. Accordingly, gender focal persons were established in different department. However, their duties and responsibilities are not clearly stated and even known by their respective organizations. The situation of gender focal persons in the two study sector department that is, in education & water ,As it is observed during data collection process, gender focal persons who are currently assigned in the above mentioned department not to be function properly as experts themselves. Because, they are young and inexperienced and they are not provided any gender training As a result, they lack the capacity to influence and implement gender and gender related activities in their respective sector department. In opposite to this gender focal person those who work on health and agriculture department have a good ending because previously they are work on woman affair department as gender mainstreaming expert and know the work on aforementioned department

Techniques and Tools used by the Study department for Welfare practice and gender mainstreaming.

Techniques and tools such as statistics, surveys, gender mainstreaming guidelines and Checklists are important instruments for putting welfare and gender mainstreaming issue into practice.

Regarding this, an interviewee from education department said: We do not have systematic and comprehensive techniques and tools Prepared in our department to mainstream gender issues However, some Initiatives are being practiced such as different HIV club was created at primary and secondary school, for girls who came from economically in active family different support were provided like, giving of education materials, modes hostel and the like for those who came from poor family ,preparation of annual education Abstract, preparing elementary level curriculum, publishing text books and ensures the availability of teaching aid materials in compliance with education policy and strategy.

Major Challenges for Gender Mainstreaming Practice

Challenges or problems that might affect any gender mainstreaming practices in different public sectors can also significantly affect welfare practice. This is because of the fact that gender mainstreaming means paying sustainable attention to equality between Men and women in development, policies, strategies and operations. To this end, the Informants and discussants in the study mentioned a number of challenges or constraints that hinder gender mainstreaming work in their respective sector department. Some of these challenges include lack of commitment on the part of decision making bodies, lack of gender awareness and sensitivity, in sufficient resources both financial and human, unclear mandate, limited amount of budgetary allocations and lack of appropriate linkages within and among line sector lack of political leadership influence, etc. .It was also mentioned that there is no staff commitment or support to promote the issue of gender this in return can affect welfare practice. Those people particularly working in the decision making positions who were also the informants of the study further disclosed as saying "we are interested to promote gender in our institutions, but when it comes to the practical level, no one is doing it. It is only gender focal persons who push for the promotion of gender issues. "Findings indicate that lack of gender awareness and resistance to gender equality principles are difficult challenges that cannot be tackled only by gender focal persons assigned in each sector department. It was also confirmed by the informants that gender mainstreaming cannot be achieved without gender awareness, sensitivity and analytical skills of those involved in promoting gender and welfare works.

The focus group discussion participants also reported that a systematic training program designed for various levels of personnel and given on continuous basis with concrete linkages to the particular sector under review is a must. Incorporation of gender dimensions in project or program document does not automatically mean full implementation of gender mainstreaming practice.

Gender focal persons currently working in the two study sector department (Education and water and energy department) remarked their views and opinions as follows: there is lack or less political leader ship influence there is always tendency to push all women's issue to gender focal persons. There is also little or no support from top level managers. Most of them do not give us the necessary support so as to facilitate gender and gender related works at all levels within an organization. Moreover, other discussants remarked the situation as "the policies are there, but when we really try to make gender a cross cutting issue in our organization, it becomes very difficult because no one gives due attention."

The findings of the study also show that Lake of technical capacity horizontal and vertical linkages is weak at formal level in Women's Affairs Office. To coordinate women issue sectoral plans, Women's Affairs office should have adequate or appropriate linkages with other line sector department and with gender focal persons located in sector department. Given the enormity of the problems facing women, this Office cannot improve the conditions of women on its own. Findings in the study further revealed that Women's Affairs Office has little information on the activities of sector department and little connection with. This constitutes another critical organizational limitation to the capacity of Women's Affairs Office. In addition to this, qualitative data collected from the informants and discussants also revealed that lack of gender disaggregated data, which is critical for planning, monitoring and evaluation purposes are critical problems that each sector bureaus encountered in their day- today activities .Another challenge pointed out by the discussants is the existence of unclear mandate on the part of gender focal persons located in the two sector department. Gender focal persons in sector department need to have clear mandate and responsibility to coordinate and implement Gender mainstreaming practice in their respective department. Moreover, gender focal persons need to share experiences and gain lessons through networking. Attendance in relevant meetings in and outside the City should be encouraged to update knowledge and build alliances with like-minded organizations or sector departments. Gender mainstreaming is a transformational process requiring changes in personal attitudes, behaviors and working habits of individuals within an organization. Changes in an organizational culture should be reflected in the case of gender inclusive languages and avoidance of stereotyping in communication portrayal and behavior.

6. CONCLUSION

Senior decision making positions in the study sector department are dominated by men except in the case of Women's Affairs Office. As indicated in the findings of the study, women are highly underrepresented in higher-level positions such as department heads, deputy department heads and team leaders.

When we see the welfare activity on poverty reduction sector is not a such satisfactory for example on water department even if their planning is not sex-disaggregated, simple they work as generally not gender specific; similarly on transport and road department, in reverse to this the activity which was performed on health and Agriculture it is somewhat good performance there is under ground work or tangible activity and the presence

gender main streaming activity were result a change on those department.

With regard to knowledge and understanding of welfare and gender mainstreaming, most informants and discussants did not have clear ideas on the issue under discussion. However, few informants and discussants whose duties and responsibilities directly related to gender and gender related activities had better understanding of the concepts.

Most of the respondent knowledge toward welfare and gender mainstreaming was looks like completing sex-disaggregated data on planning as well as report analysis document.

Institutional Mechanisms for Welfare Practice Agencies with a mandate for the advancement of women established within and by governments for integrating gender concerns in development policy and planning as institutional machinery for the advancement of women suffers from a list of handicaps that hinder the implementation of gender and gender related activities. Some of these handicaps lack of awareness, team work (they look woman issue as woman affair issue only) or constraints include limited role in decision-making, shortage of staff, budgetary limitations and lack of capacity to give technical assistance for line sector department

Techniques and Tools used by the Study department for Welfare practice and gender mainstreaming: Gender focal persons are located in the study sector department to coordinate and implement gender mainstreaming activity in their respective bureaus. However, the findings indicate that gender focal persons did not properly function their tasks with striking similar constraints that include an unclear institutional mandate and their subordinate in their respective department' hierarchy. Their status as implementers or facilitators is not clearly drawn in their respective department. As a result, they do not have their own job descriptions and their networking patterns within the department and outside their department is weak.

Current Opportunities for Gender Mainstreaming Practice
Know it is the time that some different favorable condition exists on gender mainstreaming practice. For example different policy and strategy, there is different NGO that work on gender issue.

Major Challenges for Gender Mainstreaming Practice

Conducting gender awareness training to a cross section of the department .Despite the human resources and time invested in training, facilitation, coordination, implementation of national women's policy, the Office staffs have encountered structural and technical barriers in their work. The informants and discussants further reported that among the key challenges the Office is currently facing the lack of sufficiently qualified number of staff to effectively carry out its mandate, inadequate training in gender analytical skills, and lack of access to working tools or methodologies are among the key constraints or challenges.

7. RECOMMENDATION

There have been many strategies to achieve gender fairness through different means. The new strategy of gender-mainstreaming, which was established as a major global strategy for the promotion of gender equality in the 4thWorld Conference for Women in Beijing in 1995. It was recognized during the convention that achieving greater equality between women and men will require changes at many levels, including changes in attitudes and relationships, changes in institutions and legal frameworks, changes in economic institutions and changes in political decision-making structures. Therefore the gender mainstreaming was introduced as a strategy to incorporate into all policy making process so as to bridge the gap of gender inequality in all these domains so with regard to this for effective accomplishment of woman welfare firstly deep understanding why gender mainstreaming strategy is needed and then brief understanding as well as bringing attitudinal change is essential.

Each sector department should encourage and support the exposure of women's Affair and gender mainstreaming focal person currently operating in each department to benefit from networking opportunities.

Capacity-building**:** For best practice training of department heads ,deputy department head and planning expert long and short team training accomplishment of gender mainstreaming issue in general and welfare issue in particular. Governments provide adequate human resources to national structures dealing with gender issues. National statistical offices are assisted to strengthen gender data collection and dissemination. Data users are trained in the analysis and use of these data for planning, monitoring and evaluation. National capacity is built in the civil service, universities and think tanks to undertake gender research and gender-sensitive programmes.

Coordination: clear lines of communication, roles, responsibilities, accountability and levels of authority are established within the public sector. Coordination frameworks must define specific terms for collaboration and partnership between the public sector, development partners and the private sector (including non-governmental organizations), for the effective coordination of gender mainstreaming at all levels.

Establishing gender mainstreaming committee at cabin level for the sake of influencing gender issue in general and woman in particular

Responsibility and accountability**:** department women children and youth affair gender mainstreaming focal person and other department gender mainstreaming focal person agree on a division of tasks for gender mainstreaming in their areas of responsibility and expertise. The core functions of gender officials are institutionalized in all departments to ensure gender concerns are mainstreamed into all programmes and activities. Accountability for the achievement of woman welfare is the responsibility of the highest authority in all departments.

Advocacy: Zonal government and expected department strengthen their advocacy and develop partnership with civil-society organizations in conducting education and information campaigns aimed at mainstreaming gender concerns and enhancing collective responsibility for mainstreaming and accountability.

Monitoring and evaluation**:** Instruments of accountability within and among department of department heads ,deputy department heads , planers , gender mainstreaming and other experts in general should be made gender responsive and strengthened to achieve woman welfare and gender mainstreaming strategy in general in all sectors. Ultimately, for gender mainstreaming efforts to have an impact, governments must promote the legitimacy of women's participation in decision-making and increase women's representation in public institutions so as to achieve positive outcomes for welfare issue, equality and women's empowerment. Public institutions impact on and through women. Women's access to the important decision-making structures of these institutions means they can begin to influence them in ways that make them more accountable to women, more women friendly and better able to take measures to promote greater gender awareness.

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