

Impacts of Gender Differences on Women's Participation in Community Work in Abbay Chomman Woreda, Ethiopia

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Abstract

Though the participation of women in economic development and community work usually realized low as a whole due to various reasons, the contribution of gender in creating the difference in terms of their status even among the participatory women is untouched area. For instance, the research conducted by Atinafu Diga (2013) on assessment of economic empowerment of women the related studies entitled Assessment of economic empowerment of Women in Kolobo kebele, Abay chomman Woreda dealt with only inadequate economic empowerment problems and low participation of Women in educational leadership areas respectively as their overall findings. As a result, this study is undertaken to assess the status of women disparity to participate in community work in case of kolobo kebele, Ambo town, Oromia Regional State; Ethiopia. This study is descriptive in nature. For this particular study, both quantitative and qualitative research approach were employed. In doing this research paper, of the total population, 79 samples were selected from the town selected using simple random and purposive sampling techniques. Here, 79 were responded for the 20 close-ended questions of the questionnaire and another 10 were responded for open-ended questions of the interview. To analyses the quantitative data, techniques such as tabulation, percentages, and numerical figures were employed to. On the other hand, Narration and comparative discussion were covered to analyse the qualitatively collected data.

Key words: Abaychoman woreda, Gender, Women and Community Work

1.1 Background of the Study

Gender inequality is entrenched in social, economic, cultural and political structures and thus closely intertwined with every development challenge ranging from the elimination of poverty to the promotion of peace and democracy. In other words, countries will not be able to combat poverty and ensure sustained development without a deliberate attempt to overcome gender inequality. In the last twenty years, there has emerged a wealth of knowledge and experience on the nature of gender based discrimination as well as the steps needed to achieve gender equality. It has also been realized that the attainment of equal rights between the two sexes and improved women's status benefits men as well. For instance, educating girls translates into better conditions for

the whole household, in terms of better health, nutrition and education for the family (MoWA, 2006-2010).

Women's education, employment, and earnings are essential in the fight against poverty, not only because of the direct and interrelated contribution they make to household welfare, but also because of the personal power they provide women in shaping and making family decisions and in redirecting household spending on essential needs, especially in favour of children's health and education (UNICEF 1999). In some developing countries, mother's schooling is also found to have a larger impact on girls' education than that of the father (Hill & King, 1995).

Gender disparities in terms of opportunities, security, and participation have

become important issues for economic development for Africa in particular, not least because of their potential negative effects on that can result from the execution of women in employment on both sustainable growth and poverty reduction. This is the reason gender equality is now among the aims of most In community work Strategy Papers (PRSPs) and is also one of the United Nations Millennium Development Goals (MDGs) (Jorge et al, 2010).

However, despite receiving increasing attention in Africa, international comparison based on the World Economic Forum's Global Gender Gap Index reveals that most African countries for which data are available rank particularly poorly in terms of economic participation, education, health, and political empowerment (World Economic Forum, 2009). Yet, still relatively little is known about gender inequality in many African countries, and even less is known about how to design more effective policies to reduce them.

Indeed, as the World Bank (2012a) has noted, gender equality in employment is both about economic empowerment, fairness, equity, increasing productivity, reduction of efficiency losses, widening of the base of taxpayers and contributors to social protection systems, improving the opportunities and outcomes of the next generation, enhancing development decision-making, greater opportunities for businesses to expand, innovate and compete, freedom, fostering sustainable and inclusive growth and development (World Bank, 2012a).

In most patriarch societies, females are regarded as the inferior of the species, sustainable and all round developments of society cannot be brought without the full and unreserved participation of women and men in the development process and such balanced development should also call for the elimination of all form of discrimination and the protection against all form of violence against women

World Bank (1998). According to World Bank(1998), although women constitutes two-third of the world working hours, produce half of the words foods and above all, bear, and rear children, women continue to suffer from all forms of discrimination and from the absences of adequate protection against violence (World Bank,1998).

In many African countries and among those in Ethiopia, a gender issue has become an important area of concern in national and sub-national economic development. Understanding the concept of gender is essential to our understanding of how development process affects women and men, girls and boys in different ways. Gender-based difference has implication for the development of economic and directly reduces growth by limiting women's articulation and reinforces power gaps (Jelaludinc *et al.*, 2011).

According to Meaza (2009), in Ethiopia the participation of women in different activities is generally outside formal work/employee due to structural barriers, unequal socio-economic opportunities and inadequate access to mentor and support network. The survey conducted by the (CSA, 2004), the percentage of female employees from the total number of employees by employment types, the highest was in domestic activities 78% followed by unpaid activities 59.3% and less than 35% in formal employment type. The breakdown of the Ethiopia federal government employees by occupational groups also indicated gender disparity, from federal government employees found in the clerical and fiscal types of job 71.3% were female, while the percentage of females was more than (51%) of Custodian and manual type of job. Women make up 25% and 18% of the administrative and professional and scientific categories, respectively; indicating that the upper and middle levels of position are overwhelming dominated by men (FCSC, 2005).

1.2 Statement of the Problem

Old traditional roles of men and women are hindering women's participation in development and women have no property and political rights in areas which are negatively affecting poverty alleviation. The income of Women are low as compared to men and most of them are totally dependent on men economically, which is also the reason of their exclusion from development and it affects in community work (Alam, 2010).

Gender disparity in developing countries in general and in Ethiopia in particular contributes for low status of living, low access to productive resources such as land, lack of access to education, unequal employment opportunities, basic health services, and protection of basic human rights, low decision making, violence, and harmful traditional practices. These are some of the indicators of the socio-economic marginalization of women in the country (MoFED, 2006). To change this, the current government has demonstrated its high commitment to gender issues that hinder long lasting change and equitable development in economic, social and political process of the country by creating conducive legal administrative policy to ensure gender equality (MoFED, 2006). The commitment is witnessed or seen by gender and development measures taken by the government as well as has formulated various economic and social policies that served as a base for the formulation of sector development program and enhance the participation of women in political, economic and social development of the country (MoARD, 2010).

However ,the status of women in study area compared to men are obviously in disadvantageous and hold lower position in all economic, political, social, and cultural affairs. Although ,institutional measures and many efforts have been done by government due to the multidimensional problem faced by women, but

there are still difference on historical and socio-economic indicators between men and women in community work engagement and all of which demand continued comprehensive action.

Beyond this, the data gained from Abbaychomman woreda municipal office report reveals that, the existing public institution top leadership and decision making positions held by females are too small. As the statistics released by ACWAO, in 2008 E.C among all government employees' only 21% was given for females. Aside with, only 22% of the employed females are professional graduates compared to 78% of professional male employers. This definitely ensured the existence of considerably high extent of gaps in actual practice of ensuring gender equality in real community activity of the study site Woreda. Among the labor forces in different sectors, 73.3% were male and 27.7% were female (ACWAO, 2008).

This all implies that the participation of women in community work is still very low due to the prevalence of gender inequality and the difference between men's and women's are often not fully recognized in community work strategy at grass root level. Because of these, the researcher has to be interested to conduct studies with considering the aforementioned points as a ground and would like to fill left over gaps of other related studies in the area.

1.3 Objective of the Study

1.3.1 General Objective of the Study

The general objective of this study is to assess the impact s of gender difference on women's participation in community work in kolobo kebele, Abaychomman woreda, Oromia Regional State, Ethiopia.

1.3.2 Specific Objective of the Study

The Specific Objective of the Study is to:

1. Identify the main causes of gender difference.

2. Distinguish the types of problems against gender equality in community work
3. Investigate the kinds of impacts
4. Measure the severity of the impacts of the existing problems

1.4 Research Question

1. What are the causes of the problem of gender difference in the community work of the selected study area?
2. What are the facing problems against equal participation women in varied community work areas?
3. What are the kinds of impacts?
4. To what extent the severity of the impacts of the gender disparity (gap) in community work like in education, employment, decisions making, economic empowerment, and in access to resources areas exists?

1.5 Significance of the study

The final findings of this study would be expected to be hopefully providing several contributions to varied beneficiaries. These are:

1. This study is significant as it tries to bring out factor that affect gender equality in community work and strengthens the link between the past with the present research work by identifying the missing gaps and expected to provide information on the obstacles that widen gender disparity in the study area.
2. It may also contribute significantly to increase the awareness of the society on factors and obstacles affecting gender equality and create an opportunity for them to understand the significance of minimizing gender difference in social, economic, and political affairs.
3. The findings of the present study will also hopefully help to change the awareness of women's about their contribution for in community work and sustainable development by

in sighting different experience that encourage them to use their effort which modify their life, in exercising their right and protect themselves from harmful practices that affects their health as well as to compete equally with men's in different affairs.

4. The study may also be taken as a guideline for policy makers in the area to improve the negative perception of the societies about the contribution of women for economic development and enhances their awareness about the importance of gender as a key development issue and adjusting policy direction to tackle major problem on gender disparity and take pertinent measures that can minimizing gender disparity.

1.6 Scope of the Study

This study was conceptually bounded only on assessment of the impacts of gender difference on women's participation in community work in Abaychoman woreda, 02 kebele. Geographically, the study confined only in case of selected kebele of Abaychomman woreda. Besides, it is very specifically delimited only on assessing the practical reflection during the current fiscal year of the actual implementation that strive to ensure gender equality and its meaningful impact for hindrance of the status of poverty of the target kebele .Lastly, the study has only assessing on variables like literacy level, educational attainment, credit facilities, employment, access to resource, livestock and some agricultural service and gender difference in power of decision-making in political affairs at local level are amongst the exemplary area.

1.7 Limitation of the study

There were shortage of finance, problem in transport access, lack of related literature sources which was conducted in the study site, and availability of secondary data on recent 5 years actual duties report practical duties was also the

other shortcoming of the study work. And also, some respondent were not interested to answer the question because they need some incentive that makes difficult for the researcher to get relevant information timely.

1.8 Organization of the Study

This study is organized in to five chapters. The first chapter deals with background, statement of the problem, objective, research question, significance of the study, scope and limitation of the study followed by Chapter two which deals with review related literature to the topic and the issue. The third chapter is concerned with methodology and procedures employed to collect and analyzed the data. The fourth describes the result of the research and discussion based on the finding of the research. The final chapter contains conclusion and recommendation of the study.

1.9 Operational definition

Gender-is a cultural construct, can be understood as the meanings that a particular society gives to the physical or biological traits that differentiate males and females. Defining gender as a cultural construct suggests that gender is largely due to nurture or cultural practices and ideas, not to “nature” (Marcia-Lees & Black, 2000).

Gender Planning is a technical and political processes and procedures necessary to implement gender-sensitive policy and practice .The purpose of gender planning is to ensure gender-sensitive policy outcomes through a systematic and inclusive process (Reeves & Baden 2000).

Gender equality means breaking the restraints imposed by traditionally assigned positions and giving both women and men opportunities for giving their lives individual shape. It also means making unequally self- determined life possible for women as well as men, for think no body to conform to stereotypical notions of “men” and

“women”, regardless of whether these are meant “well” or otherwise) MOLSA, 2012).

Gender Equity refers to fairness to both genders in the assignment of duties/ responsibilities/ leadership roles, etc in making opportunities available and rewarding individuals for equal work (MOLSA, 2012).

Women Empowerment: Empowerment is an approach that aims at strengthening and broadening the power base of women in order to achieve greater self-reliance; emphasizes women's access to decision making. Empowering women means changing the conditions of their lives and equalizing opportunities between men and women (Bosena, 2004).

Gender Mainstreaming: Gender Mainstreaming is an approach or a strategy to achieving broad-based gender equality throughout society by getting gender issues into the mainstream (MoLSA, 2012). Gender Mainstreaming essentially means changing the way governments and organizations work so that the complexities and differences between men’s and women’s experiences, needs and priorities are equally valued, automatically considered and addressed from the outset, at all levels, in all sectors, at all stages of the policy and program cycle (Guday Emirie, 2005).

Gender Analysis-Gender Analysis is the systematic gathering and examination of information on gender differences and social relations in order to identify understand and redress inequities based on gender (Reeves & Baden, 2000).

Gender Roles and Behaviors refer to the social skills, abilities, and ways of acting thought appropriate to members of a society, depending upon whether they are male or female.

Gender Stratification connotes the system of unequal access of men and women to a society's resources, privileges and opportunities, and the differential control over these resources and privileges accorded by sex.

Gender Asymmetry refers to the situation in which men's and women's roles are not the same and their positions in society are not equal.

2. Review of Related Literature

2.1 Concepts and Definitions of Gender

Definitely, Gender, as a cultural construct, can be understood as the meanings that a particular society gives to the physical or biological traits that differentiate males and females. This provides members of a society with ideas about how to act, what to believe, and how to make sense of their experiences. Since gender constructs are cultural interpretations of physical differences, they are open to change. Defining gender as a cultural construct suggests that gender is largely due to nurture or cultural practices and ideas, not to "nature" (Marcia-Lees and Black, 2000).

Gender equality means breaking the restraints imposed by traditionally assigned positions and giving both women and men opportunities for giving their lives individual shape (MOLSA, 2012). Gender Equity refers to fairness to both genders in the assignment of duties/ responsibilities/ leadership roles, etc. in making opportunities available and rewarding individuals for equal work (MOLSA, 2012). Gender Roles and Behaviours refer to the social skills, abilities, and ways of acting thought appropriate to members of a society, depending upon whether they are male or female (Marcia-Lees & Black, 2000).

2.2 Gender and Development

Women are a key to development challenge throughout the developing world. Women are a

disadvantage at the household, community and social levels. Within the household, women have less access to and control over resource and limited influence over household decision. Beyond the household, women have limited access to communal resource and underrepresented in public decision making bodies ; have limited bargaining power in markets such as labor market and often lack opportunity to improve their socio-economic position (Elizabeth , 2008).

Gender equality and empowerment of women have long been considered as moral and legal issues. More recently, these issues have taken on a very different connotation, mainly in terms of economic efficiency. In fact, gender imbalances affect economic efficiency with regard to the allocation of resources as well as the enhancement of productivity for sustainable development (Dimitri Sanga, 2008). There is universal recognition that gender equality and women's empowerment are necessary conditions to achieve sustainable development, as supported by evidence of several studies. Cross- country analysis conducted by Klasen 1999 suggests that, if countries in the Middle East, Africa and south Asia has closed their gender gap in year of schooling at a rate achieved by East Asian countries between 1962 up 1990, the GDP in these countries could have grown by one- half percentage point per year. Udry et al. (1995) noted that if the government gave the same level of agricultural inputs and education to women, the yields obtained by women could increase by more than 20%.

On the other hand, efforts made by policymakers to tackle development issues usually encompass gender equality in one way or another. The Balamoune (2007) suggest that, it is extremely important to socio economic policies to promote the welfare of women in particularly by enhancing females literacy ,instigating contingent trade reform and growth promoting

policies. For example women's empowerment is not simply amoral issue but also may present an opportunity for growth. To properly support development efforts, there is a need for the production of gender-sensitive data in support of sound policymaking, planning, program formulation, implementation and monitoring (Baliamoune-Lutz, M., 2007).

2.3 Access, opportunities and rights of women's in Africa

Women from low income households need a range of services, including livelihoods training, financial management skills and market access. Access to information and communication technologies can be used successfully to find market contacts and information on prices. For example, women from remote rural areas are using mobile to access market prices (Chatham House and Vivid Economics 2010).

In security of propriety right deprive women of a safety net in time of crisis. Land and other natural resource are particularly important in rural livelihood activities together with the lives stock equipment and infrastructure needed to realize their productive potential. While women have access to the use of such assets, it is generally less secure and frequently depends on their marital status or relationship to household head. In rural areas in security of property right by women significant limits their access to water and grazing right. In security of tenure has been found to limit the period of time that women's allow their land to lie fallow in the Ghana context while in Ethiopia, it discourage them from renting out their land (katz & Chamorro 2003). The constraints women face in accessing land has repercussions not only on their ability to improve their productivity as farmers, but also on their ability to access other livelihood options. Without the ability to own, control, and mortgage land, obtaining credit to launch off-farm businesses is difficult (Asian Development Bank,

2013). Land ownership is often a precondition for accessing water. Ensuring equitable access to water for irrigation and productive use can address gender inequality and poverty (Dolan & Sorby, 2003).

Agricultural extension services tend to favour men and require travelling long distances to district centres making it difficult for them to participate (Dolan & Sorby, 2003). A FAO survey estimates that women farmers receive only 5 per cent of agricultural services worldwide and only 15 per cent of the world's extension agents are women. This goes down to 7 percent in Africa (Chatham House and Vivid Economics, 2010).

2.4 The Status of Women in Ethiopia

Status of women are their position or rank in relation to others, usually compared with that of men; measured in terms of educational attainment, employment and remuneration, occupational type, access to services and benefits, opportunities to participate in decision making and politics. In general, it indicates the place of women in a society to enjoy certain privileges, rights, duties, roles, power and authority. The right to control the number and spacing of their children is not enjoyed by the majority of Ethiopian women. Ethiopian women's status is low where they: (a) are generally poorer than men because they earn less; (b) are less educated; (c) are increasingly becoming heads of households, with no resources to support their dependents; (d) do not enjoy due acknowledgment for their labor contribution, particularly in agriculture, and (e) do not have decision making power. Ethiopia is a patriarchal society that keeps women at a subordinate position, using religion and culture as an excuse. These excuses have for many years have been supported by laws and legislation that uphold patriarchy and women's subordination. This has brought about and maintained disparities between

men and women, in division of labor, share of benefits, in law and state, in how households are organized, and how these are interrelated (Sida,2003).

2.5 Women and Leadership in Ethiopia

Ethiopia is a patriarchal society that keeps women in a subordinate position (Haregewoin & Emebet, 2003). There is a belief that women are docile, submissive, patient, and tolerant of monotonous work and violence, for which culture is used as a justification (Hirut, 2004). Like many African Countries, the majority of Ethiopian women hold low status in the society. Studies conducted by Almaz, 1991; Hirut, 2004; indicated that women have been denied equal access to education, training, and gainful employment opportunities, and their involvement in policy formulation and decision making processes has been minimal. Obviously, women play a vital role in the community by taking care of all societal activities. However, they do not enjoy the fruits of their labor and suffer from political, economic, societal, and cultural marginalization (Hora, 2014).

According to Meaza (2009), although there are many women who have played important political and leadership roles in the history of Ethiopia, only few are visible in the existent literatures (Meaza, 2009). In support to this idea, as Teshome (1979) in (Hora, 2014) stated, in Ethiopian history, women did great contributions in both out and in door activities especially in battles and other activities. They have been actively participating in rural area in agriculture, commercial, undertaking reproduction and social responsibilities. However, their misfortunes of living in the shadow of men have hidden from view such highly notable performances. They have been forced to lose confidence in themselves and so have been unable to act on their own action directly concerning themselves. Literatures describe that even if women's formal

participation in the highest leadership position was formally closed, it is documented that throughout the world, women had played critical roles in times of wars and peace as community organizers and activists.

Above all, for instance, an Ethiopian Women history, contributions and brilliant leadership role which have Emperor Minilik's (1877-1913) first formal wife, Bafena and second legal wife Empress Taitu had played unforgettable history and comes first when bone talk about Ethiopian women contributions. For instance, Taitu was acted as the chief advisor of Emperor with particular influence in the area of foreign relations. She holds high profile in the history for patriotism and uncompromisingly pursuing Ethiopia's independence (Meaza, 2009). These historical facts make it clear that despite their strengths, contributions and demonstrated leadership abilities, it has never been easy for Ethiopian women to ascend to formal political power (ibid).

2.6 Socio- Economic situation of women in Ethiopia

Fifty percent of the Ethiopian population comprises of women. They are actively involved in all aspects of their society's life. Though women's share of the division of labor differs from place to place and from culture to culture, their average working day is believed to vary between 13 and 17 hours per day. Actually, women who are involved in farming activities tend to even work longer hours. Most urban women are engaged in labor intensive activities that require time, minimum skill or no skill at all. Despite the subordinate status they have in the society, and their exclusion from most of the privileges and opportunities availed to their male counterparts, women's contribution for the survival of the household and economic and social development of the society as producers

and reproducers is indispensable (MOFLSA, 2012).

As mothers, care takers, producers, farmers and household workers the work of women not only supports families and communities but also the nation. Women, on the whole, often work for no pay at all, if they are paid, they usually earn far less than men. Their participation and benefits in basic health services and education have actually not reached the desired level. Though encouraging work is underway, women are the major victims of social afflictions. They face higher level of violence in their home as well as at work place, based on their sex. Although women's contribution to economic development and the welfare of the society is significant and multi-faceted, economic, political and cultural biases against women have hindered them from enjoying the fruits of their contribution (MOFLSA, 2012).

2.7 Gender in Trade and Industry

Women in the rural areas play vital roles in food production, preservation and storage. They are totally responsible for processing foods for consumption and marketing the surplus locally to generate income. Although women's participation in the traditional food processing is high, their participation at food processing industries is insignificant. The food products and beverages industrial group ranks first in terms of the number of establishments in the large and medium scale category. According to the statistical survey of May 1999, compared to other industrial groups, the manufacture of the food products also ranks first in terms and number of persons engaged. Of the total number of employees engaged in the manufacture of food products and beverages (medium and large scale industries) in the public and private, only 19% are female (Sida, 2003).

Women's low status in education, income and time constraint for self-advancement,

have hindered them from participating in employment in industries. They are either unaware about them, or are not given the required training, priority being given to men because in most instances men would have the necessary basic education to participate in the training. The number of Ethiopian women participating in industry and commerce is insignificant, due to lack of access to productive resources, such as land and credit, advisory services, training and information, and thus unable to benefit from industrial and commercial activities (Sida, 2003).

According to Zewde and Associates (2002) the Micro sector enterprises has the potential to contribute to economic growth, employment generation and poverty reduction. Micro enterprises in particular are considered important in contributing to the socio-economic empowerment of women. Zewde and Associates (2002) revealed that women entrepreneurs are mostly engaged in the trade and service sectors and have low representation in the small-scale manufacturing sector due to low levels of education and a lack of opportunities for training; heavy household chores that leave women less time to devote to their businesses; Lack of contact and exposure to the business world; and an issue that relate to ownership rights, which deprive women of property ownership in general, and means that they are unable to use land as collateral for accessing bank loans, etc..

2.8 Gender-Based Division of Labor in the Family

Gender-based social organization involves not only division of labor, but also values attached to each sex and behaviour by which the activities of each sex are evaluated socially and culturally. Hence, the gender-based division of labor in the family is based on gender roles and behaviours assigned to a man and a woman in the studied traditional peasant communities (Guday Emirie, 2005). In this connection, Hirut Terefe notes that,

“Gender roles are practices and activities carried out by men and women, which lead to an economically and socially constructed division of labor” (Terefe, 2000).

According to the local tradition, activities that are classified as falling within the domestic domain are meant only for females and activities related to farming for males. In practice, however, there is a “third category” of work that is performed by “boy-men” and “girl-women.” Both women and men participate in some agricultural tasks such as harrowing (*gulgualo*), weeding (*aräm*), field compacting (*təqtaqo*) and harvesting, while others are specific either to women or men. Most women are engaged in virtually all areas of agricultural activity, except ploughing, sowing, reaping and threshing. Despite the fact that agricultural activities are the main responsibility of men, women also participate in different crop-production and livestock production activities (Guday, 2005).

2.9 Inhibition of inheritance Right

Customary rules determine the individual rights over control of natural as well as human resources, customary rules enforce low regard to women by undermining their human rights in the society. Due to manipulations of these mostly discriminatory customs that determine the rights over control of resources, women's rights are usually undermined, and reflected in inhibition of their rights to property ownership, inheritance of common properties, control over fundamental assets, benefits from divorce, etc. Due to unfairness in gendered allocation of property and economic roles, women lack equal opportunities in livestock ownership without a male guardian (Pastoralist Forum Ethiopia, 2008). Most commonly, for married women property is under the control of men; in case the husband dies his family controls the property. Women do not inherit cattle from their father; only widows who had sons inherit property those who gave birth to

girls do not have the right to inherit (Pastoralist Forum Ethiopia, 2008).

The Asian Development Bank (2013) also asserted that a common problem as regards acquisition of land through inheritance or in marriage is that social customs that may be at odds with legal reforms which seek to achieve gender equality. Even when women inherit land, for example, the decision making power over such land may be assumed primarily by males in the family and by the husband upon marriage. Land registration practices in some countries record only the name of a male, based on the assumption that the male is head of the family, thereby limiting women's rights to the land. Traditional norms and the status of women in society may restrict women from inheriting land or other assets (deBrauw *et al.*, 2012).

2.10 Changing Women's Roles Continued Disparity

In the last two decades, there has been much progress in gender equality. In most developing countries MDGs show narrowing gaps, with rapid increases in girls' primary school enrollment, and significant increases in female life expectancy. Despite the progress, gender gaps remain. Women continue to be disadvantaged in terms of labor market outcomes and sustainable livelihood options (Van Staveren, (2013). World Economic Forum data indicates that while health and education gaps are closing, only 59 per cent of the economic outcomes gap has closed (Hausmann *et al.*, 2012). Women are disproportionately engaged in informal employment, earn substantially less, and their economic contribution has largely remained under-valued.

2.11 Structure to Address Gender Inequality at Country Level

In theory Ethiopia women have never been excluded from property\ land rights before and

after the 1974 Ethiopian constitution. Both before and after the 1974 Ethiopian constitution guarantees women and men equal rights own land and other resources on paper. But in practice there have been far from equals. Although they have equal right to own property in some part of the country, women have been deprived of their, the property they have including land, housing and livestock. In many traditions, women have little or no opportunity of deciding on buying and selling land. Their family members, husbands, brothers have made decision to buy or sell property belonging to women without consulting the first (Mersha Gebrehiwet, 2007).

The property right of women in the statutory law at the time of divorce and marriage is the same as men theoretically. But in reality it is strongly influenced by customary and religious law. Women in this religion are not given land since there is a belief that once they are married, they belong to their husbands' peace and families, and women do not share of land at divorce so they have to go back to their relatives or run away to other places to look for means of survival (Yigeremew, 1997).

Desalegn (1994) stated that when they divorce, women are limited to a share of movable assets, mainly livestock and grain and the husband continues to be the owner of the land that the peasant association originally allocated to all members of the household. He also noted that if a divorced women tries to take her land with her she will have two alternatives; either to live with the parents in laws in which case she cannot mobilize the necessary labors especially male labor in order to get her share of land ploughed, or she cannot remarry because most male members of the community are relative of her ex-husband neither can she go back to her family of origin because she cannot take land with her to other communities.

2.12 Efforts made by the Ethiopian Government to ensure gender equality

In response to these imbalances and many problems women encounter, the government of Ethiopia has made a number of efforts to address gender equality issues. These include adopting or ratifying relevant international instruments pertaining to gender; designing national instruments, including the Ethiopian Constitution and various other policies and establishing the national machinery for addressing gender issues.

2.12.1 International Legal Instruments-Ratified by Government

The Ethiopian government ratified the following international legal instrument to ensure gender equality and development.

The Convention for the Elimination of All Forms of Discrimination against Women (CEDAW):

The Convention on the Elimination of all forms of Discrimination against Women (CEDAW) established in 1979 marked an important step towards explicit prohibition of discrimination against women (Reeves & Baden, 2000). CEDAW defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. CEDAW commits States to incorporate the principle of equality of men and women into their legal systems, abolish all discriminatory laws and adopt those that prohibit discrimination against women. The Convention specifically mentions actions to be undertaken so that women enjoy equal rights in the areas of education, health and employment.

The Beijing Platform for Action (PFA):

It was adopted in September 1995 at the Fourth World Conference on Women is the other commitment that Ethiopia has made. The PFA deals with twelve critical areas of concern: poverty, education, health, violence, armed conflict, the

economy, power and decision-making, institutional mechanisms, human rights, the media, the environment, and the girl child. Furthermore, areas that required special actions were identified: education, social service and health, including sexual and reproductive health, the HIV/AIDS pandemic, the burden of poverty on women, violence against women and girls, and the development of effective and accessible national machineries for the advancement of women (United Nations, 1995).

Ethiopia has taken its commitment to Beijing PFA seriously. Though the Ethiopian Women's Policy precedes the PFA, the requirement for the national machinery stipulated in the Policy and implemented accordingly is in line with demands of the Beijing PFA. Furthermore, based on its economic and socio-cultural context, the Ministry of Women's Affairs (MoWA) had chosen seven priority areas among the twelve critical areas of concern and developed its National Action Plan on Gender Equality (NAP-GE) in order to ensure gender-equitable development. These were: Poverty and Economic Empowerment of Women and Girls; Education and Training of Women and Girls; Reproductive Rights, Health and HIV/AIDS; Human Rights and Violence against Women and Girls; Empowering Women in Decision Making; Women and the Environment; and Institutional Mechanisms for the Advancement of Women (MoFED), 2006).

Millennium Development Goal: The MDGs have been commonly accepted as a framework for measuring development progress by 2015. Goal 3 focuses on gender equality with the target of eliminating gender disparity in education, employment and political participation by 2015. Many of the targets set in PASDEP for the different sectors such as education and health are aligned with the targets of the MDGs. In fact, the main objectives of this five year developmental

plan are to lay the foundation for accelerated, sustained and people-centered development as well as to pave the way for attainment of the MDGs by 2015 (MoFED, 2006)

2.12`2 National instruments put in place by the Ethiopian Government

Recognizing the decisive roles of women in the socio-economic development process of the country and their lowest status, the Government of Ethiopia has taken legal and policy measures and programs, which are instrumental for addressing existing gender inequalities (MoLSA, 2012).

The Constitution of FDRE: The constitution of the Federal Democratic Republic of Ethiopia addressing women's in all aspects of social, economic, legal and political activities. The Constitution in its Article 35 states that women have equal rights to those of men in all spheres, including education, employment, and access to resources and management. These include rights and protections equal to those of men; equality in marriage; rights to full consultation in the formulation of national development policies, designing and execution of projects, especially when these affect the interests of women; the right to acquire, administer, control, use and transfer of property; and the right of equal employment, pay and promotion. Similarly, Article 35(3) of the constitution identified itself with women's historical legacy of the past and clearly states the retroactive positional truth by way of prescribing an affirmative action as a remedy to the women's discrimination. Article 25 of the constitution also states that all persons are equal before the law and discrimination on grounds of sex is prohibited. Furthermore, Article 42 (1) (d) of the constitution stipulates women workers right to equal pay for equal work (FDRE, 1995).

The National Policy on Ethiopian Women: It was formulated in 1993 by the then- Women's Affairs Office (WAO) with the objectives of creating and facilitating conditions for equality between men and women; 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. The structures of the national machinery to address gender equality and equity issues were clearly laid down in the Policy (TGE, 1993).

The National Population Policy (NPP): The National Population Policy formulated in 1993 was aimed at harmonizing the rate of population growth with the capacity of the country. The Policy focuses on the issue of gender and describes the important roles that women play in controlling population growth. It clearly stipulates that the situation of women has a direct bearing on the fertility level of any society and explains how education, employment and legal provisions that ensure the rights of women have been found to be correlated to their fertility levels and reproductive health (TGE, 1993).

The Ethiopian Education and Training Policy: One of the specific objectives of the Ethiopian Education and Training Policy is to introduce a system of education that would rectify the misconceptions and misunderstandings regarding the roles and benefits of female education. The Policy indicates that the design and development of curriculums and books should give special attention to gender issues. It further states that equal attention should be given to female participants when selecting teachers; training them, and advancing their careers (TGE, 1994).

The Developmental Social Welfare Policy: This policy was formulated by the Ministry of Labor and Social Affairs in November 1996. The Policy acknowledges 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 programs, projects and services (FDRE, 1996).

The Cultural Policy: The Cultural Policy formulated in October 1997 indicates that cultural behaviours, 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 unfavourable 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, and promotion of cultural practices that promote women's welfare (FDRE, 1997).

Pertinent Proclamations to gender in the sector: The Labor law proclamation N0.377/2003 has clearly stipulated different provisions to safe guard women's right upon the formation of employment contract. Especially part six of the proclamation deals with working conditions of women and young workers. Under this part article 87 prohibits discrimination of women on the basis of their sex on payment and employment. Article 88 grants maternity leave without deducing her wages. The entitlement for affirmative action's and maternity leave for civil servant women is covered by the civil servant proclamation N0.515/2007. Proclamation N0.568/2008 to provide for the right to employment of persons with disability has given

a responsibility to the employer to take measures to Provide appropriate working and training conditions and also to take all reasonable accommodation as well as assist to enable them to perform the work or follow training (MoLSA, 2012).

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa: The protocol promotes the elimination of discrimination against women and stipulates the categories of rights that women are entitled to. These include the right to dignity; the right to life, integrity and security of the person; the right to education, economic and social welfare; and the right to political participation and decision-making (African Center for Gender and Development, 2004).

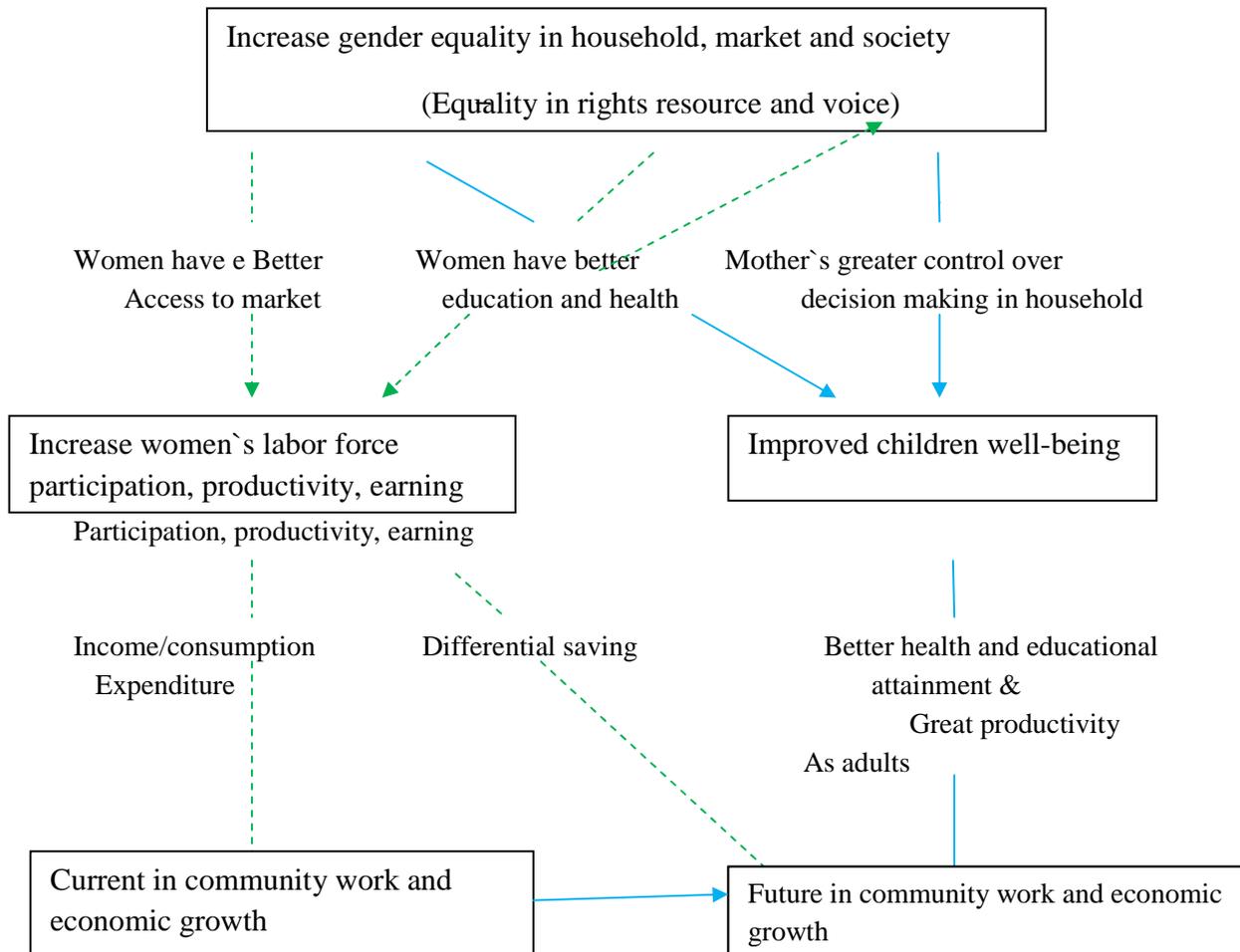
Ethiopian Women's Development and Change Package (2006): EWDCP is a strategy document designed to implement the ideals provided in the FDRE constitution, National Women's Policy and the National Plan of Action on Gender Equality. Women's development and change package came into action since 2005/06 to facilitate the implementation of NAP-GE. It has shown explicitly the government's commitment to mobilize women and enhance their participation and benefit from economic, social and political activities. The package has rural and urban categories and clearly states the major

strategic forces to solve women's problems are women themselves (Ministry of Women's Affairs, 2006).

Plan for Accelerated and Sustained Development to Poverty (PASDEP): PASDEP was one of the main implementation strategies designed to achieve gender equality in all development goals of the country. PASDEP has twin goals of reducing poverty and ensure gender equality (MoFED, 2006). This strategy is an overruling framework for all policies and programs in the country and is envisaged to address not only the nationally set development priorities but also the internationally set goals such as the Millennium Development Goals (MDGs) declared to address poverty.

The Growth and Transformational Plan: The goal of the plan is not only to reduce poverty but also to bring transformational changes that contribute to the fulfilment of MDGs. One of the priority areas of the GTP is addressing the women and youth issues in order to accelerate the economic development. To ensure gender equality the plan has a clear strategy for gender to be mainstreamed by all sectors and has also created accountability on the implementation of the strategy in addressing gender issues (MoLSA, 2012).

Figure1-A framework for understanding the link between gender equality, growth or in community work



Source, the World Bank, 2007

3. Research Design and Methodology

3.1 Research Design

For this particular study, the researcher would be proved that descriptive type of research was the most appropriate method, because it was a fact finding study with adequate and accurate interpretation of the data. Particularly, the researcher has designed this research method to be undertaken using descriptive method since this was used to provide vivid, convincing, reliable and

valid data. Hence, the mixed method, which aids to gather, interpret, and analysis using numerical description and comparative overview with qualitative data, was undertaken. It describes what the reality was and what actually existed with current practice and situations. As a result, it has to be used this type of research method to assessed impacts of gender difference in community work.

3.2 Description of study area

Table-1 Sex distribution of Abbaychomman woreda, 02 kebele

Type	Male	Female	Total
Children	1161	1127	2288
Unmarried youth	393	266	659
married youth	211	211	422
Married adults	301	292	593
Unmarried or divorced adults	77	26	103
Married elders	593	613	1206
Unmarried or divorced elders	45	264	309
Total	2781	2799	5580

Abaychomanworeda demographic office (Takele, 2011E.C), and Kolobo Kebele Administration office report (October, 2011).

3.3 Sources of Data

The selected data sources for the investigational findings of this study were primary data sources. Particularly, this primary data was gathered from the reflection of respondents using oral and written type of inquiries in person by the researcher. Hence, the researcher would hopefully collect better reliable and valid output of the whole sum research findings by using these primary data sources compared to secondary data sources of information. Subsidiary, secondary data sources official reports and statistical figures of the target woreda demographic office and women's affairs would also be taken as the other sources of data of this particular study.

3.4 Population of the study

The population of the study who were considered as the distinct member of the universe of the study is: 7 top management members of the kebele administrators, the existing 5 female government workers in Abaychoman kolobo kebele, and the top two leaders of the woreda women and children's affairs office. Besides, All the female youths (266 unmarried youth and 211 married youth), and adults (26 Unmarried or divorced

adults, and 292 married adults) were also the other selected group who are found within the productive age category, and were believed in having better awareness on what has been undertaken regarding the participation of women in community work. To sum up, 809 total study populations were selected.

3.5 Sample size selection and sampling techniques

Among the 809 total study population, all of the existing 7 top management members of the kebele administrators, the existing 5 female government workers in Abaychoman kolobo kebele, and the top two leaders of the woreda women and children's affairs office were selected using purposive sampling technique as key informants for in-depth interview since they are few and directly concerned bodies with the issue of the study focus area. Unlikely, 10% of the adult and youth females from the target kebele i.e. 10% from married and unmarried youth separately and also the same person from married and unmarried adult women were selected using simple random sampling techniques. That is, 26 out of 266 unmarried youth; 21 out of 211 married

youth, 3 from 26 unmarried or divorced adults, and 29 out of 292 married adults. Thus, 79 individuals using simple random sampling method and 14 using purposeful sampling method. At the end, the total selected sample size were 93 individuals out of 809 targets (considered) population of the study.

3.6 Instrument of data gathering

The Most appropriate tools of data collection for the work of this study were, written questionnaire and oral interviews.

3.6.1 Written Questionnaire

Initially, the researcher designed 14 multiple choice questions i.e. close-ended item type and then duplicated, distributed, and recollected back. Here, similar written questionnaire were given to 79 sample youth and adults taken from the study site kebele. Among the questions, 4 were about the background of the respondents, and the other 10 were about the main study issues.

3.6.2 Interview Questions

The researcher was also prepared five open-ended questions i.e. short answer item, and interviewed in person to the selected 7 top management members of the kebele administrators, the existing 5 female government workers in Abaychoman kolobo kebele, and the top two leaders of the woreda women and children's affairs office. That is, the interview questions were raised to the 14 selected sample leaders of the six governmental sector offices of organizations of the study site.

3.7 Procedures of Data Collection

The procedure of data collection was initially started by preparing the questions for each tool and then duplication followed by administering and dissemination to each selected repliers. Here, questions of the questionnaire were given and then recollecting back the reflections for each close ended question was undertaken using quantitative

description. After this, the open-ended questions of the interview were prepared and oral interview was conducted in person by the researcher.

Finally, this collected interview reflections were qualitatively categorized based on the existing similarity among the interviewees reflection for similar questions and idea in comparative overview, and at last the analysis and interpretation of the reflections of respondents of the two tools would be made.

3.8 Method of Data Analysis

The researcher preferred to use quantitative method for description of the responses for close-ended questions of the questionnaire. This would be done since those multiple choice item types can be easily quantified and could measure the comparative and relative views of the most frequent response to be identified. Hence, numerical figures, tabulation and percentile would be used as the tools to spot out the majority views in quantitative details.

On the other hand, the researcher was also used qualitative discussion through comparative explanation of the reflections of the respondents to open-ended questions of the questionnaire and to all interview parts. This would be done since the information which will be gathered from the open-ended questions prepared for interview can't be quantified. Accordingly, the qualitatively collected data will be categorized, synthesized and presented by using narration, description and explanation. Interviews will be summarized with contact summary forms. After each interview, the researcher will summarize the previous interview on a contact summary in the local language (*Afan Oromo*) before go to the next interview.

4. DATA ANALYSIS AND INTERPRETATION

In this chapter, the analysis and interpretation of data using mixed method i.e. by using quantitative and qualitative methods is going to be presented.

Particularity, the analysis and interpretation for responses offered for the questions rose using each of the tools of the study would be separately presented in the following details.

4.1 Analysis and Interpretation of the Reflections for Questionnaire

Firstly, this part dealt with the analysis and interpretation for the responses provided to four questions about the characteristics of 79 repliers. After this, the details for the reflection for the

remaining 20 main study issue questions would be presented in separate sub- section in the following manner.

4.1.1. Analysis and interpretation of the background of the respondents

To begin with, table 1 below indicated the statistical figures for the responses provided to four respondents' background questions i.e. about sex, age, marital status, and educational status distribution.

Table-2- Background of the respondents

R/No	Measuring Characteristics	Alternatives	Number of respondents	
			No	%
1	Sex	Male	-	-
		Female	79	100
		Total	79	100
2	Age	18-30 years	47	59.5..55
		31-49 years	32	40.5
		Above 50 years	-	-
		Total	79	100
3	Marital status	married	50	63.2
		unmarried	29	36.8
		widow	-	-
		Total	79	100
4	Academic level	Elementary level	13	16.4
		High school level	61	77.2
		Certificate	3	3.8
		Diploma	2	2.6
		Above Diploma	-	-
		Total	79	100

According to table 2 above, the entire respondents, 100% of them were females which assured that all of them were the directly concerned and target group of the concern of the study. Hence, this surely aid to enhance the validity and reliability of the findings of the study. Secondly, the dominant number of respondents as shown on the above table ensured in their responses that they were in

between 18-30 years of age as was said by 47(59.5%). This would lead to deduce that most of the respondents were matured enough and productive citizens who would hopefully provide their reflection in responsible and rational manner. When we see their marital status, 50 or 63.2 % of the repliers ascertained that they were married. This aid the respondents to see their experience

and the problem of women in participation at community work in vivid and matured manner. So, this would also support to enhance the reliability and validity of the final findings in more concrete basement. Lastly, the majority of the respondents' i.e.61 (77.2%) said that they were at high school

level in their academic background. This would imply the view that the academic preparation of most of them was sufficient enough to understand and respond the provided questions that in turns foster the reliability of the findings in further more extent.

4.1.2 Analysis and interpretation for reflections of the respondents to major study questions of the questionnaire

Table- 3-To what extent participation of women in community work ensure gender equality in your kebele?

Item 1	Alternatives	respondents	
		No	%
To what extent participation of women in community work ensure gender equality in your kebele?	In very high extent	-	-
	In high extent	7	8.8
	In some extent	8	10.1
	In low extent	49	62.2
	In very low extent	15	18.9
	Total	79	100

The numerical description on table 3 above clearly indicated that the majority of the respondents i.e. 49(62.2%) ascertained the extent of participation of women in community work towards ensure gender equality in the target kebele was existed in lower extent. Hence, one can say that the women in the target kebele have got inadequate extent of attention and motivation towards supporting and even assuring equal participation of women in community work. Thus, one can definitely draw the conclusion that women's benefit in community work was very insignificant.

Table 4-What are the causes of the problem of gender difference in the community work in your kebele?

Item 2	Alternative	Numbers of respondent	
		No	%
What are the causes of the problem of gender difference in the community work in your kebele?	Traditional belief	6	7.59
	Low attention and commitment of local leaders	53	67.1
	Males superiority thought and practice	12	15.2
	Poor women reaction against the problem	8	10.1
	Never Existed	-	-
	Total	70	100

As it is mentioned on table 4 above by 53 or 67.1% in that the major cause of the problem of gender difference in the community work in the selected kebele was provision of low attention and commitment of local leaders. Thus, one can say that the local administrators and women's affairs concerned bodies were neglected the anticipated roles and responsibilities regarding ensuring gender difference in the community work.

Table 5-What are the facing problems against equal participation women in varied community work areas?

Item 3	Alternatives	Respondents	
		No	%
What are the facing problems against equal participation women in varied community work areas?	Directly and indirectly giving priority to males	26	32.9
	Low self-determination and engagement of women's own self to ensure gender equality	1	1.3
	Insufficient support and commitment of leaders	26	32.9
	Attitudinal and cultural problems	26	32.9
	Total	79	100

The statistical description on table 5 above shows that equally three kinds of responses were given by three group of the majority of the repliers. That is, 26(32.9%) of the repliers confirmed the major problems facing against equal participation women in varied community work areas is Attitudinal and cultural problems. Similar number of other respondents' said that the facing problem against equal participation women in varied community work areas is directly and indirectly giving priority to males. Still some other 26 or 32.9% of the repliers ascertained that the facing problem against equal participation women in varied community work areas was insufficient support and commitment of leaders. This deduces that the concerned bodies were ineffective or providing insignificant support and facilitate to realize satisfactory level of solving problems against equal participation women in varied community work was realized.

Table-6- kinds of impacts

Item 4	Alternatives	Respondents	
		No	%
What are the kinds of impacts?	Weaken moral and interest	-	-
	Demoralization and lack of self confidence	1	1.3
	Low participation in education, employment, decisions making, economic empowerment,	34	48.35
	Low access to resources	34	48.35
	Low opportunity to be self-reliance	-	-
	Total	79	100

The information on table 6 above clearly indicated that the dominant number of two group of respondents each with 34(48.35 %) assured that either Low participation in education, employment, decisions making, economic empowerment or Low access to resources were the predominant impacts observed up on women participation in community work. As the result of neglecting, or else giving almost no attention to promote and even initiate women participation in community work indirectly indicate the existence of gender disparity.

Table- 7-To what extent the severity of the impacts of the gender disparity (gap) in community work like in education, employment, decisions making, economic empowerment, and in access to resources areas exists?

Item 5	Alternative	Respondents	
		No	%
To what extent the severity of the impacts of the gender disparity (gap) in community work like in education, employment, decisions making, economic empowerment, and in access to resources areas exists?	in Very High extent	6	7.59
	in great extent	56	70.8
	in some extent	12	15.2
	in low extent	3	3.9
	in Very Low extent	2	3.01
Total		79	100

As it is shown on the table 7, the level of severity of the impacts of the gender disparity (gap) in community work like in education, employment, decisions making, economic empowerment, and in access to resources areas exists in great extent as was confirmed by 70.8% of the repliers. This could easily assert that the impacts of the gender disparity (gap) in community work schools' severely affect their success and roles in education, decision making employment, and ingesting access of resources living conditions.

Table -8- Level of the severity of the problem regarding the disparity of women in community work

Item 6	Alternative	Numbers of respondent	
		No	%
the level of the severity of the problem regarding the disparity of women in community work	Very high	2	
	High	65	82.3
	Moderate	12	15.1
	Low	-	-
	very Low	-	-
	Total	79	100

According to the majority of the respondents as was presented above on the table 8 i.e. 65 (82.3%) of the respondents said that the level of severity of the problem regarding the implementation of was very low. This directly asserted that concerned leaders practice was hardly under taken at the target study site in improving women participation in community work.

Table -9 -The attitudes of males to active participation of women in community work

Item 7	Alternative	Numbers of respondent	
		No	%
The attitudes of males to active participation of women in community work	Positive	24	30.4
	neutral	-	-
	negative	55	69.6
	Total	79	100

Moreover, the attitude of males to active participation of women in community work was negative as was responded by slightly above half of the repliers i.e. 55 (69.6%) of the answerers. Thus, it is possible to say that the concerned bodies had scarcely conducted meaningful awareness creation and attitudinal shifting as the measures to alleviate.

Table- 10 The leaders follow up and monitoring practice to enhance of women in community work

Item 8	Alternative	Numbers of respondent	
		No	%
The leaders follow up and monitoring practice to enhance to active participation of women in community work	Excellent	-	-
	very good	2	5.5
	Good	3	8.3
	Poor	69	72.22
	Very poor	5	14.85
	Total	79	100

Furthermore, the school leaders follow up and monitoring practice to enhance to active participation of women in community work as was stated on table 10 was also asserted by 26 of the 36 respondents, or by 72.22% in that they exists poor level of actual effectiveness in the leaders follow up and monitoring practice to enhance to active participation of women in community work. As a result, it is possible to draw the conclusion that there exists hardly any actual duties performed at the target kebele to regarding following up and monitoring enhance to active participation of women in community work .

Table -11-The overall status of women participation in community work

Item 9	Alternative	Numbers of respondent	
		No	%
The overall status of women participation in community work	Very good	2	2.5
	Good	-	-
	Fair	-	-
	Poor	4	5.1
	very poor	73	92.4
	Total	79	100

When we see the over status of women participation in community work as it is shown on table 11 above by majority of the respondents i.e. 92.4% of the respondents ascertained that it exists in a lower extent. This assured that the overall status of women gender equality was unsatisfactorily treated.

Table-12-Economic empowerment of women in community work areas

Item 10	Alternative	Number of respondent	
		No	%
The economic empowerment of women in community work areas	Excellent	2	25
	Very good	-	-
	Good	-	-
	Low	73	92.4
	Very low	4	5.1
	Total	79	100

As it is shown on table 12, the economic empowerment of women in community work areas is low .This was indicated by 92.4% of the respondents which ascertained that it exists in a lower extent. This assured that the economic empowerment of women in community work areas was unsatisfactorily treated.

Table-13- support of local administrators to foster women participation in community

Item 11	Alternative	Number of respondent	
		No	%
The support of local administrators to foster women participation in community work is	Very high	-	-
	High	-	-
	Moderate	-	-
	Low	67	84.9
	Very low	12	15.1
	Total	79	100

According to the majority of the respondents as was presented above on the table 13 i.e. 67(84.9%) of the respondents said that the implementation of support of local administrators to foster women participation in community work was very low. This directly asserted that concerned leaders practice was hardly under taken at the target study site in improving women participation in community work.

Table -14- cultural impact against women participation in community work

Item -12-	Alternative	Respondent	
		No	%
Cultural impact against women participation in community work is	Excellent	6	7.59
	Very good	56	70.8
	Good	12	15.2
	Low	3	3.9
	Very low	2	3.01
	total	79	100

As it is shown on the table 14, the cultural impact against women participation in community work was existed in very good extent as was confirmed by 56(70.8%) of the repliers. This could easily assert that the impacts of cultural attitude against women participation in community work in insignificant extent which confirmed the existent of great extent of the intervention of backward looking of gender disparity (gap) to hinder back women participation in community work.

Table -15- the support of NGOs to foster women participation in community work

Item 13	Alternative	Numbers of respondent	
		No	%
The support of NGOs to foster women participation in community work is	Very high	3	3.9
	High	-	-
	Moderate	5	6.3
	Low	71	89.8
	Very low	-	-
	Total	79	100

Moreover, the support of NGOs to foster women active participation in community work was low as was responded by almost all of the repliers i.e. 71 (89.8%) of the answerers. Thus, it is possible to say that the concerned bodies of NGOs had scarcely conducted meaningful support as the measures to alleviate the problems of women participation in community work area.

Table -16- the improvement of women participation community work from time to time

Item 14	Alternative	Numbers of respondent	
		No	%
The important of women participation in community work from time to time	Very good	-	-
	Very good	2	5.5
	Good	3	8.3
	Inadequate	69	72.22
	Unsatisfactory	5	14.85
	Total	79	100

Furthermore, the improvement of women participation in community work from time was shown inadequate to school leaders follow up and monitoring practice to enhance to active participation of women in community work as was stated on table 16 was also asserted by 26 of the 36 respondents, or by 72.22% in that they exists poor level of actual effectiveness in the leaders follow up and monitoring practice to enhance to active participation of women in community work. As a result, it is possible to draw the conclusion that there exists hardly any actual duties performed at the target kebele to regarding following up an.

Table -17- women participation in ensuring equal benefits of male female from the local development outputs

Item 15	Alternative	Respondents	
		No	%
The women participation in ensuring equal benefits of male and female from the local development outputs is	Very good	1	1.3
	Good	1	1.3
	Adequate	6	7.9
	Inadequate	71	89.2
	Unsatisfactory	-	-
	Total	79	100

The statistical description on table 17 above shows by the majority of the respondents i.e.71(89.2%) in that the participation of women in ensuring equal benefits of male and female from the local development outputs was inadequately realized. This deduces that the concerned bodies were ineffective or providing insignificant support and facilitate to realize satisfactory level of solving problems against equal participation women in varied community work was realized.

Table -18- How often women get supportive training access to ensure better participation in community work?

Item 16	Alternative	Respondents	
		No	%
How often women get supportive training access to ensure better participation in community work	Frequently	-	-
	Some times	1	1.3
	Rarely	34	48.35
	Never at all	34	48.35
	Total	79	100

The information on table 18 above clearly indicated that the dominant number of two group of respondents each with 34(48.35 %) assured that the frequency of women in getting supportive training access to ensure better participation in community participation work was either rarely or never at all observed. As the result of neglecting, or else giving almost no attention to promote and even initiate women participation in community work indirectly indicate the existence of gender disparity.

Table -19- the participation of women in decision making areas of community work

Item17	Alternative	Numbers of respondent	
		No	%
The participation of women in decision making areas of community work	Very good	6	7.59
	Good	12	15.2
	Adequate	8	10.1
	Unsatisfactory	53	67.1
	total	79	100

As it is mentioned on table19 above by 53 or 67.1% in that the major of the participation of women in decision making areas of community work was unsatisfactory. Thus, one can say that the local administrators and women's affairs concerned bodies were neglected the anticipated roles and responsibilities regarding ensuring empowerment of women in decision making areas.

Table -20- the severity of the impacts of the gender disparity (gap) in community work like in education, and employment areas exists

Item 18	Alternative	Numbers of respondent	
		No	%
The severity of the impacts of the gender disparity (gap) in community work like in education, and employment areas exists	In very great extent	-	-
	In great extent	59	74.69
	In some extent	12	15.2
	In lower extent	8	10.1
	In very low extent	-	-
	Total	79	100

As it is mentioned on table20 above by 59 or 74.69% in that the severity of the impacts of the gender disparity (gap) in community work like in education, and employment areas exists in very great extent. Thus, one can say that the severity of the impacts of the gender disparity (gap) in community work like in education, and employment areas was poorly undertaken. This infers that concerned bodies were neglected the anticipated roles and responsibilities regarding ensuring women empowerment in the community work.

Table -21- what are the recommended alternative solutions?

Item 19	Alternative	Numbers of respondent	
		No	%
What are the recommended alternative solutions?	Improving provision of attention by concerned bodies	79	100
	Conduct wider population mobilization	-	-
	Establish distinct flow up committee	-	-
	Prepare awareness creation support	-	-
	Others (specify).....	-	-
	Total	79	100

Lastly, as it is shown above on table21, all of the respondents replied that the major recommended solution to ensure active participation of women in community work areas was by improving the provision of attention of concerned bodies. Therefore, it is possible to say that the key problem against women participation in community work was absence of adequate support and passive practical roles of local administrators, women’s affairs and other concerned bodies towards activating the enhancement of women participation in community work.

4.2 Analysis and interpretation of the reflections of the interviewees

To begin with, most of the interviewees expressed that the current academic year performance appraisal activity has not been undertaken in satisfactory extent. They justified that poor local leaders’ support and attention, lack of interest and motivation of leaders, and absence of training support, were the major reasons. This reveals that absence of the above vital indicators of effectiveness of concerned bodies and local administrators’ implementation confirmed poor extent of practical performance

towards realizing better motivation and encouragement of women in community development areas of the locality. Secondly, all of the interviewees assured that those factors affecting effective implementation were poor closer follow-up, monitoring and support of leaders, shortage of supportive model materials, and lack of continuous-based trainings.

Similarly, more than half of the interviewees confirmed that the causes of the problems are inadequate or very low attention and support of leaders and it was below the

expectation were said by more than half of the interviewees. Moreover, all interviewees' recommended responsible bodies are advised to improve the level of attention, support in material, moral and in provision of supportive material and training were implied as the alternative means to solve up the existing implementation gaps. Finally, majority of the interviewees would also say that the impacts of the problem up on decision making, employment, and resource access were implied.

As to the extent of the severity of the impacts of the gender disparity (gap) in community work areas like in education, employment, decisions making, economic empowerment, and in access to resources areas, most of the interviewees ascertained that it exists in very high extent. Hence, one can deduce that the participation of women in community work areas was insufficiently enhanced. Following this, all of the interviews also responded that the implications of the impacts indicated how far the concerned bodies were highly negligent to foster active participations of women in community development area. When we see the replies of more than three-fourth of the interviewees, they confirmed that the overall status of women's participation in community work was not as such satisfactory observed. So, it is possible to say that there exists hardly any level of women participation in community work areas.

Finally, in regards to the kinds of measures taken by concerned bodies, almost all of them definitely answered that the local administrators and school leaders were not properly implemented even though feedback and comments were frequently given. At the end, all of the interviewees ascertained that the local administrators and the local school leaders ought to conduct serious evaluation and closer implementation as the means of taking corrective measures to the necessary extent of gaps.

Summary

The predetermined objective of the study was to investigate the level of effectiveness of gender equality practice in view of in community work process of the study area. Hence, the researcher was delimited the site of the study to be selected kebele of Abbaychomman woreda, Kolobo kebele, Oromia Regional State, Ethiopia, Particularly selecting kebele out of the existing six urban kebeles. Following this, 79 samples were selected using systematic sampling method to be the respondents the prepared open and closed ended item types of questionnaire. Besides, 14 interviewees were also selected using purposeful sampling techniques from the residence in the selected kebele. That is, 93 sample size reflections were gathered and compiled. After assessing the data collection process the analysis and interpretations of the gathered data was conducted using tabulation numerical figures, percentile for quantitative data, and comparative discussion for qualitative data was undertaken. As it was shown on the analysis and interpretation of the gather data result discussion revealed that the majority of respondents of the whole tools of the study confirmed the existence of inadequate extent of implementation of ensuring gender equality. Nevertheless no one can deny that the status of ensuring gender equality was shown improvement from time to time, but not as to what is intended to be. For this, the limitation like problems of commitment and provision of low attention by the concerned managerial body of the study locality, attitudinal problems and the impact of earlier socio-cultural taught, long rooted impact, undermining taught of males and poor reactions of the women's own selves were the major factors. As a result, the overall results of the study vividly identified the following findings of the study. They are:

1. Identified the existence of socio-cultural, attitudinal and political limitations against participation of women in community work
2. Proved that the extent of women participation in particular and gender equality at large towards in community work was unsatisfactory undertaken.
3. Find out the existence of insufficient level of awareness creation activities performed towards ensuring gender equality in the way it could hinder back the poverty of the large women.

Conclusion

The result of this study implies that females' subordination and division of masculine and feminine roles is reinforced because of religious creeds or ideology, customary laws of the communities, the inherent social and structural constraints, socio-cultural values, myth and the process of socialization of boys and girls play a great role to perpetuated this wrong thought. This has its own negative aspect on women's and girls' access to health, education, employment opportunity, transport service, and ownership assets or resources. Traditional practice and religious biases, lack of implementing and practicing law that articulate the equal access for both female and males with regard to opportunities and property ownership are highly restrict females contribution and achievement in socio-economic and political activities. Lack of adequate time, limited access to education and skill development, lack of technological development, unequal participation of women in police formulation and religious biases saying such as "God created Hiwan to serve Adame" are the major factor that prohibited women's to participate in different development activities. The study also implies that women's economic participation and productivity also constrained by factors like rights to property, inheritance, divorce, and access to family planning, social and cultural norms related to child care, over burden

on unpaid work and less value placed on girls' education, limited access to financial and physical assets, market information, fewer social networks and business connections and weaker bargaining power in labour markets contribute on women's low performance in community work process.

The interview participant asserted that, women's opportunity to utilize public service, property rights in general and land rights in particular, have improved in recent decades. However, significant constraints persist, including the relatively small holdings of female heads of households and the various constraints they face in effectively controlling and managing land and agricultural production are the identified determinants. One of the most serious constraints faced by women regarding effective control over land is the traditional taboo against women ploughing with oxen. Because of this taboo, many female heads of households are forced to rent out their land and derive only a fraction of the agricultural product and being challenged on women to engage in development aspect.

The study emphasize that creating equal access education to women's is an important tool to understand and analyse the true nature of social, political and economic systems that govern women's lives and repress them. Because higher parental education have a significant positive effect on women's attachment to the labour market, improving their economic status, to discourage gender socialization process that encourages "boy-men" to be competitive, successful, independent, strong, bread-winners, and brave. Whereas, "girl/women" are widely believed to perform only domestic activities at home. And the result of the study implies that women are expected to support the family by going inside home, and to take care of children and the family as a whole. The women's role is confined to the "domestic sphere" are blocked

them from direct access to material and social rewards in their community at large.

Hence, “girl-women” remain socially and economically dependent on men. The result of the study indicates that improving the economic status of women could help families and communities move out of poverty. In all four of the study communities, both women and men participants identified gender roles and responsibilities as the main factors for differences in gender based vulnerability of women. In relation to access to time women are severely time constrained and work longer hours than men. The time-intensive tasks of collecting fuel and water consume much of women’s energy and take their toll on women’s health. Therefore, policy makers must understand the link between gender inequality and poverty, energy access—including women’s time poverty and reallocation of women’s time savings, health and, family welfare are the underlined investigated facts to be addressed for better future performance of women in all developmental areas.

Recommendation

Even though some key informant’s interview noted that the patterns of gender roles are gradually changing due to the influence of radio, television programs and the high commitment of government as well as the influence of the religious leader, however, the living condition and the well –being of women as well as the socio- economic situation are still under question and needs urgent solutions. At the end, the following points are recommended as the overall directions to dry up the problems from the very sources.

1. Designing police that promote and encourage women’s to utilize public service and addresses structural barriers that hinders women’s participation in community work process are the central drivers to enhance their contribution in economic development.
2. Increase coverage of services to the poor and rural women through increasing access to equity, and empowerment of women in all
3. The current governments need to expand the availability of services, training and engaging community- based activities by promoting women to use public services.
4. Improve strategies that reduce gender inequality through education and employment, and empower women through social support, networking, and creating attitudinal shift, participatory learning, and actions to ensure that gains in maternal health are improved and sustained over the long term.
5. Transform gender norms that undermine the ability of women to seek public service: For example, engage men as active agents in the well-being of their partners and children; develop community action around the importance of women’s in participation in community work processto the development of the community as a whole, and the dangers of early marriage and childbearing are recommended
6. Giving priority to women to involve in decision making and letting them to lead the politics of the country and inspire them to tack part in the decision making process of their country and must be empowered to contribute their own share.
7. Expanding pressure groups which can serve women’s and can voice their interest, need and fight for their right as well as helping and adapt women cantered work environment, rather than encourage gender stereotyping.
8. Affirmative action to overcome barriers to women’s and girls’ access and uptake of these services should be undertaken in terms of quotas and awareness rising.
9. Raising awareness about women’s rights with regard to gender-based violence and harmful traditional practices (according to current national laws and policies) should use

women's networks and institutions, as well as involving men and their institutions.

10. Societies' grew up females having the same gender role expectations and behaviours as men to enhance self-confident and develop positive self-concept about themselves than those who grew up having roles and behaviours different from that of men.

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