

**A RESEARCH ON THE ASSESSMENT OF 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 01 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 01 kebele, Abbay chomman woreda, 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.

Keywords: Abaychoman woreda, Gender, and Impacts of gender difference, women's participation in community work.

INTRODUCTION

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 and King 1995).

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.

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.

1.2 Statement of the Problem

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 A, 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). 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 Abbay Chomman worda municipal office report reveals that, the existing public institutions top leadership and decision making positions held by females are too small. 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.

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 01 kebele, Abay chomman worda, Oromia Regional State, Ethiopia.

1.3.2 Specific Objective of the Study

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 could be realized 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. In addition to this, 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.

1.6 Scope of the Study

This study was conceptually and geographically bounded only on assessment of the impacts of gender difference on women's participation in community work in Abay choman woreda, 01 kebele because of lack of budget and time constraints to touch and study every part of the study 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.

REVIEW OF RELATED LITERATURE

2.1. Concepts and Definitions of Gender

This literature review has begun by seeing the status of women in their community and attempts to look at how they have been engaged in different communal activities. Subsequently, their problem in their journey to actively participate in their community's activity would be seen from various empirical findings.

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. 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. 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).

2.4. 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” (HirutTerefe, 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 (*arim*), field compacting (*taqtaqo*) and harvesting, while others are specific either to women or men

2.5. 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

2.6 Theoretical Framework

This theoretical framework section illustrated about the essential theory that Rouse (2007) basically explained theory as ideas that unifies a collection of concepts in a meaningful manner by accurately describing the relations between them. This study was focused on theory of patriarchy which is usually defined as a rule of father and has an impact on women’s participation in the community. As of Haregewoin and Emebet, 2003, Ethiopia is a patriarchal society that keeps women in a subordinate position. 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 (HoraEA, 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 EA, 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.

2.7. Conceptual Framework

The experts discussed key issues arising from theoretical and empirical insights made by scholars and activists working on issues of women’s empowerment, public participation and representation. To understand equal participation of women and men in community activities, the following inter-related concepts were discussed:

Ensuring gender equality and women empowerment at household and society.

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. For example women’s empowerment is not simply amoral issue but also may present an opportunity for growth

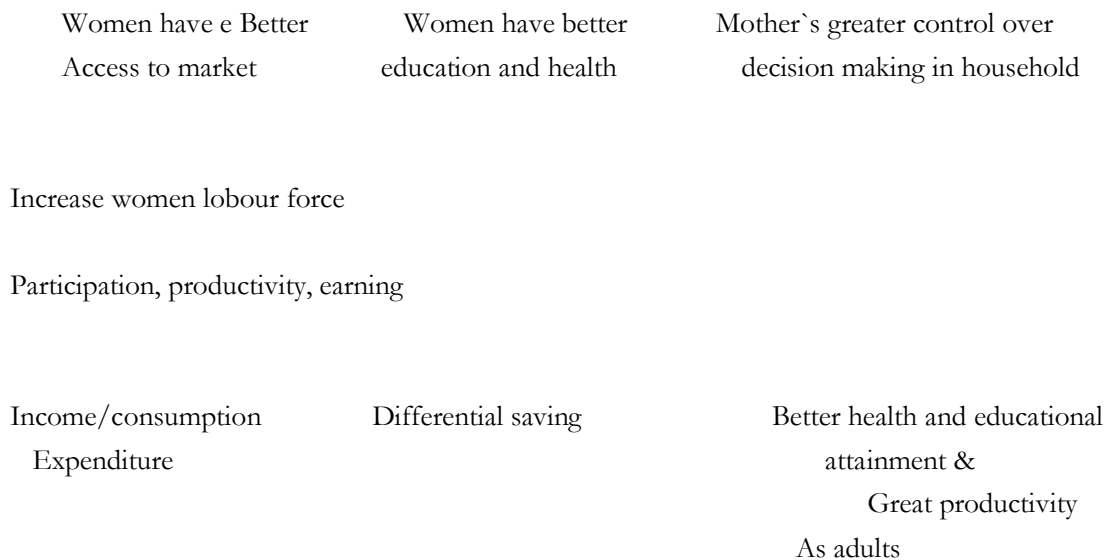
Women in market

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. Their engagement in either local or international market would help them to be economically independent which in long run support them to develop their self-confidence to be engaged in community’s activities.

Women’s access to education

Women’s low status in education, income and time constraint for self-advancement, have hindered them from participating in community development. 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. Facilitating a condition to access them education and equipping them a knowledge and skills will have a pivotal role for women’s engagement in the community (Sida, 2003).

Figure 2.1. A framework for understanding the link between gender equality, growth or in community work



Source, the World Bank, 2007

RESEARCH DESIGN AND METHODOLOGY

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

Table 3.1. Sex distribution of Abbay Chomman Woreda, 01 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	
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Abay Choman Woreda demographic office, 2007

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. 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.

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 Abay choman 01 kebele, and the top two leaders of the woreda women and children’s affairs office. Besides, All the female youths(266 unmarried youth and 211married 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.

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 Abay choman 01 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 211married youth, 3 from 26 unmarried or divorced adults, and 29 out of 292 married adults. Thus, 79 individual 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.

Instrument of data gathering

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

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.

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 Abay choman 01 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.

Method of Data Analysis

The collected data were coded, sorted and processed using manual compilation and Descriptive and analytic statistical method was used to illustrate variables used in this study. The processed data were interpreted and presented using simple statistical methods like frequency, percentage and, text

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. Particularly, 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.

4.1.1. ANALYSIS AND INTERPRETATION OF THE BACKGROUND OF THE RESPONDENTS

Table 1. Background of the respondents

R/N Q	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 female 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 2. 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 ensuring 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 3. 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 4. What are the facing problems against equal participation women in varied community work areas?

Item 3	Alternatives	Respondents	
		N ₀	%
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 5. Kinds of impacts

Item 4	Alternatives	Respondents	
		N ₀	%
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 6. 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.

Table7. 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.

Tble.8. 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 9. 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 10. 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 11. Economic empowerment of women in community work areas

Item 10	Alternative	Number of respondent
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		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.

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.

CONCLUSION AND RECOMMENDATION

5.1. 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.

5.2. 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 process to 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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