

## **Proposal**

# **Project proposal on empowering women to fight against poverty, harmful traditional practices and HIV/AIDS**

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The overall objective of this project is to empower women to fight against poverty and HIV/AIDS and enable them involve fully in development activities to meet the millennium development goals. The specific objectives of the project are to empower women and young girls economically and educationally to enable them participate in development activities, initiate the community to advocate for support and education of girls, to increase the enrollment of girls in the school, to change the life of poor women and their families through revolving fund provision and empower their households economically. Major activities to be carried out are conducting community mobilization workshop for different community members and forming/strengthening harmful traditional practices avoiding committee at all levels of government structure, educational support to poor in school girls, revolving fund provision for poor women and engaging them in different income generating activities, training commercial sex workers in income generating activities and providing them with revolving fund, formation and strengthening of in - school girls club and employment of project coordinator and field officer. The total budget of this project is 951,104 Eth Birr. Duration of project is from Jan. 2006 to Dec. 2009. The direct beneficiaries of this project are women and young girls of the project area where as the indirect beneficiaries are the general public.

## **Profile of WODA**

Wolaitta Development Association (WODA) is one of the indigenous organizations in Ethiopia. The association has legal license and agreement documents. The association was established in organized form in 2001. Improving the standard of living of Wolaitta people is the major goal it stood for. Since its establishment, Wolaitta Development Association (WODA) has carried out several activities in agriculture, education, health, capacity building and other sectors. The following are major past achievements.

**Acronyms:** AAC - Anti AIDS Club, AIDS - Acquired Immune deficiency Syndrome, CSW - Commercial Sex Worker, FGM - Female Genital Mutilation, GO - Government organization, HIV - Human Immune Virus, HTP - Harmful Traditional Practices, IGA - Income Generating Activity, NGO - Non-Governmental Organization, OVC - Other Vulnerable Children, PLWHA - People Living With HIV/AIDS, TBAs - Traditional birth attendants, WHAPCO - Woreda HIV/AIDS Prevention and Control Office, WHO - Woreda Health Office, WODA - Wolaitta Development Association, ZHAPCO - Zonal HIV/AIDS Prevention and Control Office, ZHD - Zonal Health Desk.

**Agriculture:** The activities executed / done are:

- Assessment of 13,725ha of land for resettlement
- 878 settlers are provided with oxen
- 1 veterinary post was constructed
- 60 youngsters in fishery cooperatives in Lake Abaya were given start up capital
- 32,125 seedlings were planted in Mt. Damota
- 260 cattle were distributed for disabled persons
- 5000 vegetable seedlings distributed for farmers

## **Education**

- 4 primary schools were constructed in Doge Laroso, Bakulo Sagno, Ome Bolola and shola Kodo
- 1 modern public library was constructed in Sodo Town
- 8 primary schools and 2 secondary school expansions were carried out in Boditi, Humbo Tabala, Kindo Halale, Edo Duguna, Kuto Sorpela, Obe Jage, Gurumo Asse, Soddo, Yukara and Suke bakala
- 2 primary schools in Harto Burkito and Areka were maintained
- 3 teachers residences were constructed in Harto Burki-

to, Anka Wocha and Abela Gafata areas

- 2 schools were provided with furniture
- 535 orphans and poor children are supported in schooling
- 151 students were awarded for their good results in national and college exams
- 84 students are being taught in colleges who were sponsored by WODA
- 8 secondary schools were provided with reference books
- 22 street children were trained in different technical and vocational skills and given seed money

### Health

- 5 health posts were constructed in Mundena, Afama Mino, Fango Boloso, Zarada and Bilate Eta
- 1 health post was maintained in Abaya Chokare
- 40 home-based caregivers were trained
- 12 anti-AIDS clubs were established
- 68 radio programs were transmitted on HIV/AIDS prevention and HTP education
- 20 community based HIV/AIDS education programs launched at market places and schools
- 90 peoples living with HIV/AIDS were supported
- 80 HIV/AIDS orphans and vulnerable children were supported
- 2 community sensitization workshops on HIV/AIDS prevention and control were launched
- 153 peer educators were trained to handle the activities of HIV/AIDS prevention and control in 153 kebeles
- 38 youth and club leaders were trained in youth management
- 47 commercial sex workers were trained in peer education
- 50 community conversation facilitators on HIV/AIDS were trained
- Community conversation launched in 13 kebeles
- 5 target health personnel were trained in health service
- Medical equipment and furniture were provided for five health posts.

### Capacity building

- 1 recreation center near Lake Abaya is being established
- 1 youth empowerment project is launched that has youth recreation center, provides revolving fund on petty trading, sport materials and so on
- 1 woodwork and metal work workshop is maintained
- 15 poor households are provided with housing
- 294 grass root level associations were formed
- 15 branch offices of WODA were organized
- More than 200,000 WODA members were organized
- One bazaar was launched
- 7 community mobilization workshops were conducted

### Water

- 1 borehole drilled in Bilate Eta
- 1 water supply project completed in Mundena

### Background and justifications

Wolaitta zone is located in southern regional state. This zone has a total population of more than 2.2 million with land area of 438,370 hectares. The zone is composed of seven districts such as Boloso Sore, Offa, Damot Woyde, Damot Gale, Kindo Koysa, Humbo and Soddo Zuriya and three town administrations (Soddo, Bodditi and Areka). According to regional office of population, this zone is one of the poorest zones in Ethiopia with per capita income of 729.7 Birr or 85 USD. Out of total population of the zone, 46% are children while 52 and 2% are adult and old respectively. From the whole population of the zone, 92% live in rural areas engaged in agriculture, the dominant activity. This area is recurrently hit by food deficit mainly because of population pressure, erratic nature of rainfall; land shortage, backward agricultural technology (lack of modern agricultural implements and input) and so on.

Educational development in Wolaitta is not satisfactory. The gross primary school enrollment rate is 78% while this is only 15.6% in the secondary schools. The gross primary enrollment rate is around 70% while net primary enrollment rate for the zone is 48.4%, which means that half of the school age children are out of school. Another problem in the sector is lack of schools. Although there are enormous child populations that are in need of more schools, there are no enough schools. Even the existing schools have lack of capacity (lack of classroom) to host the students. The schools have also no furniture, libraries, laboratories and pedagogic centers. Absence of qualified teachers and high drop out rate are commonly existent in the zone. These all have been impediments to education sector performance.

Women make up 51% of the population of Wolaitta. However, the Socio-economic status of women is very bad. Women have very low-income even though they labor more than other household members. They have low access to education. Education is central to all and especially to women in the fight against poverty and discrimination against woman. However, their access to education in Wolaitta is low. This is because of several reasons. The first cause is poverty itself. There is horrible poverty in Wolaitta especially in rural area and due to this, the parents want their daughter to be engaged in household routines and activities such as petty trading that induce income for them. Besides, they want their daughters to be married because during their marriage, money and grants can be obtained which can upgrade the families' income. Because of these reasons, they do not want to send girls to school. The other cause for girls' low enrollment in schools is social problem that prevail

**Table 1.** Physical plan of the project.

No	Activity	Plan for the project life		PLAN BY YEAR				Remark
		UNIT	QUA	2006	2007	2008	2009	
1.	Advocacy on Gender equality							
1.1	Sensitization workshop for religious, 'idir', kebele and woreda leaders and women's representatives on gender equality, women's rights and family law	No of WS	4	1	1	1	1	
1.2	Workshop for law professionals at woreda and zonal level; local/kebele justice committee; women's representatives; religious and idir leaders on enforcement of the revised family law	No of WS	2	1	1	-	-	
2	Educational Empowerment							
2.1	Educational support to poor girls at school	No of Girls	200	50	50	50	50	
2.2	Awarding outstanding girl students at school	No of Girls	400	100	100	100	100	
2.3	Establishing and/ supporting in school girls' clubs	No of clubs	40					1 at each of the 3 town admins and 10 at the four woredas
				20		20	-	
3	Economic Empowerment							
3.1	Revolving fund provision and engaging poor women in petty trading	No of women	80	40	-	40	-	Priority will be given to women living with HIV/AIDS and/AIDS affected
3.2	Training in income generating activities and revolving fund provision for Commercial sex workers to engage them in alternative works	No of CSW	40	10	10	10	10	20 from Soddo and 20 from Areka and Boditti(10 each)
4	Prevention of HIV/AIDS and harmful traditional practices							
4.1	Sensitization workshop for idir, religious, kebele, woreda leaders, law executing bodies, HTP practitioners and health workers on HTP and HIV/AIDS prevention	No of WS	4	1	1	1	1	
4.2	Forming/Strengthening and supporting HTP avoiding committee at kebele level	No of Kebele	158	158	-	-	-	All kebeles of the project woredas
4.3	Training women TBAs on Universal precautions of HIV/AIDS	No of TBAs	60	30		30	-	
5	Monitoring and Evaluation	LS	4	1	1	1	1	
6	Employing Staff							
6.1	Project coordinator	No	1	1	-	-	-	
6.2	Field officer	No	1	1	-	-	-	

Table 2. Detailed financial plan of the project.

No	Activity details	Total budget by year				
		2006	2007	2008	2009	TOTAL
1	Advocacy on gender equality					
1.1	Sensitization workshop on gender equality, women's rights and family law community, woreda and women association leaders					
	Perdiem for participants (60 person * 35birr * 2 days)	4200	4200	4200	4200	16,800
	Participants transport (60* 10birr)	600	600	600	600	2400
	Perdiem for resource person (2 persons * 70 Birr * 2 days)	280	280	280	280	1120
	Note Book and Pen (60 pers. * 5 birr)	300	300	300	300	1200
	Refreshment (65 person * 5birr * 2 days)	650	650	650	650	2600
	Stationery (100 birr * 2 days)	200	200	200	200	800
	Documentation and Coordination (500 Birr * 2 days)	1000	1000	1000	1000	4000
1.2	Panel Discussion on women's rights and the revised family law for law professionals, kebele justice members, women representatives and religious and local elders					
	Perdiem for participants 50 person * 35birr * 1 day	1750	1750	-	-	3500
	Participants transport 50* 10birr	500	500	-	--	1000
	Perdiem for panelists 2 persons * 70 Birr * 1 day	140	140	-	-	280
	Note Book and Pen 60 pers. * 5 birr	300	300	-	-	600
	Refreshment 65 person * 5birr * 1 day	325	325	-	-	650
	Stationery 100 birr /1 day	100	100	-	-	200
	Documentation and Coordination 500 Birr / 1 day	500	500	-	-	1000
2	Educational Empowerment					
2.1	Support to poor girls at school					
	School uniform 100 girls * 100 Birr	1000	1000	1000	1000	4000
	Shoes 100 girls * 60 birr	600	600	600	600	2400
	School bag 100 girls * 30 birr	300	300	300	300	1200
	Exercise Book 100 girls * 15 Ex.books * 3birr	4500	4500	4500	4500	18000
	Pen 100 girls * 1Pk pen * 50 birr	2500	2500	2500	2500	10000
	Pencil 100 girls * 1Pk pencil * 20 birr/year	2000	2000	2000	2000	8000
	Ruler 100girls * 100rulers * 2birr	2000	2000	2000	2000	8000
	Pocket Money 100 girls 50birr/semester	10000	10000	10000	10000	40000
2.2	Awarding outstanding girls at school					
	50 girls * 150birr/Year	7500	7500	7500	7500	30000
2.3	Establishing and/strengthening in school Girls' clubs					
2.3.1	Training club leaders on gender equality, HTP and HIV/AIDS					
	Perdiem for participants (40 persons * 35 birr * 3 days)	4200	-	4200	-	8400
	Resource persons fee( 2 persons * 70 birr * 3 days)	420	-	420	-	840
	Note book and pen (40 persons* 5 birr)	200	-	200	-	400
	Stationery (100 birr * 3 days)	300	-	300	-	600
	Refreshment (45 persons * 5birr * 3days)	675	-	675	-	1350
	Documentation and coordination (400 birr * 3 days)	1200	-	1200	-	2400
2.3.2	Provision of Sport and Musical equipment					
	Volley Ball (2 balls/club * 120 birr * 20 clubs)	4800	-	4800	-	9600
	Volley Ball Net (20 nets * 200birr)	4000	-	4000	-	8000
	Foot Ball (40 balls * 180birr)	7200	-	7200	-	14400
	Tape recorder (20 tape recorders * 1500birr)	30000	-	30000	-	60000
	Tape recorder cassettes (400 cassettes * 5birr)	2000	-	2000	-	4000

Table 2. Contd.

3	Economic Empowerment					
3.1	Revolving fund provision to engage poor women in income generating activities 40 women * 2000 birr	80000		80000		160000
3.2	Training CSW in IGA and revolving fund provision					
3.2.1	Training					
	Training on Beauty and hair styling					
	Training school fee (100 birr/mon/ 20person * 3 mon)	6000	-	6000	-	12000
	Monthly pocket money for trainees (20person * 300Bbirr/mon * 3mon)	18000	-	18000	-	36000
3.2.2	Provision of revolving fund (20 Person * 3000birr)	60000	-	60000	-	120000
4	Prevention and control of HIV/AIDS and HTPs					
4.1	Sensitization workshop on HTP and HIV/AIDS for community leaders, law executing bodies, HTP practitioners and health workers					
	Perdiem for participants (60 person * 35birr * 2 days)	4200	4200	4200	4200	16800
	Participants transport (60* 10birr)	600	600	600	600	24000
	Perdiem for resource person (2 persons * 70 Birr * 2 days)	280	280	280	280	1120
	Note Book and Pen (60 pers. * 5 birr)	300	300	300	300	1200
	Refreshment (65 person * 5birr * 2 days)	650	650	650	650	2600
	Stationery (100 birr * 2 days)	200	200	200	200	800
	Documentation and Coordination (500 Birr * 2 days)	1000	1000	1000	1000	4000
4.2	Forming/Strengthening and supporting HTP avoiding Committee					
4.2.1	Workshop for committee leaders on women's rights, HTP and HIV/AIDS					
	Perdiem for participants (160 pers.* 35 birr * 2 days)	11200				11200
	Participants transport (160* 10birr)	1600	-	-	-	1600
	Resource persons fee (2 pers. * 70birr * 2days)	280	-	-	-	280
	Note book and pen (160 per. * 5birr)	800	-	-	-	800
	Stationery (100birr * 2 days)	200	-	-	-	200
	Refreshment (165pers. * 5 birr)	825	-	-	-	825
	Documentation and coordination (500birr * 2 days)	1000	-	-	-	1000
4.2.2	Stationery support at woreda level (7 * 600birr /year)	4200	4200	4200	4200	16800
4.3	Training TBAs on universal precautions of HIV/AIDS					
	Trainees perdiem (30persons * 35 birr * 5 days)	5250	-	5250	-	20800
	Trainees transport (30 persons * 10 birr)	300	-	300	-	600
	Perdiem for Resource persons (2 persons * 70 birr * 5 days)	700	-	700	-	1400
	Note Book and Pen (30 pers. * 5 birr)	150	-	150	-	300
	Refreshment (35 person * 5birr * 5days/training)	875	-	875	-	1750
	Stationery (100 birr * 5days)	500	-	500	-	1000
	Documentation and Coordination (500 Birr * 5 days)	2500	-	2500	-	5000
5	Monitoring and Evaluation	4000	4000	4000	4000	16000

Table 2. Contd.

6	Employing Staff					
6.1	Project coordinator (1 pers. * 2000 birr /12month)	24000	24000	24000	24000	96000
6.2	Field officer (1 pers. * 1500birr/month)	18000	18000	18000	18000	72000
	Sub Total					864,640
7	Administration Cost (10%)					86,464
	<b>GRAND TOTAL</b>					951,104

in the community. The community at large believes that educating girls is of no use. It is also believed that girls are born to serve the household, gifts support mothers at home and be good wife. Besides, girls have no decision making power in the society as they are regarded as inferior to men. All these have affected girls not to freely go to school.

In Wolaitta women are the most responsible role players to generate income for their family; but poor women have very little opportunity to get money to engage in these activities. Therefore, it is important to support these poor women; through provision of revolving fund and enable them engage in different petty trading activities they are interested to engage. It is also well known that HIV/AIDS affects every one regardless of color, ethnicity, geographical location gender, age, etc. However, some members of the community are more vulnerable to the pandemic. Commercial sex workers are one of the vulnerable groups of the population that are at risk to HIV infection. Therefore, efforts should be done to prevent the prevalence of the disease in this group, it is very important to cut the root of the problem that urges them engage in the work.

One of the areas of attention of the government policy is the concern given to gender equality and women's rights protection. To this end, the government has formulated a revised family law. But this law is not fully advocated towards its implementation and not much was done to introduce it to the community in general and to the law professionals and to the prime beneficiaries of the law, women in particular. Therefore, creating awareness in this area is crucial in the effort to protect and safeguard the rights of women.

HIV/AIDS, the major socio-economic problem of countries such as Ethiopia, is highly related to harmful traditional and cultural practices. In poor countries such as Ethiopia, harmful traditional practices are practiced on women and children. These harmful traditional practices are directly or indirectly related to HIV/AIDS. Among these traditional practices, female genital mutilation is widely practiced in Wolaitta. Female genital mutilation as an invasive procedure causes the use of contaminated and communal use of sharp materials that in turn increases the vulnerability to the infection of HIV/AIDS. To avoid HTPs it is important to mobilize the community

as well as other development partners to work in depth with community in order to change attitude towards HTPs and discourage these practices.

Reversing this situation is of paramount importance for empowerment of women and young girls. The problem of women is the problem of the society as a whole. Their challenges should be counteracted to create better world for women. Poverty reduction programs and other policies should consider the gender issue. To this end, Wolaitta Development Association has planned to empower women and young girls through educational and economic support as well as to advocate different community groups on gender equality, harmful traditional practices and on the revised family law enforcement. However, financial constraints have become bottleneck for the realization of this objective. Therefore, this project document is prepared to request interested donors fund the project.

## Objectives

### Overall Objectives

To empower women and enable them actively involve in development activities equally as men do to meet the millennium development goals

### Specific objectives

- To initiate the community to advocate for girls to have access to education and increase the access of poor girls to education
- To increase enrollment of female students in the school
- To increase awareness of the community on HTP and HIV/AIDS and bring behavioral change
- To change the life condition of poor girls through education
- To empower poor women and their families economically

### Activities

This project includes different activities. These are conducting community mobilization workshop for different

community members and forming/strengthening harmful traditional practices avoiding committee at all levels of government structure, educational support to poor in school girls, awarding outstanding girl students, revolving fund provision for poor women and engaging them in different income generating schemes, training commercial sex workers in income generating activities and providing them with revolving fund, formation and strengthening of in school girls club and employment of project coordinator and field officer.

### **Advocacy and community mobilization on womens' rights and gender equality**

This activity contains different activities such as advocacy and sensitization workshops for community, religious and women representatives and woreda concerned bodies on gender equality, human rights (women's right) and revised family law.

### **Sensitization workshop for religious, idir, kebele and woreda leaders**

The community is the nearest body to girls and girls are parts of the society. They have the responsibility to support and advocate for the girls. To this end there is a plan to conduct a workshop for community representatives on women's rights and gender equality. Four similar workshops will be conducted in the project period one every year. There will participate 60 community organizations (religion, idir, kebele), women representatives' woreda and zone concerned bodies and the workshop will be for three days at woreda towns. The participants of the workshop after completion of the workshop and when back to their residence localities are expected to teach the community they lead. This activity is intended to bring change in attitude of the community towards women, reduce violence of their rights, and ensure their equality.

Panel discussion on women's rights protection and the revised family law for law professionals, local/kebele justice committee, women's representatives, religious and idir leaders and community elders

The Ethiopian government has developed a good development and peace policy and strategy as well as rules and regulations to implement these policies and strategies. One of the areas of attention of the government policy is the concern given to gender equality and women's' rights protection. To this end, the government has formulated a revised family law. But this law is not fully advocated towards its implementation and not much was done to introduce it to the community in general and to the law professionals and to the prime beneficiaries of the law, women in particular. Therefore it is very crucial to introduce the law and advocate towards its implementation to reduce women's rights violation and ensure gender equality. In this sense, this activity is in-

tended to introduce the law and initiate leaders to implement the law to protect the rights of women. A total of 50 participants will participate the panel discussion in the first two years (2006 and 2007) of the project period.

### **Economic empowerment**

#### **Supporting poor women through provision of revolving fund**

In Wolaitta women are the most responsible role players to generate income for their family; but poor women have very little opportunity to get money to engage in these activities. Therefore, it is important to support these poor women, through provision of revolving fund, and enable them engage in different petty trading activities they are interested to engage. To this objective 40 poor women will be selected by their respective woredas and local administrations giving priority to those poor women living with HIV/AIDS for the first year of the project life and these women will be provided with an revolving loan of birr 2000 each. They are expected to pay back the loan in 24 consecutive months starting from the next month of receiving loan. In this way the money that is being paid back by former beneficiaries will be given for the other 40 poor women in the year 2008 and the will finish paying back the loan a month before the end 2009. A total of 8 poor women will benefit from this activity and support their house hold engaging in different petty trading activities.

#### **Training in income generating and provision of revolving fund for commercial sex workers**

It is well known that HIV/AIDS affects every one regardless of color, ethnicity, geographical location gender, age, etc. However, some members of the community are more vulnerable to the pandemic. Commercial sex workers are one of the vulnerable groups of the population that are at risk to HIV infection. Therefore, efforts should be done to prevent the prevalence of the disease in this group, it is very important to cut the root of the problem that urges them engage in the work. As commercial sex workers witness, the prime cause of commercial sex work is poverty and the social status that the society gives women and the social problems caused thereof. Therefore, supporting this group of population economically and making them engage in alternative jobs after rendering them skill training may reduce their vulnerability to HIV/AIDS.

### **Educational empowerment**

#### **Educational supports for poor girls**

In this activity, 100 poor girls will be selected every year by the community will be supported for their schooling. The selected poor girls will be provided with school mate-

rials, school uniform, shoes and pocket money. The students will be selected depending and sticking to some selection criteria to be set by the organization. Through the support to be provided, the students will be prevented from dropping their class because of financial shortage of their parents.

### **Awarding outstanding girl students**

Because of different socio-economic factor girls are not sent to school at the exact age as their peer male counterparts. Even if they are enrolled in school, they are urged to support the family in various ways than continue their education and be self-supporting. The burden that girls carry doesn't permit them become successful at school and most become poor at school performance and even drop out from classes. Therefore it is important to encourage them and their parents by some means to enable them perform well at school. To this end 50 outstanding girl students will be selected from all levels of schools and be awarded at the end of each academic year of the project period. This will encourage the awarded students for more work and others to follow their footsteps.

### **Establishing and supporting girls club in primary schools**

To ensure equal participation of girls it is very important to advocate towards gender equality in the community. Schools can play the most important role in this aspect and clubs can take the greatest share of the school advocacy work. Therefore 40 in-school girls clubs will be formed and supported to teach the community in different occasions such as parents days, parent - teacher unity meetings, etc and aware them towards gender equality, women's right, HTP and HIV/AIDS. This will also build team spirit among the member girls and enable them share experiences of each other so as to cope with problems they face due to their gender.

### **Prevention of HIV/AIDS and htps**

Workshop for local HTP practitioners, kebele and woreda women representatives, religious leaders on HIV/AIDS and female genital mutilation.

As most researches have revealed, HIV/AIDS has become socio-economic problem of countries especially for those countries that are poor economically and have vast harmful traditional and cultural practices. In poor countries as Ethiopia, harmful traditional practices are practiced on women and children. These harmful traditional practices are directly or indirectly related to and transmit HIV/AIDS. Among these traditional practices, female genital mutilation is widely practiced in Wolaitta. Female genital mutilation as an invasive procedure causes the use of contaminated and communal sharp materials.

Therefore, there raises a need for sensitization workshop and awareness creation occasions in the community. To this end one sensitization workshop for community leaders, harmful traditional practices practitioners, health workers, etc will be conducted each year of the project years. A total of 240 persons will participate the workshop for two days.

### **Forming and/ strengthening HTP avoiding committee at woreda, kebele and sub kebele level**

To avoid HTPs it is important to mobilize the community as well as to work in depth with community. The community should change its attitude towards HTPs and bring some change to avoid and discourage these practices. Therefore to discourage and avoid these harmful traditional practices community based awareness raising follow up should be strengthened through forming committee at each level of administrations. A committee comprising member from different community organizations at kebele level in each of the project woredas/towns shall be formed. The representatives of this committee will be given training in HTP and HIV/AIDS prevention. After the training these committee members with other concerned stakeholders will coordinate and support activities that are to be carried out in the community to prevent and discourage HTP thereby creating awareness to prevent the transmission of HIV/AIDS.

### **Monitoring and evaluation**

As part of any project management, the activities of this project should be monitored and evaluated regularly to take prompt corrective measures when any problem occurs or to know the progress of the project. Monitoring and evaluation of the activities should also involve the community as is in the other stages of project management. Therefore the activities will be monitored in strong and close collaboration with all stakeholders; particularly line government offices and the community. The activities will be monitored and evaluated through conducting review meetings with the community representatives, visits to the project sites, reporting to line concerned offices quarterly, biannually and annually. The project coordinator and field officer to be employed in the project will be responsible for coordination, planning, implementation, monitoring and evaluation of the day-to-day implementation of the project activities and other stakeholders will provide technical support where necessary. ( Table 1, Table 2)

### **Employing staff**

To plan, implement, monitor and evaluate a project besides other resources human resource is very crucial. Therefore, for the effective implementation of this project W and a field officer who will accomplish the day-to-day

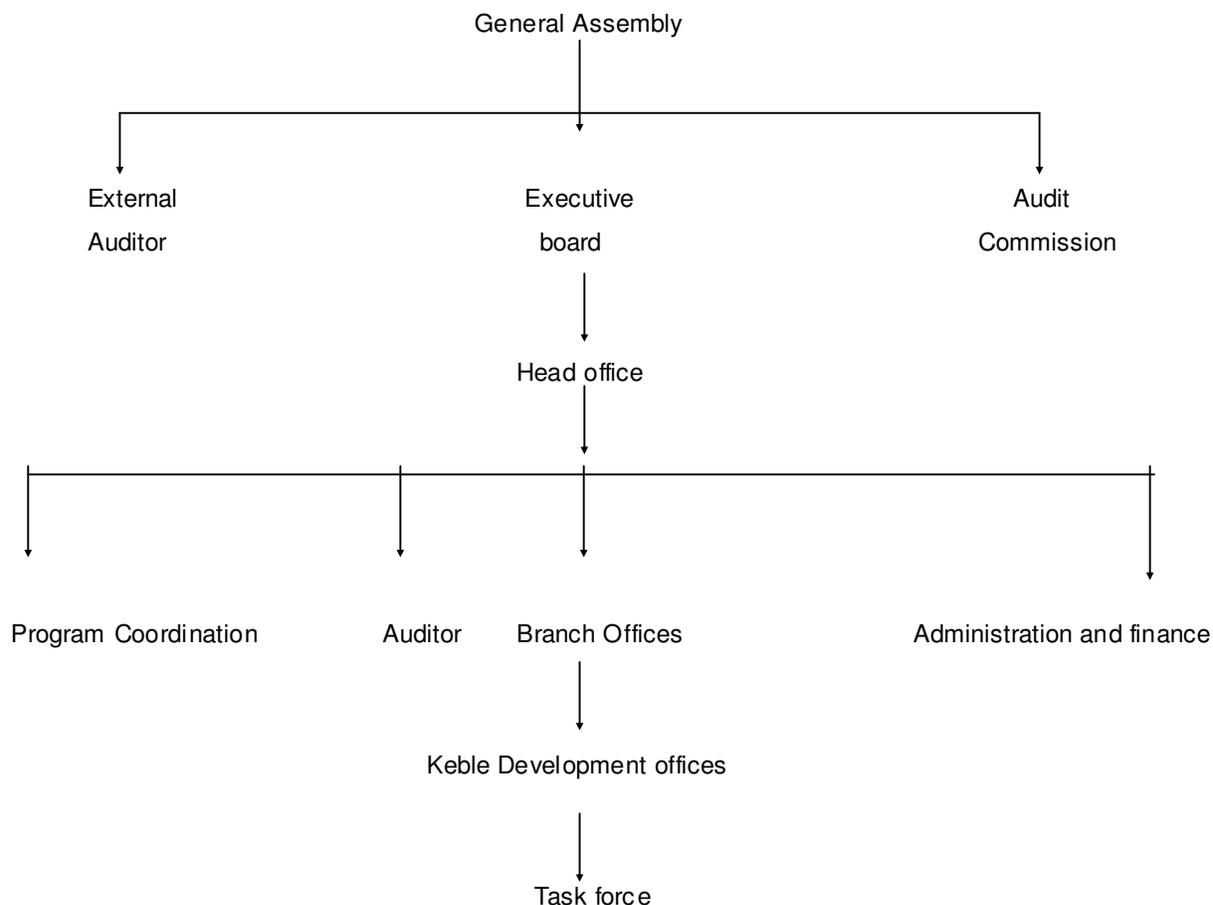


Figure 1. The simple organogram.

Table 3. Manpower information of WODA is listed as follows.

Position	Level of education	Quantity	Remark
General manager	MA		
Project officer	B ED	1	
Health expert	Diploma	1	
Agriculture expert	Diploma	1	
Community mobilization and promotion expert	BA	1	
Administration and finance Officer	BA	1	
Engineer	Advanced Diploma	1	
Auditor	Diploma	1	
Accountant	Diploma	1	
Cashier	Diploma	1	
Secretary	Certificate	1	
Income Collectors	Certificate	13	
Driver	3rd driving license	1	
Guards	12 complete	3	One is certificate holder
Janitor	12 complete	1	
Archivist	11 grade	1	
Store man	11 grade	1	

work ODA will employ two professionals: a project coordinator of the project.

### **Organization and management**

WDA has its own structure of organization through which the association carries out different activities. WDA has the responsibility of implementing, monitoring, supervising and evaluating the project. Monitoring will be carried out on regular basis through project officer and coordinator to be employed. Education desk has the responsibility of providing technical support, monitoring and evaluation. The community shall involve from planning to hand over of the project. They shall involve in selection of poor students, monitoring and evaluation of the project. The funding agency shall monitor, evaluate and receive the financial and physical accomplishment report.

### **Sustainability and phasing out**

The sustainability of this project will be guaranteed because the project involves the participation and collaboration of all concerned line offices and community. These will involve from planning to evaluation of the project. The phasing out shall take place when the awareness of community to advocate for women rises and when the poor families are capable of educating their children. (Figure 1) (Table 3)

### **Expected output**

**The long-term output:** Women of the project area are empowered economically and made able to participate equally and actively in development activities.

### **Short term outputs**

- 240 community leaders of different level are sensitized on women rights, gender equality, HTP and HIV/AIDS
- 200 participants will participate in panel discussions on women's rights and on the revised family law 400 poor girls supported in education
- 200 outstanding girl students from all levels education awarded
- 40 primary school girls clubs formed and supported
- 80 poor women provided with revolving fund and engaged in income generating
- 40 commercial sex workers trained and engaged in alternative income generating activities.
- 240 community members trained in HTP and HIV/AIDS
- 160 community based HTP avoiding committee formed and supported
- 120 traditional birth attendants trained in universal precautions of HIV/AIDS