

Draft

***Ethiopian Management of Participatory Opportunities for
Women in Extension and Research (EMPOWER) Program:
A Proposal for Participatory Evaluation***

I. Introduction and Background

1.1 Project Initiation and Agreements

EMPOWER is a project funded by the United States Agency for International Development (USAID) Ethiopia Mission. Winrock International (WI) runs the program under the tripartite cooperative agreement # 663-0019-A-00-7329-00 signed on July 30, 1997 between the Federal Democratic Republic of Ethiopia (FDRE) and USAID/Ethiopia Mission. The Ministry of Justice (MoJ) officially registered Winrock International as non-government and non-profit making organization on January 14, 1998 and also signed an operational agreement on February 20, 1998 with the Disaster Prevention and Preparedness Commission (DPPC) of FDRE. The purpose of these agreements was to provide support for the project entitled “*Ethiopian Management of Participatory Opportunities for Women in Extension and Research (EMPOWER)*”, with the initial obligated amount of \$4,415,751 USD. The duration of the project was planned for five years.

Furthermore, two amendments have been made to the agreement on September 8, 1998 and in May 2001. The first amendment was made to transfer the responsibility of implementing the On-Farm Agricultural Research Management (ONFARM) component of EMPOWER project, which was initially agreed to provide to a **sub-grantee** (another NGO), to WI. The second amendment to the agreement was to expand WI’s obligation to the Amhara National Regional State (ANRS) under the EMPOWER project thereby extending its initial plan of phasing out from July 30, 2002 to December 30, 2003. This amendment was also meant to initiate a new pilot project of coping mechanisms of mitigating HIV/AIDS impact on socio-economy particularly on food security of ANRS. The estimated incremental funding included in this amendment was \$925,594 USD of which \$100,000 USD is allotted for the latter activity. This has risen the estimated budget of EMPOWER project to a total of \$5,341,345 USD.

Following the official registration and operational agreement with MoJ and DPPC, respectively, base line surveys were made in two selected food insecure project *weredas* of the Nations, Nationalities and Peoples Regional State (SNNRPS) by WI together with their partner institutions – Bureaus of Regional Finance and Economic Development and DPPC, Agriculture and Women Affairs in both regions that WI/EMPOWER project operates. As a result of the need assessments done in each project *weredas*, project documents were prepared. The operational agreements were made between the Southern (SNNPRS) Bureaus’ of Finance and Economic Development, Agriculture, Women Affairs, and WI/EMPOWER program in January 1999 and in March 2000

for Yem Special and Gimbo *weredas*, respectively. Following similar procedures, another EMPOWER project was designed for ANRS and a project agreement was signed on December 25, 2000 between the ANRS. Then WI established three project site offices – Regional Coordination Office in Bahir Dar, and WI project sites in Libokemkem and Enebsie Sar Midir *weredas*.

EMPOWER is tailored to meet the country's expressed needs and to complement USAID/Ethiopia Mission's overall goal of enhancing food security and strengthen certain educational institutions (like the then Home Science and Technology Department, Awassa College of Agriculture) and to directly work with women farmers.

1.2 Overview of EMPOWER Project Objectives and Strategies

Agriculture in Ethiopia needs improved farming systems' knowledge and skills, labor and time saving appropriate technologies, improved post harvest and storage facilities to deliver to farmers. But the numbers of men and women extension specialists and agents who could provide these services need to be upgraded and their institutions strengthened to create the necessary human capital development needed for project implementation and improve the overall regional and national capacities. Even then, the role of rural women in improving food security remains to be central and critical part of the project. They need training, resources, and supporting institutions. These are aimed to be realized through EMPOWER program project components - **On-Farm Agricultural Resource Management (ONFARM), Scholarship and Short-Term Training**. The first one operates only in specific *weredas*, whereas the latter two are crosscutting and involve all zones and *weredas* of the regions where EMPOWER project operates.

It was with this background and other factors that EMPOWER project was designed and made to focus on enhancing food security whilst addressing gender barriers of food production and management.

1.2.1 Objectives and Strategies

EMPOWER in its medium and long- term plan supports actions that train women professional, strengthen academic institutions, and address gender barriers to food production and management, increase food production and productivity, and foster professional environments that promote effective working relationships among men and women to insure future food security. These are being realized through its specific objectives of:

- Increased availability of domestically produced food crops (which initially was food “grains”) and decreased post harvest food loses and spoilage;
- Increased number of well-trained women extension agents, researchers, and advocates and policy makers to work with and for rural women; and
- Increased knowledge of gender factors in agricultural policies, programs and practices.

EMPOWER program strategies in achieving its goal and objectives are based on:

- Improving food security of target farmers of the *weredas* at the household level through productivity gains, reducing post harvests' losses and diversifying food habits;
- Increasing the income of target groups, particularly women by way of introducing alternative sources of income;
- Supporting actions to train women in agriculture/home science professions and exercise leadership roles in policymaking and be advocates for issues of women farmers;
- Introducing energy/labor saving devices, particularly for women;
- Introducing and popularizing improved soil and water conservation measures; introducing better forages and multipurpose tree species to alleviate feed and fuel shortage and arrest soil erosion;
- Empowering women in the project areas to be self-reliant so that their role in decision-making is fulfilled;
- Increasing training of target farmers and extension agents, in improved ONFARM technologies and practices; and
- Training in leadership/management for women leaders at the grass-root level.

1.2.2 Intermediate Results Framework

As indicated earlier EMPOWER objectives are designed to complement USAID/E mission's overall goal of "*Enhancing food security in Ethiopia*" and to directly contribute to its Strategic Objectives (SO), linking it with the Intermediate Results (IR) of the mission. The Mission's SO was revised three times from the first SO # 1 – ***Increased availability of selected domestically produced food grains***¹ to the second SO # 3 – ***Rural household production and productivity increased*** (RHPP) and to the third SO, which carries the same SO name as in SO #3, but changes the number from 3 to SO # 7 (RHPP). EMPOWER objectives and its project component activities are therefore better linked with the revised **RHPP's** IRs and would be able to provide information to the mission in the following corresponding activities:

IR. #3: Rural household cash income sources diversified: EMPOWER project components that falls under IR# 3 are ONFARM and Short-Term Training and their corresponding activities that closely links them are:

- Crop and food habit diversification, Promotion of small holder farmer's level seed production/multiplication and
- Credit and saving/cooperatives' promotion and business management training activities;

IR. # 5: Dissemination of food, agriculture and environmental technology information in target area improved, the components of falling within this IR are activities related to the adoption of improved food, agriculture and environmental technologies. Three sub-results that will contribute to its achievement are:

¹ SO # 1 had limitations of directly covering EMPOWER project component areas of Scholarship and Short-Term Training activities in directly linking them with the SO's Intermediate results. As result of the Mission's revision of this particular SO, EMPOWER program objectives are better fitted to provide information to the revised SO-RHPP of the mission.

- Testing for adaptation, demonstration and dissemination of proven appropriate technologies,
- Improved community natural resources management and environmental rehabilitation

1.3 EMPOWER Project Plans and Targets

1.3.1 Initial Plans

As noted earlier EMPOWER project was designed to put focuses on intermediate results that directly contribute to helping achieve food security, particularly at the household level. For long term objective of empowering women in agriculture, EMPOWER plans have been to train women professionals, strengthen academic institutions, introduce programs and foster professional environments that promote effective working relationships between men and women to ensure sustainable food security. The plan also included providing training to women farmers in technologies relevant to them such as in improved cultivation practices, soil management, seed technology, increased fertilizer use including compost, demonstration plots and expanded extension services. Initially fixed numbers of women farmers to be involved in such activities and the exact figure to train women or men in gender awareness related and leadership for change training activities were not set in Winrock's unsolicited proposal submitted to the mission as it did for the fellowship award indicated below.

- Women extension agents' fellowship receiving BSc degree in Home Science program at Awassa College of Agriculture (50),
- Women extension agents' fellowship receiving BSc. degrees in agricultural extension program at Alemaya University (30),
- Fellowship for women studying MSc Degrees in African/ Asian Universities (10), and
- Fellowship for doctoral degree studies in the USA/Europe (5).

1.3.2 Adjustments and Planned Targets Set

During the implementation of EMPOWER program activities, it was necessary to make some adjustments to the initial proposed plan as a result of the need assessment in project sites particularly to the scholarship component of the program in consultation with the USAID/Ethiopia Mission and also set specific targets for ONFARM and Short-Term Training project component activities.

AWLAE program of WI in other countries normally awarded scholarship to women studying higher degrees – Masters and Ph.D. programs, however, when it comes to Ethiopian project sites' like in Yem Special and Gimbo *weredas*, the need assessment showed that they did not have diploma holder candidates for the BSc degree program studies. So it was found necessary to revise the agreement and reduce the number of PhD fellowships to 3 and give more fellowships to BSc. and Diploma programs and also considered 12 plus 6 months certificate training for young women master farmers from project sites.

Furthermore, since the plan of up grading the Rural Development and Family Science Department or the then Home Science and Technology Department of Awassa College of Agriculture, Debub University took so long time to promote it from diploma to a Bachelor Degree offering program by the Ministry of Education; EMPOWER program revised its activities

to give fellowship to women in various agricultural streams and send its scholars to Alemaya, Jimma, Mekelle, Debub and even for BSc study in Home Science to the Philippine universities.

EMPOWER's over all impact indicator in setting the following targets in its program intervention plan is - **Number of targeted households having adequate access to food for 9-12 months** (see also recently revised EMPOWER program indicators in the next monitoring and evaluation section of this paper).

ONFARM – Address constraints to productivity and technology needs of smallholder farmer through access to improved agricultural inputs, reduce post harvest and food processing losses as well as promote efficient and effective food management system at the household level. The following ONFARM targets were then set for the four *weredas*.

A minimum of 2400 – farmers' households to be directly involved in ONFARM demonstrations, with additional interventions, the target will reach 3000,

- “ “ “ **3000** – farmer's households to benefit from spillover effects,
Over 30 km. - model conservation structures to be constructed,
Over 100,000 – seedlings to be raised and distributed
- “ “ “ **1750** – farmers' households to be trained in various agricultural activities
- “ “ “ **180**-Development Agents/Supervisors to be trained in various agricultural technologies

Overall impact assumed – 20% increase in food production

Training - Increased number of women in leadership, managerial and decision - making positions and promote effective working relationships among men and women to insure future food security that is environmentally sustainable.

1200 To be involved in various Short-Term Training activities.

Scholarship - Increased number of well-trained women extension agents, researchers, and advocates and policy makers to work with and for rural women: Addresses critical shortage of qualified women professionals in agricultural and/or home sciences, through awarding scholarships to women in these areas of studies and women affair leaders.

97 Women fellowship awards

These targets have been adjusted based on annual performance monitoring records through a joint annual planning exercise.

II. Scope of Work for EMPOWER Program Evaluation

1. Need for External Evaluation

According to the Cooperative Agreement made between USAID/Ethiopia mission, the GFDRE and WI, it was agreed that a mid-term evaluation should be made on the performance of the program activities. This was, however not done owing to the fact that the project in the ANRS started two years later. It was therefore felt that a final evaluation would be conducted towards the end of the project so that the lessons learned are documented and the outcome of the project would serve in guiding the future direction.

However, regular monitoring of the project activities has been done by EMPOWER staff, USAID/E Agriculture and Natural Resources (ANR) staff and the stakeholders themselves.

2. Evaluation Objectives

The evaluation will have the following specific objectives:

- To assess, analyze and document the achievements/performance against the plan and evaluate the effectiveness and efficiency of the project implementation through the review of documents, inspection of field activities and assessment of the views of the target groups, project staff, partner institutions, USAID/E, and other stakeholders.
- To assess the views of target groups, project staff, partner institutions, funding agency (in particular USAID/E ANR) and key stakeholders.
- To assess, analyze and document the impact of and change brought about by the project and evaluate against the planned impact as envisioned in the project document.
- To assess the sustainability and replicability of project achievements.
- Based on the assessments, draw relevant recommendations and lessons learnt for future project direction and areas of emphasis.

In line with the above objectives the following have been identified to be priority areas/scope of work for the evaluation:

i) Identification and Planning

Analyze on how the project was identified and planned. Assess the strengths and weaknesses in project design, and flexibility in adjusting to prevailing constraints, gaps, opportunities and other conditions.

ii) Project Objectives

Examine if the project has met its intended goals and objectives and the appropriateness of the objectives in addressing the food security problems of the project areas.

iii) Project Activities

Inspect field activities and review achievements in line with the set goals and objectives.

Evaluate the project performance in measurable as well as qualitative terms. Assess the extent to which project activities contribute to and are relevant to the project objectives.

iv) Project Organization and Management

Assess the effectiveness and efficiency of the overall organization and management of the project.

v) Relations with target groups and stakeholders during the project implementation.

Assess the approaches used for reaching and organizing the target group. Assess the issues of equity-how women and other disadvantaged groups have been addressed and benefited from the project. Assess the strengths and weaknesses of the project in involving the stakeholder in project implementation.

vi) Project Impact, Sustainability, and Replicability

Assess and analyze the overall impact attributed by the project. Assess the sustainability and replicability of the project. Analyze the extent to which the project has influenced the wider policy environment in order not to run the risk of being an island of excellence and a one time showcase. Comment on gaps, constraints, prospects and conditions for future sustainability of project.

vii) Assumption, Constraints and Risk factors

Identify major bottlenecks the project has encountered, and also the factors that have facilitated the progress of the project

Based on the above analysis, the team is expected to document lessons learned and brings specific practical recommendations.

2.1. Some Evaluation Questions

Results

- What evidence is there supporting increased income of target groups from pre-EMPOWER days?
- What facts substantiate the success/failure of introducing energy/labor saving devices, particularly for women?

- What evidence is there that scholarship beneficiaries have assumed tasks and responsibilities different from pre-EMPOWER days?
- How far has EMPOWER helped to improve food security through a comparative analysis between a sample of target farmers with non-target farmers?

Questions related to organizational effectiveness:

- How effective have the structure and organizational of WINROCK been in implementing the EMPOWER program(number and qualification of staff, line of communication, problem solving, quick decision-making, etc)?
- How effective has WINROCK been in ensuring understanding and genuine participation later from participants in realizing the objectives of the program?
- How far have the working relationships between the program offices (including their home offices), the different levels of government partners, and USAID/Ethiopia enhanced or constrained the effective implementation of the EMPOWER?
- How did EMPOWER, in its design, approach the issue of sustainability of its efforts in making a difference?

2.2 Major Evaluation Indicators

The evaluation team shall consider, but is not necessarily limited to, the EMPOWER's Performance Monitoring Indicators that were identified and applied during the course of implementation as major evaluation indicators.

2.3 Composition of Evaluation Team

2.3.1 The Team

The evaluation team will be composed of 2 international and two 2 local evaluator consultants. The senior international expert will be the team leader.

Note: - At least two of the evaluation team members should be women.

2.3.2 International Expert Profile

The international evaluator should have: -

- A minimum of MA/MSc preferably PhD degree qualification in one or more of applied fields in agriculture, natural resource, income generation and rural sociology/development and having rich field experience of food security programs, particularly in developing countries including Africa.
- Has knowledge of NGO operations in developing countries, preferably in Ethiopia or Africa.
- Has exposure to the USAID funded projects including the funding and implementation mechanisms and familiar about NGO's working system and WI's interventions,

- Has practical experience of working with gender focused training and development programs.
- Has an extensive experience in leading the evaluation of similar projects.

2.3.3 Local Experts Consultant Profile

The two local experts should preferably have qualifications similar to international consultant. He/she should have knowledge and practical experience of dissemination of appropriate technologies addressing food security, income generation, agriculture, natural resource and/or rural development related programs in Ethiopia. He/she should be experienced on gender-focused activities and NGO operations. Sound knowledge of the extension system, as well as familiarity with the country's rural development policies, strategies and priorities is relevant. Knowledge of appropriate agricultural and natural resource technologies and dissemination of experiences in the country is essential.

2.4. Methodology and Approach

The team expected to use the different participatory assessment methods and tools and all of which need to be gender sensitive. The following methods shall be considered:

2.4.1. Review of Documents

Review relevant documents, which include but not limited to:

- EMPOWER project documents, project amendments, PRA study reports.
- Review of EMPOWER annual, quarterly and periodic reports.
- Review EMPOWER seminar/training proceedings.
- Review of EMPOWER phase-out strategy document.

2.4.2. Semi-structured Interviews and Focus Group Discussions

- Discuss with target and non-target beneficiary farmers in the project sites.
- Visit activities (agricultural, natural resource and income generating) at project sites.
- Discuss with institutions, communities, stakeholders, and collaborators in the target *weredas* and various zonal, regional and federal offices.
- Discuss with scholars, different training participants including at the federal level, professional men and women trainees.
- Have discussion with EMPOWER staff in Addis and in the fields.
- Have discussion with relevant USAID/E Agriculture and Natural Resources office (ANR), the gender advisor, and other relevant staff.
- Conduct interviews with farmers, scholars, short-term trainees, higher learning institutions, stakeholders, institution delegates, program staff, funding agency (in particular with the staff of USAID/E and incorporate their attitude about the program.

2.4.3 Field Visits and Observations

Visit various field activities in representative sites.

2.4.4 Debriefing and Reporting

At the end and before finalizing the report, the evaluation team shall debrief the findings of the evolution to WI and funding agency in Addis Ababa. The overall assessment will take 25 days and the final draft report is expected to be submitted within 10 days period after completion of the evaluation.

2.5. Level of Effort (LOE)

The following level of effort is proposed to conduct the evaluation:

- The team leader will be required for 35 days (including 3-4 days spent on international travel).
- The local experts will be required for 26 days.
- The experts will spend up to 16 days on the field visiting ONFARM project sites, interviewing beneficiary farmers, scholars, taskforce members, institutions and professional men and women trainees.
- Each expert will spend up to 5 days reviewing documents and meeting with institutional delegates or experts in and around Addis Ababa.
- The group will spend between 5 (local expert) to 10 days (team leader) for report writing.
- Towards the end of their assignment, the experts will present their findings to EMPOWER and USAID/E staff and also gather feedback obtained at the forum.
- A final written report would be submitted to USAID/E and EMPOWER within 10 days after the end of the assignment of the team leader.

2.6 Deliverables

The consultants are expected to deliver the following to USAID/Ethiopia on timely base:-

- Prior to the resumption of the task included in this SOW, a one week time is allowed for the consultants to propose and submit their detailed plan of action for approval by USAID/Ethiopia;
- Bi-weekly progress report; and
- Draft and final report.

2.7 Time Frame

It is proposed to conduct the study for 35 days beginning Nov. 3, 2003.

Independent External Evaluation Team Schedule in Ethiopia
Evaluation of Winrock International Ethiopia's EMPOWER Project
24th November - 22nd December, 2003

Mon. 24 Nov.	Team Leader, Mary Andrews, arrives (evening)
Tues. 25 Nov.	Local Holiday (Id Alfatar: End of Ramadan Fast) Telephone Interview with John McMahon (USAID Ag. Office) and contact with team members, Hadara Tesfay and Senait Seyoum to schedule meetings.
Wed. 26 Nov.	10:00 First meeting of team at Hilton Hotel. Distribution of documents and discussion of evaluation plans. 11:30 Meeting at USAID with Yesuf Abdella. Reviewed expectations for the evaluation and scope of the WI project. Introduced to Metsal (communications unit). Briefly joined by John McMahon to meet team and review major evaluation interests. 2:00 Lunch on Debre Zeit Road 3:00 General briefing by Dr. Wudenesh at WI. Reviewed project description and end-of-project reports and other documentation. Discussed purpose of the evaluation, field work itinerary and logistics. Introduced to Ato Meketa (Finance Officer) and other staff members present in the office.
Thurs. 27 Nov.	Thanksgiving Holiday: Offices Closed, Team work individually reviewing documents.
Fri. 28 Nov.	10:00 Team meeting at Hilton. Discussion of possible individual assignments and general scope of the evaluation. Review of potential interviewees and schedule of appointments. 1:00 Lunch at the Hilton. Yesuf joins the team to discuss logistics of field work, flight bookings from Jimma to Addis. 3:00 Development of the plan of work for the evaluation.
Sat. 29 Nov.	10:00-2:00 Senait and Mary meet for tour of Addis and discussion of local/regional customs/protocol.
Sun. 30 Nov.	Individual readings and document review
Mon. 1 Dec.	9:00 Meeting with W/ro Bogalech Alemu at Pathfinder. Discussions of the genesis of EMPOWER, early history of Women's Affairs and BoAg invitation, ongoing impressions of the project and status of the Professional Association.

- 11:30 Meeting with Dr. Wudenesh, WI Office to access documents, discuss trip logistics and potential respondents and review major components of the project.
1:00 Lunch at Meskel Square
Michael Bamberger arrives in late evening
- Tues. 2 Dec. 9:00 Meeting of Mary and Michael to review progress in designing the external evaluation and team member assignments.
10:00 Meeting of entire team at Hilton, review of evaluation plans
11:00 Meeting at USAID with Yesuf, Mitsal and Dr. Yeshiareg. Review of evaluation purposes, status of agricultural sector re food security, WI project components and concerns, and logistics of field work.
2:00 Lunch
3:00-7:00 Meetings with Dr. Tekalign (Ag. Coordinator) in WI office to confirm various details of the ONFARM component (Senait) and with Ato Jember (Training Coordinator) about the training philosophy and programming (Mary, Michael and Hadera).
- Wed. 3 Dec. 6:00 Departure to the SNNPR (Yem)
12:20 Meeting with 12 representatives of the Deri Edget women's savings and credit cooperative in Yem. Also present 3 DAs, Gov't Extension Officer and local WI Site Coordinator
3:00 Lunch in Foffa, capital of Yem Wereda
4:30 Meeting with farmers in Gessi Peasant Association, home visits
Overnight in Jimma
- Thurs. 4 Dec. 10:00 Visits to Foffa—Gurumena Langery Peasant Association. Observation of model farm house, demonstration plots and vegetable production cooperative (interaction with women members of the cooperative).
11:30 Michael and Senait interview WI Yem Project Coordinator, Solomon about ONFARM activities and data while Hadera and Mary interview PA Officer and non-target families.
1:00 Meeting with Yem Wereda Council
4:00 Return to Jimma
7:00 Team meeting in Jimma Hotel
- Fri. 5 Dec. 9:30 Meeting at WI Gimbo Project Office, review schedule and project overview with Project Coordinator, Wubeshet Adugna.
10:30 Meeting with Gimbo Wereda Partners (representatives of the DoA both DAs and DA Supervisors, Women's Affairs Zonal Office, Extension Rural Dev Agent), based in Bonga.
12:00 Meeting with Wereda Administrator, Endalkachew Debebe

- 2:00 Lunch in Bonga
3:00 Meeting of a large group (N=50) of farmers in local school building—representatives of Kuti and Tula PA’s. Interaction with farmers about the project and their involvements/achievements.
4:30 Return to Jimma
- Sat. 6 Dec. 9:45 Visit with Bemo PA model farmer—Arega who developed the improved beehive and builds grain storage units for sale.
10:45 Interaction with various farmers from Shomba PA, 36-40 people mostly women.
1:00 Lunch in Bonga
2:00 Michael and Senait meeting with WI Gimbo Project Officer; Mary and Hadera interview women farmer at her home about Gender Training and ONFARM involvement
3:30 Meetings with DAs and DA Supervisor from WI: Also interviews with Gov’t DA Supervisor.
4:30 Return to Jimma
- Sun. 7 Dec. 8:30-1:30 Team Meeting, Integration of information/insights
1:30 Lunch (in preparation for Flight to Addis)
3:00 Departure to Addis via road (flight canceled)
Overnight in Welisso
- Mon. 8 Dec. 9:00 Arrival in Addis
Free day for organization of notes and preparation for trip to the north. Mary interactions with Dr. Wudenesh and Ato Ambachew about schedule for Amhara Region and Trip to Awassa.
- Tues. 9 Dec. 6:00 Departure from Addis to Mertule Mariam (Amhara)
3:00 Briefing at WI site office in Enbessie Sar Midir with Site Coordinator and Regional Project Coordinator, Ato Ambachew.
Overnight at Agri-Service Guest House, informal interaction with Agri-Service staff
- Wed. 10 Dec. 8:30 Departure to Debre Tsion PA
9:30 Visits to various natural resource project sites (gully rehabilitation)
10:00 Meeting with large group of farmers and local leaders from the Debre Tsion PA...Group is divided into four subgroups:
- ONFARM participants (N=100)
 - Credit and Income Generation Participants (N=30)
 - Natural Resource and Household Technology Participants (N=20)
 - Local religious leaders and non-target farmers (N=10)
- 1:00 Lunch at Agri-Service compound

- 3:00 Discussion with Phase-over committee and other Wereda Officials, Mertule Mariam: Mary interviews Gov't DAs and WI DAs
Dinner and Overnight at Agri-Service Guest House
- Thurs. 11 Dec. 8:30 Check out of Agri-Service Guest House; collect information from Melesse at WI Project Office. Travel to Finote Berhan PA
9:00 Discussions with large group of farmers from Finote Berhan PA....group divided into four subgroups
11:00 Interviews with Gov't and WI DAs
1:00 Departure to Dahir Dar, Lunch enroute
5:30 Team meeting at Hotel Tana
- Fri. 12 Dec. 9:00 Team splits into two for appointments with Amhara Regional Partners:
- Mary and Hadera interview Bureau of Women's Affairs, Ato Kerealem Saileh and Health Department, Engr. Daniel Gella
 - Senait and Michael interview Bureau of Agriculture, Ato Dereje Beruk and DPPC, Ato Zewdu Awoke
- 11:00 Interactions with ANRS Regional Coordinator—Ato Ambachew.
1:00 Lunch
1:30 Interviews with Scholarship holders, Alem Yalew, Tenagne Kebede, Yewoinshet Asnake, and Bizuayehu Atnafu; *Leadership for Change* Participants, Amelework Mamo and Simegnish Yimer; and *Participatory Methods* Trainee, Ato Negeese Yayu.
- Sat. 13 Dec. 6:30 Departure for Libokemkem Wereda
9:00 Meeting with representatives of Wereda Officials and Phase-over committee in Addis Zemen
10:00 Departure for Mikael Debir
11:45 Group discussions with large group of farmers in Mikael Debir...organized into four subgroups
1:00 Visits to water harvesting site
2:00 Departure for Gondar
Overnight in Gondar
- Sun. 14 Dec. 6:30 Departure for Libokemkem
9:00 Group discussion with large group of farmers from Bora PA...organized into four subgroups.
11:00 Interviews with DAs and DA Supervisor (WI and Gov't)
12:30 Departure to Dahir Dar, lunch enroute
3:30 Team meeting at Hotel Tana
7:00 Team dinner
- Mon. 15 Dec. 6:30 Departure for Bahir Dar Airport

- 8:30-9:30 Flight to Addis
10:00 Pick-up and transfer to Hilton
Afternoon preparation for trip to Awassa, confirm itinerary.
- Tues. 16 Dec. 2:00 Mary interviews Ato Asnake Major, Women's Affairs Office in Awassa and LFC participant/trainer.
6:00 Mary and Hadera depart for Awassa; Micheal and Senait to analyze ONFARM data.
1:00 Arrival and lunch at Hotel in Awassa
2:00 Meeting with Head, Regional Agricultural Bureau, Ato Melese Argaw
3:00 Meeting with Head, Regional Bureau of Finance and Economic Development, Ato Tesfaye H/Michael and Head of Extension, BoA.
4:00 Meeting with Head Civil Service Reform Bureau and scholarship holder (MSc Philippines) and LFC participant and trainer, W/o Amarech Agidew.
- Wed. 17 Dec. 9:00 Telephone interview with Ato Teshome Wolde Mariam (unavailable previous day due to visitor from Kenya), Senior Expert and NGO desk Monitoring and Evaluation.
10:30 Meeting with President of Debu University, Ato Zinabu G/Mariam
11:30 Meeting with Department Chairman, Department of Rural Development and Family Sciences
12:30 Lunch
1:00 Meeting with Dean of College of Agriculture, Dr. Firdu Aszerfegn
2:00 Meetings with scholarship holders from Department of Rural Development and Family Sciences:
Mary: Dr. Yewlesew Abebe (PhD Oklahoma State) and W/t Getenesh, BSc Adventist College, Philippines
Hadera: W/o Asefach Hailu, LFC trainee and Mentoring Task Force facilitator and W/t Anisha Yesuf, MSc Scholarship beneficiary and LFC participant.
3:30 Departure for Addis
- Thurs. 18 Dec. 10:00 All Day Team Meeting at WI Office, brainstorming lessons learned and review of presentation format for debriefing with USAID staff.
2:00 Lunch at Hera Restaurant
3:30 Continuation of team meeting
- Fri. 19 Dec. 10:00 All Day Team Meeting at WI office, continued development of individual and group presentation. Follow-up data clarification with Solomon and Ato Meketa
7:30 Farewell Dinner sponsored by Dr. Yeshiareg, USAID, WID

- Sat. 20 Dec. 9:00 Debriefing with John McMahon, USAID Chief, Agriculture and Natural Resource Office
11:00 Debriefing with WI Staff (Wudenesh, Meketa, Jember, Tekalign, Yewubdar)
2:00 Farewell luncheon sponsored by WI staff
- Sun. 21 Dec. All day development of PowerPoint presentation and debriefing strategy
- Mon. 22 Dec. 9:00 Mary breakfast with Yewubdar Hailu, WI Scholarship Coordinator
10:00 Hadera and Mary interview Dr. Muluaem Tarekegn, Vice Chair of the AWLAE
11:00 Team meeting to finalize presentation inputs.
1:00 Team business lunch at the Hilton
2:00 USAID Staff Debriefing (approx. 10 persons including Mission Director William Hammink, Program Officer Peter Delp, the Acting Agriculture and Natural Resources Director and Dr. Yeshiareg Dejene, Gender Specialist)
4:30 Return to Hilton, Final Farewell with Team
7:00 Departure to the Airport
10:20 Departure to Frankfurt and USA



Lunch in the field.

List of Project Documents Reviewed by External Evaluation Team

No.	Title
0	EMPOWER: A proposal for participatory evaluation (draft), March 2003, Addis Ababa
1	WIE Empower. Annual Progress Report (Oct. 2002-Sept. 2003) and Annual Plan of Action (Oct.-Dec. 2003), Oct. 2003
2	WIE-EMPOWER ANRS. Gender focused FS Enhancement Project Coordination Program. A.A.Nov. 2000
3	WIE-EMPOWER ANRS, East Gojjam Zone- Enebssie Sar Midir Wereda. Gender focused FS Enhancement Project 2 (GEFFSEP 2) 2001-03. Revised version. Nov. 2000
4	WIE-EMPOWER ANRS, South Gondar Zone- Libokemkem Wereda. Gender focused FS Enhancement Project 1 (GEFFSEP 1) 2001-03. Revised version. Nov. 2000
5	WIE-EMPOWER SNNPR, Kefa Sheka Zone- Gimbo Wereda. Gender focused FS Enhancement and Capacity Building Project (GEFFSECBP) 2000-02. Febr. 2000
6	WIE-EMPOWER SNNPR, Yem Special Wereda. Gender focused FS Enhancement and Capacity Building for Women in Extension and Research Project (GFFSECBWER) Reappraised Feb. 1999
7	USAID/Ethiopia Crop Production and Pesticide Evaluation Report and Safer Use Action Plan (PERSUAP). Ethiopia Pest Management and Pesticide Evaluation Report. Prepared for WIE and others. July 2003.
8	WIE-Enebssie Sar Midir Wereda Project Site- On farm annual progress report. Oct. 2001-Sep.2002 (with yield data collected after September 2002) and Annual Plan (Oct. 2002-Sep. 2003). April 2003
9	WIE-Libokemkem Wereda Project Site- On farm annual progress report. Oct. 2001-Sep.2002 (with yield data collected after September 2002) and Annual Plan (Oct. 2002-Sep. 2003). April 2003.
10	WIE-Gimbo Project Site- On farm annual progress report. Oct. 2001-Sep.2002 (including yield data collected after September 2002) and Annual Plan (Oct. 2002-Sep. 2003). May 2003
11	WIE-Yem Project Site- On farm annual progress report and plan (Oct. 2002-Sep.2003) (Oct. 2001-Sep. 2002) (including field yield data collected after September 2002).
12	WIE ANRS Regional Project Coordination Office. End of Project Report on Gender focused FS Enhancement Regional Project Coordination Office (GEFFSEP)- Scholarship and short-term training. Nov. 2003
13	WIE-Enebssie Sar Midir Wereda Project Site- End of Project Report on Gender Focused Food Security Enhancement Project in Enebssie Sar Midir wereda

	(GEFFSEP 2). Nov. 2003.
14	WIE-Libokemkem Project Site- End of Project Report on Gender Focused Food Security Enhancement Project in Libokemkem wereda (GEFFSEP 1). Nov. 2003.
15	EMPOWER Program- End of Project Report (1998-2003) for Gimbo wereda
16	EMPOWER Program- End of Project Report (1998-2003) for Yem Special wereda
17	WIE Report on Participatory Evaluation of Yem and Gimbo wereda projects in the SNNPRS (1999-2003). Sep. 2003.
18	WIE- Enebssie Sar Midir Project Site. Gender Focused FS Enhancement Project Participants List. Nov. 2003.
19	Baseline data for WIE partner farmers before the project started at Enebssie Sar Midir wereda
20	WIE- Libokemkem Project Site. Gender focused FSE Project Participants' list. Nov. 2003
21	Wealth status list of participants- For Libokemkem
22	List of partner farmers in Libokemkem who participated in beekeeping and management training (2002-2003)
23	List of DAs and supervisors who participated in beekeeping and management training in Libokemkem
24	EMPOWER (draft) End of Project Report EMPOWER Program, November 2003, Addis Ababa
25	EMPOWER End of Project Monitoring Report, September 2003, Addis Ababa
26	Personal Progress Report, Yogi Abate, WI Development Agent, Michael Dabber (ANRS), December 2003
27	MOU Between WI and the ANRS Disaster Prevention and Preparedness Commission in agreement to implement the "Gender Focused Food Security Enhancement Project", December 2000
28	Moue's Between WI and Wereda Cooperative Promotions Offices in Libokemkem and Enebssie Sar Midir to provide credit services for selected women farmers and to sustain WI initiated farmers' level seed multiplication scheme, June 2001 and December 2003.
29	EMPOWER Phasing over strategy/plan of Yem and Gimbo Projects (draft), April 2002 Addis Ababa

30	EMPOWER End of Project Scholarship Report, September 2003, Addis Ababa
31	African Women Gain Leadership Skills to Guide Agricultural Development, Lessons learned and best practices first 10 years (1989-1999), Winrock International Institute for Agricultural Development, January 1998
32	Enebssie Sar Midir Project Site, End of Project Report on the Gender Focused Food Security Enhancement Project (GEFFSEP2) November 2003
33	Libokemkem Project Site, End of Project Report on the Gender Focused Food Security Enhancement Project (GEFFSEP1) November 2003
34	Gender Focused PRA/Baseline Survey Report of Debre Tsion and Finote Birhan PAs, Enebessie Sar Midir Wereda, East Gojam Zone (ANRS), July 2000
35	Gender Focused PRA/Baseline Survey Report of Shina Tsion and Michael Debir PA's, Libokemkem Wereda, Sout Gonder Zone (ANRS), July 2000

List of Titles of EMPOWER Scholars' Research

Author	Year	Title
Yewelsew Abebe	August 2003	Nutritional Status of Low Income Mothers and Children under five in southern Ethiopia: Focus on Transitional Food Development
Eden Mengistu	Ongoing	The role of Home Economists in HIV/AIDS prevention and care: Ongoing Ph.D. Dissertation project
Enquayehush Deboch	Ongoing	The Effects Of Seedling Age, Spacing, And Time Of Planting On Phyllochron, Yield And, Yield Components Of Two Rice Varieties Under system Rice Intensification Practices. MSc. Thesis
Alem Yalew	March 2002	Minimizing Enzymatic Browning of Fresh Cut Banana (Musa SP.) Bud. MSc. Thesis.
Amarech Agdew	April 2002	Violence Against Women in Ethiopia: An Obstacle to Development and Women's Full Participation in Development Focus on Abduction in Sidama Zone, Wondo Genet Area. MSc. Thesis.
Abaynesh Woldegiorgis	April 2002	Women's Participation in the Agri Service Ethiopia (ASE) Community Project in Debay tilat Gin., North-West Ethiopia. MSc. Thesis.
Ansha Yesufe	June 2001	Women's Participation in the Production and Utilization of Enset Resource in Selected Villages of Ethiopia.
Emebet Chaka	Ongoing	The Effect of Salinity on the Growth and Survival of Improved Breeds of tilpia strains from Fry to Juvenile" MSc. Thesis
Misrak Aklilu	August 2003	Acid Protcase Supplementation of corn-soybean based Diets Of Broiler and layer Chickens (Gallus Gallus Domesticus). MSc. Thesis
Author	Year	Title
Haregewoin Takele		Chemical Constituents And Combined Relative Antioxidant Activity Of Sage Plant Parts Varying In Physiological Age And Effect Of Harvest Method And Harvest Height. MSc. Thesis. Stillwater, Oklahoma. Major Field: Food Science, Specialization: Horticulture
Genet Meseret		Women's Participation in a Community based Development Project in Guhalla, Region 3, Ethiopia
Sinedu Abate	July 2000	The Potential for Natural Products to Control Stored Product Insects
Tsehaynesh Kidane	December 2000	Women's Participatory Evaluation of Fuel Saving Technology in Kollashara Peasant Association Arbaminch Zuria Wereda, North Omo, SNNPRS

Almaz Menbere,	January 2003	Promotion of Poultry Package in Tarmaber District Sina PA.
Yenenesh Tadesse,	November 2002	Participatory Evaluation of Hay Box Brooder Made by Farmer with Local Materials in Gimbo Woreda
Yaem Zewid Demissie	May 2002	The Effect of Simulated Soil Erosion on Maize Production at Mekelle University Research Site"
Lemlem T/Medhine	2003	Effect of Different Planting Positions of Vine Cutting on Establishment of Sweet Potato (<i>Ipomea batatas</i> L.)
Meseret Abera,	Ongoing	Promotion of Onion Production among Women farmers in Amhara Region East Gojj am Zone Enebessie Sar Medir District
Author	Year	Title
Zufan Nezir	Ongoing	Promotion Of Apple Fruit Production In Aelasha Kebele, Kutaber Woreda (South Wollo Zone.)
Mintwab Belay,	Ongoing	Introducing of 'Mirt Biomass Fuel Saving Ingera Stove' for Poor Families Living in Merawi wereda
Frehiwot Tefera	November 2002	Introduction of Onion Production at Arbaminch Wereda in Kolla Shelle Peasant Association
Yenenesh Tadesse	November 2002	Participatory Evaluation of Hay Box Brooder made by Farmer with Local Materials in Gimbo Wereda
Rahmet Yimer	October 2002	Introduction of Cassava Production, Preparation and Utilization of Different Foods Prepared from It in South Wollo Zone Kallu Woreda
Yalmzewede Teshome	October 2002	Farmers Participatory Evaluation of Churns in Totose Keble Angolelana Terra District North Shoa Zone
Getenesh Asefaw	December 2002	Introducing of Vegetable Preservation - Method in Mangudo Peasant Association, at Aleta Wendo Werda, Sidama Zon SNNPRS
Huluagresh Hailu	October 2002	Introducing Alternative Potato Utilization in Enerata Peasant Association, Gozamen Wereda, East Gojjam Zone, Amhara Region
Fanaye Yilma	December 2002	Introduction of Improved Biomass Energy Saving Injera Stove in Minjar Shenkora Wereda
Azeb Negash	????	Assessing effectiveness off video films to create awareness of farmers by introducing Soya Beans
Author	Year	Title

Hirut Geleta	December 2001	Assessing the Usefulness of Extension Campaign in Encouraging Women to Grow Multi-purpose Trees, around Homestead in Momo Shoki Kebele, Lumme Wereda
Wubit Shiferaw	December 2002	Promotion of Sheep Rearing Among Poor Farmers at Bahir Dar Wereda, West Gojam Zone, Region 3.
Tenagne Kebede	October 2002	Introduction of Urea Treated Straw Among Small Scale Farmers at Bahir Dar Wereda in Three PAs
Zeritu Desta	December 2002	Introducing Sericulture Technology for Rural Farmers in Kalisha and Hachamp PAS, Lemo Wereda, Hadiya Zone, Southern Nations' Nationalities People Regional State
Belaynesh Kumsa	December 2002	Introduction of Home Made Hay Box Chick Brooder in Minjar-Shenkora District
Woudie Bekalu	October 2002	Promotion of Vegetable Crops in Bale Zone, Agarfa Wereda
Tsehaynesh Kidane	December 2000	Women's Participatory Evaluation of Fuel Saving Technology in Kollashara Peasant Association Arbaminch Zuria Wereda, North Omo, SNNPRS
Felekech Basaznew	November 2000	Gender and Extension Service Study Conducted at Shesha Kebele Awassa Woreda, Sidama Zone
Felekech Basaznew	April 2000	Gender and Extension Service Study Conducted at Sheka Kebele, Awassa Wereda, Sidama Zone
Kassech Milky	December 2001	Introducing Sweet Potato Leaves as Supplemental Household Food in Delbo Weggene Peasant Association at Soddo Zuria Wereda, Wolaita Zone (SNNPRS)
Askale Yifu	2003	Effect of Inter-row and Intra-row Spacing on Yield Components of Potato (<i>Solanum Tuberosum</i> L.)
Emebet Bizuayehu	December 2002	Promotion of Tomato Production with a Focus on Farmers' Participation in Agode Kehele at Silte Woreda, Silte Zone

All of the above research and extension projects were designed and implemented by scholars while completing their studies under EMPOWER scholarships.

Plan of Action
EMPOWER End of Project External Evaluation
November/December 2003

The external evaluation team was comprised of four members; two expatriates (Mary Andrews and Michael Bamberger) and two domestic consultants (Senait Seyoum and Hadera Tesfay). The team commenced work on 24 November, 2003 with the arrival in Addis Ababa of team leader, Mary Andrews. The period of time from 25 Nov to 2 Dec was allocated for team meetings, document access and review, initial interactions with USAID and WI officials to clarify the scope of work, and the development of a detailed plan of action for the evaluation effort. Actual field work would commence on 2 December with the arrival of the full team.

It should be noted that the timing of this external evaluation is not ideal. Not only is the evaluation squeezed by a very tight timeline due to holiday schedules, it is operating concurrent to project closeout activities and the dispersal of project staff. These conditions place burdens on all parties, however, cooperation and patience is evident. The opportunity to conduct an external evaluation is being viewed very positively by both USAID and WI. Both parties appreciate the availability of the resources that are making the external evaluation possible as internal resource constraints precluded such an investment earlier. It is accepted that an external evaluation is warranted and important to document the unique scope and character of the EMPOWER project. Logistical support to the evaluation team is being provided by both the USAID and WI offices. WI and DevTech System staff in the USA have also been as cooperative as possible in providing documents and suggesting resource person contacts.

External Evaluation Goals:

The evaluation can be characterized as an External Review. The Draft SOW developed in March 2003 as an “*Ethiopian Management of Participatory Opportunities for Women in Extension and Research (EMPOWER) Program: A Proposal for Participatory Evaluation*” was accepted as an appropriate starting point for the evaluation.

Based on clarification discussions with USAID Officials John McMahon, Yesuf Abdella and Yeshiareg Dejene and with initial interactions with WI Program Coordinator Dr/Woz Wudenesh Hailu, the following outcomes for the external evaluation were identified.

That the external evaluation:

1. Serve as a general verification process to review and confirm project claims for achievements and deliverables and to estimate the degree to which project objectives and related modifications were necessary and productive in moving toward agreed upon goals.
2. Gather expert opinion as to the unique elements of the EMPOWER model and their individual or collective influence on project achievements with the intent of identifying operating principles or lessons learned for replication to future endeavors:

- a. Assess the assumptions, strategies and achievements of the three individual EMPOWER components and their integrative aspects to determine if expectations have been met and whether any adjustment are merited:
 - i. ONFARM
 - ii. Income Generation with Credit
 - iii. Training
 - iv. Scholarships
3. Estimate quantitatively and qualitatively the degree to which project activities and achievements have left a legacy of improved food security and gender relationships and capacity in the participating institutions and individuals that will endure and be sustained beyond the project period.
4. Identify specific success stories, principles and lessons learned to contribute to the showcasing of the project to the donor/government/stakeholder community.

Goals of the evaluation:

1. Understanding the underlying project strategies and integrative nature of the project
2. Estimating the ability of WI to deliver on expectations, and influences on success
 - a. Working relations with partner institutions
 - b. Staffing
 - c. Cooperation gained with target and non-target families
 - d. Gender awareness/involvement elicited
 - e. Institutionalization plans, progress and prognosis
3. Verifying project outputs and impacts to the extent possible and compared to what might have happened without the project's presence. Specific impacts on food security or resiliency of target and non-target families? Any specific technologies or approaches better than others in creating resiliency?
4. Estimating the ability of sustainability strategies to continue/sustain/expand in the future
5. Noting any evidence to confirm the theory that training=leadership
6. Identifying elements that might be replicable

Project Components:

1. Training in leadership and gender awareness for rural leaders and officials with the provision of tools to encourage women's participation in grassroots programs (participation methods).
2. Scholarships to upgrade women for leadership positions in Ag and Rural sector.
3. Introduction of improved agricultural and household practices
4. Credit for income generating activities that diversified production
5. Food security/household resiliency gained/sustained

General Schedule of Activities:

26 November-2 December, 2003	Document review, evaluation planning, interviews with key stakeholders in Addis area.
3-17 December	Field work: individual and group interviews
18-22 December	Analysis and development of tentative conclusions; debriefing with stakeholders and report planning
22 December	Departure of Evaluation Team
1-10 January, 2004	Preparation and finalization of External Evaluation Report

Terms of Reference for Individual team members:

1. Participate in the review of documents to familiarize self with total effort
2. Contribute to the fine-tuning of the evaluation design and identification of respondent groups.
3. Take responsibility for one portion of the evaluation plan for
 - a. Understanding reports/data/claims
 - b. Summarizing findings/lessons learned
 - c. Verifying findings with new inputs
 - d. Serving as team spokesperson for this aspect of the project during overall analysis and the building of conclusions
 - e. Contributing to the final report writing
4. Contribute to the overall data collection effort
5. Provide input into the development of impressions, findings and statements of recommendations
6. Participate in debriefing sessions with stakeholders
7. Read and edit each other's inputs for final report
8. Serve as professional colleagues in maintaining objectivity, cultural relevance and acceptable protocol in all team efforts.

Evaluation Questions and Respondent Groups

Wereda Officials

1. Tell us about the EMPOWER Project that has been operating in your Wereda, What were its major contributions?
2. Would you be able to tell the difference between the way the EMPOWER Staff work and how other development agents work?
3. Do you think that your Wereda has benefited from the EMPOWER project?
Examples
4. Do you think families will continue to benefit even after the project is over?
5. We understand that this project was especially concerned that women farmers get help? Did this happen? Will this continue after the project is over? If so, how?
6. What is the capacity and preparedness of the Wereda to ensure sustainability of the effort?
7. Would you welcome this NGO to your Wereda in the future?

DoA Officers

1. How many DAs operate in this Wereda?
2. How many would you estimate received some training from WI?
3. Were the technologies and strategies of WI similar to your own? Is the WI model useful?
4. How would you characterize the relationship between WI DAs and your DAs?
5. We understand that WI was trying to develop better working relationships for women farmers? Do you agree? Do you think any attitudes have changed toward women because of WI? Do you think the food security goals of the project have been reached?
6. What do you think will happen now that WI is closing the project? Will the work continue? Will the families continue to benefit?
7. Would you welcome the NGO back to your Wereda? Are there other NGOs working here? In the same area as WI? How would you compare WI to other NGO's?

DAs and other WI staff

1. What was different about the way ONFARM operated compared to other development efforts?
2. The technologies that were introduced, how were they identified?
3. What incentives did you use to gain farmer cooperation? Are these similar to what the government would use?
4. How difficult was it to achieve the gains that are reported in annual reports?
5. Do you think attitudes toward women have changed as a result of WI work? Any examples?
6. Will the benefits that families have gained endure after the project closes? How?
7. Did you encounter any problems in working for WI? Are you glad that you were able to work for this NGO? What unique capacities did you gain from the WI project (that other DAs are lacking)?

Cooperating DAs/officials

1. Are you familiar with the ONFARM program? Would you consider it a successful program? What is different about it compared to other programs?
2. Did ONFARM encourage the same technologies and rural development strategies as you do in government service?
3. Did ONFARM work with families in a similar or different way than you do in government service? (i.e. incentives, women, income generation)
4. Did you receive any training from WI? If yes, on what topics?
5. Did you learn anything from WI that has proved useful to you?
6. Did you assist them in any way that was useful to them?
7. Do you think families benefited from the work of ONFARM? Examples:
8. Do you think enough families benefited given the time and resources applied?
9. What would you consider the strengths and weaknesses of the WI project?
10. To what extent were local, regional, federal level partners linked for project implementation?
11. What do you think will happen now that the project is closing? Will the families continue to benefit? Will your work be any different?

Participating families

1. Tell us about your work with ONFARM. How did you get involved?
2. Do you think you have benefited from working with ONFARM? Give examples of status before and after involvement? How many ideas/technologies did you apply from the project?
3. Have you shared any of your ideas with other farm families? Have they taken up new ideas?
4. Is there any difference in the way the ONFARM DAs worked with you and the way government DAs work?
5. Are you glad that you were able to work with ONFARM?
6. Now that their project is closing, what do you think will happen? Will you continue to improve your farming? Will you continue to try new ideas?
7. We understand that ONFARM was especially interested in getting help for female farmers? Do you think any attitudes towards females have changed since they started working here? Do you think relationships within your family have changed?
8. Members of Savings and Credit Groups: Are you glad that you are a member of the credit and savings association? How have you or your family benefited? Would you have been able to participate without the EMPOWER project? Will you continue your membership? Help others join?

Wereda Steering Committee

1. We understand that one of the roles of this committee is to try to sustain the work of ONFARM into the future. Is this correct? How do you plan to do this?
2. What would you say was unique about ONFARM and WI? What is worth keeping?
3. Do you think attitudes toward women farmers have changed in any way since WI was here? What more needs to be done?

4. Are you glad the WI was here, even if only for a brief time? Do think families will have lasting benefits from their work? Examples

Scholarship holders

1. What scholarship did you receive? Why do you think you were chosen?
2. Could you have gotten this degree/diploma/cert/ without the scholarship?
3. In addition to the coursework, did you participate in any training by WI?
4. Did you participate in a rural work experience? If yes, how did this affect you?
5. Are you better prepared to serve women's needs in ag. & rural dev.? In what ways?
6. Where were you working before the scholarship and now after the scholarship? Do you consider this a promotion? Do you have a chance in this new role to help other women?
7. Where would you like to be in your career 5 years from now?
8. What are your feelings toward WI? Are you glad that you worked with them? Did you encounter any problems in working with them?
9. Do you think women's roles in agriculture are changing in any way? Attitudes toward women changing? What more needs to be done?
10. If asked, how would you justify the expenditures associated with your scholarship? What benefits will result for your organization/society?

Gender Training Recipients

1. In what kind of training were you involved? Explain. During that training did you learn about ways to address gender issues? How did you feel about this training?
2. Have you made any changes in how you work with women or women farmers as a result of training?
3. Do you think the training has made a difference in overall male-female relations or how women are treated?
4. Do you know of any other organizations in Ethiopia working on gender issues? Explain
5. What more could have been done in this area or can be done in the future?
6. Now that WI is closing the EMPOWER project, do you think this work on gender issues will continue? In what ways?

Regional Level BoA and Partner Organizations

1. One of the major components of the EMPOWER project was the scholarship program for women. How do you feel about this effort?
2. Do you think the right people were selected or that the selection process was fair?
3. Do you think that those who received scholarships will make in difference in addressing gender issues in the future?
4. Did you encounter any problems in implementing this component?
5. Are you aware of the field work component of diploma holders? Was this useful in generating sensitivity to women's issues? To solving appropriate technology concerns?

6. Did you or any of your staff participate in other types of gender awareness training? Was this the first such training made available to you? How was the training received?
7. Do you know of other organizations providing such training?
8. What do you predict will remain concerning gender issues after the project closes? Will any gains be sustained? How?
9. Concerning the ONFARM component, do you think that the introduced technologies have made or have the potential to make an impact on agricultural productivity and food security? Were sufficient gains made to impress/motivate farmers to continue to innovate? Did a sufficient number of farmers benefit directly or indirectly?
10. Did the WI project/strategies provide any solutions to long-term productivity concerns?

College and Training Cooperators

1. How has your institution been involved with the EMPOWER project?
2. The record of women trained in degree and diplomas is outstanding. Could this have happened without the project?
3. In what ways has your institution changed to be more supportive of women students? What problems were encountered...solutions created?
4. Do you think there is a better environment for women now than before the project?
5. Do you think these women who were trained will be able to make a positive difference for women, in their jobs/institutions?

Credit Institutions

1. We understand that creating credit and savings cooperatives (for men or women) has been a challenge? What is the cause of the concerns? Is progress being made? Are the legal bottlenecks removed?
2. Will the current cooperatives continue after the closing of the WI project? Will they all secure legal status? How will your organization ensure continuation?
3. Will women continue to be enrolled/served after the closing of the WI project? Who will provide oversight to be sure that this happens?
4. Do you think families have benefited from having credit? Will these benefits continue?

Number of Crop¹ Varieties Introduced, Passed through Adaptation and Demonstration Trials, Multiplied by Farmers and Showing Yield Advantages over Landraces by Project Site

Project site, project period and crop type	#crop types	#vars introduced	#vars passed adaptation trials	#vars tested on farm (dem. plots) ⁴	#vars multiplied by farmers ⁴	Varieties showing yield advantage over local		No. farmer participants In demonstration trials	
						#vars w. yield adv.	Percent yield adv. Range	Total no.	% female ⁴
Yem 2000-03	12	42	26	n.a	5	22		922	66
-Wheat		10	5	n.a	n.a	5	28-47	169	n.a
-Teff		5	4	n.a	n.a	2	4- 23	171	n.a
-Maize		2	2	n.a	n.a	2	17-66	113	n.a
-Barley		3	2	n.a	n.a	2	20-28	29	n.a
-Sorghum		2	0	n.a	n.a	-	-	7	n.a
-Fava bean		2	2	n.a	n.a	1	41	51	n.a
-Field pea		1	1	n.a	n.a	1	52	150	n.a
-Chickpea		5	3	n.a	n.a	3	44-62	57	n.a
-Lentil		2	2	n.a	n.a	1	40	90	n.a
-Linseed		3	2	n.a	n.a	2	24-61	39	n.a
-Sweet potato		5	2	n.a	n.a	2	2-65	25	n.a
-Irish potato		2	1	n.a	n.a	1	60	21	n.a
Gimbo 2000-03	16	58	57	21	16	15		1243	66%
-Teff		6	4	5	3	3	1-107	n.a	n.a
-Wheat		5	5	1	1	1	25-125	n.a	n.a
-Barley		2	2	-	-	-	-	n.a	n.a
-Maize		1	0	1	-	-	-	n.a	n.a
-Sorghum		10	10	-	-	-	-	n.a	n.a
-Haricot bean		5	5	3	2	3	2-175	n.a	n.a
-Field pea		1	1	1	1	1	52-64	n.a	n.a
-Chick pea		5	5	2	2	2	27-108	n.a	n.a
-Fava bean		1	1	1	1	1	60-100	n.a	n.a
-Flax		2	2	1	1	1	126-254	n.a	n.a
-Sweet potato		3	5	3	3	3	117-192	n.a	n.a
-Irish potato		6	6	3	2	n.a	n.a	n.a	n.a
-Lentil		2	2	0	0	n.a	n.a	n.a	n.a
-Soya bean		1	1	0	0	n.a	n.a	n.a	n.a
-Sesame		6	6	0	0	n.a	n.a	n.a	n.a
-Groundnuts		2	2	0	0	n.a	n.a	n.a	n.a
Libokemkem 2001-03	13	80	54	56	16	9		1089	46%
-Teff		4	2	4	2	-	-	151	44
-Barley		4	3	4	3	-	-	131	44
-Wheat ²		21	15	11	3	3	10-22	121	49
-Triticale ³		6	6	0	-	-	-	n.a	n.a

-Maize		6	0	6	-	1	35	105	54
-Rice		2	1	1	-	-	-	152	56
-Faba bean		4	4	3	1	1	18	37	54
-Field pea		6	5	1	1	1	33	48	38
-Haricot bean		10	4	8	-	-	-	42	43
-Linseed		5	5	5	1	3	176-211	37	35
-Finger millet		2	2	2	2	-	-	34	53
-Sorghum		-	-	-	-	-	-	9	**
-Lentil		5	4	2	-	-	-	1	-
-Chickpea		5	3	5	3	-	-	98	47
Enebssie Sar Midir 2001-3	9	67	59	37	11	7		660	45%
-Teff		6	5	3	1	1	8	99	47
-Wheat ²		19	16	14	3	2	21-22	104	48
-Triticale ³		7	7	0	-	-	-	n.a	-
-Barley		4	3	4	2	-	-	25	45
-Faba bean		4	3	1	1	1	26	15	38
-Field peas		5	4	5	1	1	31	16	24
-Linseed		4	4	4	1	2	65	7	39
-Chickpea		5	4	0	2	-	-	26	57
-Lentil		3	3	0	-	-	-	-	-
-Haricot bean		9	9	2	-	-	-	-	-

n.a. = Not available.

*No yield was registered for sorghum in Libokemkem due to crop failure at germination.

Notes:

¹Crops include field crops (cereals and legumes) and vegetable crops like sweet and Irish potato, but exclude other vegetables, fruit trees, enset suckers and forage species.

²For both Libokemkem and Enebssie Sar Midir the number of wheat varieties cited is the sum of bread and durum wheat varieties.

³Six and seven varieties of triticale were introduced and passed through adaptation trials in Libokemkem and Enebssie Sar Midir respectively, but did not reach on-farm demonstration stage.

⁴In Yem, introduced and most adapted crop varieties were identified in the EOP report, but there was no crop specific information on varieties which went through on-farm demonstration trials or were multiplied by farmers.

⁵The Yem EOP report does not have any information on the number or percent of female participants in on-farm demonstrations by crop variety. The EOP report for Gimbo does not have any list of partner farmers who participated in on-farm demonstrations by crop type. Hence figures reported under this column for these two sites represent total numbers of farmers who participated in all on-farm demonstrations.

Source: Compiled on the basis of lists found in End of Project Reports for individual project sites.