



WOLKITE UNIVERSITY

COLLEGE OF SOCIAL SCIENCE AND HUMANITIES

DEPARTEMENT OF CIVIC AND ETHICAL STUDIES

**TITLE: THE ROLE OF WOMEN'S ASSOCIATION IN PROMOTING GENDER
EQUALITY IN THE CASE OF WOLKITE TOWN**

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RESEARCH TITLE ON: THE ROLE OF WOMEN'S ASSOCIATION IN PROMOTING
GENDER EQUALITY IN WEOLKITE TOWN

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List of Acronyms

FDRE: federal democratic republic of Ethiopia

NEWA: network of Ethiopia women's association

Abstract

The main aim of this study was the role of women's association in promoting gender equality in wolkite town. The general objective of the study is to assess the role of women's association in promoting gender equality: in order to achieve the objective of this research and adequately answer the research question, both primary and secondary data sources were used. In gathering data questionnaire and interview were used of data gathering. In addition simple random sampling technique was employed a populations were selected from the total population by random sampling techniques. Among those 40 respondents to informants based on the finding the researcher conclude that the basic cause for the role of women's association to promoting gender equal were good status of women, to reduce less attitude of society towards women the existence of harmful traditional practice and lack of practical actively to promote gender equality. In order to solve this problem the researcher recommended that the society and the governments should promoted women to learn and participate in every aspects of action.

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Chapter One

1. Introduction

1.1 Background of study

The women's association was cooperation of women's for social, political and economic equality of women's and the areas of health, education, basic skill training and other development activities through community participation and mobilizing from members, supports, donors and other service. In Ethiopian women's association was national network of Ethiopian societies who share the goal of advancing women's right, gender equality and

women's empowerment. The network of Ethiopian women's association was originally established in 2003 as national network of non-governmental organization and women's association working for women's advancement. By 2009 network of Ethiopia women's association reached a membership of (42) organizations and associations reaching in to every region of the country following the promulgation of the new charities and societies law in 2009. Ethiopian women's association recon sited itself an Ethiopian society's consortium whose members Of all Ethiopia societies in all committed and permitted under law to advocate for women's right. (Arbet, 2007)

Today Ethiopia women's association has eight member of organizations and association located in several regions of the country and it members aim to sustain the transformation struggle for gender equality and women's empowerment in Ethiopia over the long term. The women's association aims to ensure that women's and men at all levels are made aware of women's association constitutional and legal right and to solicit practical support from various sectors. Women's were also active participants and actor in this indicator of gender equality. Culturally, the women were not considered as equal with men. Most of the time Ethiopian women's right was violated by cultures of the society. Female genital mutilation and early marriage were common bad cultural practices which violate women's human right and gender equality in Ethiopia. There are actors which have roles in promoting gender equality, among those actor the federal democratic of Ethiopia government was the one actor to promote gender equality (Balsler, 2017).

Government had declared strong commitment to the development of women with announcement of national policy on women in 1993. This policy envisions economic development as unthinkable without the participation of women in the economic sector. Even though women have producers in Ethiopia, they have not received their fair share of national wealth. This show gender inequality in Ethiopia access to economic benefits, the

above reason the Federal Democratic Republic of Ethiopia government had permitted for the establishment of different government organization at regional and local government levels like that of women's association. Gender equality is an essential human right and condition for achieving effective democracy and development Misganaw (2013).

1.2 Statement of the problem

Ethiopia women have little say in decision making that affecting their lives, the culture of the society always denied women's right to say whatever they want. Women's association had high role to promote gender equality it supports women's in social, economic, and political as well as participation to empower women in decision making to any sectors. Women's association is empowered women and girls in promoting equal access to education, healthy and economic opportunity for females across the country and address root cause of gender equality (Weldon, 2007). The majority of women in Ethiopia holds low status in the society, women had been denied to get equal access to education, training and gain full employment opportunity and their involvement in policy formulation and decision making process have been minimal. However woman play a vital role in the community by taking of care of all social activities: women do not enjoy the fruit of their labor and suffer from political, economic, legal, cultural, and social marginalization (Lemonye, (2011).

The different researcher works in the different part of the rigion also showed that; researcher to employ the role of women's association promoting gender equality. For instance, Tesema Tadese (2007) explains the gender equality between man and women in wolayita zone in Boloso sore woreda. Haftamu Moges. (2006) to examine the gender equality between man and women in Bench Maji zone. Wondimu, Fayisa and Tesfanesh; discussed the gender equality between man and women in Goffa zone (2008). Previous study focus on the gender equality between man and women's; but this researcher focused on the role of women's

association promoting gender equality. Therefore this research is unique mainly aimed at filling this gap as a new study on the role of women's association promoting gender equality in the study area. And this study was embraced the role of women's association promoting gender equality in Wolkite town. There is no research conducted on this issue at Wolkite town. Therefore the researchers were tried to investigate the role of women's association in promoting gender equality on the study area. In this study the researchers want to search what the role of women's association promoting gender equality in Wolkite town as research gap and after study the researcher wants to give awareness to the societies to participate and strength the women's association in study area and can concluded to the whole place. Generally in this study the researchers were assessed the role of women's association in promoting gender equality in Wolkite town.

1.3 Objective of the study

1.3.1 General Objective Of the study

The general objective of the study is to assess the role of woman's association in promoting gender equality in wolkite town.

1.3.2 Specific objective of the study:-

- ✓ To examine the role of women's association in promoting gender equality.
- ✓ To assess how women's association promote gender equality.
- ✓ To identify the challenges affected women's association while working to promoting gender equality.

1.4. Research Question

The main research questions of the research are:-

1. What is the role of women's association in promoting gender equality in Wolkite town?
2. How the women's association in promote gender equality in Wolkite Town?

3. What are the challenges affected women's association while promoting gender equality in wolkite town?

1.5 Significance of the Study

This study will have a numbers of benefits for different individuals and organization after its completion. Mainly this study would provide constructive information to the Wolkite town regarding the role of women's association in promoting gender equality. It provides good understanding on roles of women's association and use as a facilitating tool for conducted in equal participation between women and man in every sector. It may help for the government policy makers and institution who are concerned with gender equality. It can be use as reference material for people who will be interest to conduct a research in the future. Generally, the study may create public awareness about the role of women's association to promoting gender equality and having understand to provide solution.

1.6 Scope of the Study

This study conducted in the area of Gurague zone particularly in Wolkite town. The researchers focus on the issues on role of women's association in promoting gender equality on study area.

1.7 Limitation of the Study

Conducting this study, the researcher has faced by many problems. The major constraints were insufficient budget, shortage of time and respondents had low interest to give sufficient information concerning the topic. Despite of this problem the researcher tried to overcome financial and lack of different data from materials, lack of adequate literature or sources in the study area.

1.8 Organization of the Study

This research was organized under five chapters.

The first chapter deals with background of the study, statement of the problem, objective of the study, research question, significance of the study, scope of the study, limitation of study and organization of the study. The second chapter discusses review relate literature, the third chapter deals with research methodology, description of the study area, demography, research design, source of data, instrument of data collection, sampling size, sampling techniques and method of data analysis. The fourth Chapter deals with data analysis and presentation. Finally, discusses about conclusion and recommendation based on the major finding on study.

Chapter Two

2. Review Related Literature

2.1 Conceptual and theoretical Framework

2.2. Conceptual framework

Gender analyses are a tool for identifying the different roles and needs of men and women. Through gender analysis planners can develop and implement concert measures to promote gender equality of opportunity and treatment between men and women workers. The institutional policy to attempt mainstream gender concerns in to its activity, through gender analysis and planning to achieve the goal of gender mainstreaming or in other word, for promoting the fundamental principle of equality, opportunity and treatment between men and women. The goal of equal opportunity and treatment between men and women as a matter of human right and as an essential condition for achieve effective democracy. It considered the fight against discrimination on the basis of sex a fundamental issue in protecting human right. General to consider promote gender equality as a matter of social and economic development. To achieve this supports the participation of women in decision making and practice that adequately to equality. (Miranda, (2005)

2.3 Theoretical Frame work

2.3.1 Social Role Theory

In most cultures, women and men occupy quite different roles. Women are more responsible for child rearing, foraging and domestic duties. While men are more responsible for hunting, fighting and in modern society producing income (Giddu H. (2014)

2.3.2. Feminist theoretical perspectives

A feminist perspective is focusing on the issue of gender which movement taken by women to fight for the right or women. Feminism paradigms which have different perspective on the nature of injustice and oppression against women, Feminist paradigm have variety approaches and strategies to fight or eliminate gender in equality in all. Feminist theory up hold women right free from oppression, giving women opportunity to speak for their self, creating the life style to them, appreciating contribution of women and used to the experiences of women to explain social reality which is found in the society. (Balsler, 1987)

2.3.3. Liberal Feminism

Liberal feminism locates the rise of women oppression in women's lack of equal civil right and equal opportunities as well as in the past traditional and learned psychology associated with the sex role socialization process. The liberal feminism developed the idea of individual rights of women.

They focus on the sources of gender discrimination such as job markets in equality, wage scale, getting women in to profession of government and cultural institutions.

Liberal feminism purports that women's liberation were achieved with removal of sexist discrimination pursue their potential for individual development just as fully as men do. It focus on the social and legal reform through polices designed to create equal opportunities for women and to establish individual civil rights so that no one denied access to the existing social-economic system because of sex, race or class, liberal feminism assumes that the re-education of the public concerning the sex role socialization process towards achieving more liberated and egalitarian gender relations. (Berenice, (2015)

2.3.4. Socialist feminism

Socialist feminism locates the rise of women oppression in the interaction of the capitalist system based on class equality with patriarchy system based on gender equality. As a result women are subordinated and exploited through used of their labor in market place, for which they are persistently under paid and of their labor in the home, for which they are not paid at all. Current reality is viewed in terms of an economically based on class system reinforced by sex attitudes and practices. This perspectives expect that the smaller the different in the standard of living or property in a society and they had different status between men and women. Socialist feminism aims to abolish both capitalism and male dominance in order to end women oppression. It emphasize on the necessities for revolutionary societal change in order to develop the existed equal distribution of powers. These perspective necessities facilities, understanding of the experience of women of all classes and races as means of understanding oppression, An essential feminist strategy for achieving the liberation of women involves alignments with other oppressed groups in order to find their common grounds of the oppression and to resist women subordination at market place and in the home. (Carol, 2009)

2.4. Definition of terms

Gender refers to the social difference and relations between men and women. Gender varies widely among societies, culture and change over time. Gender is a set of characteristics, roles and behavior patterns that distinguish women from men socially and culturally. It is also indicates power relations between them. Gender refers to a social identity of men and women and it cannot be understand at level of individuals. Gender and power relations between women and men are socially constructed and not derived directly from biology. Whereas gender is the economic, social, political and cultural attributes and opportunities associated with being female and male. The social definition what it means to be female or male vary across cultures and change over time. Gender is socio-cultural expression of particular characteristics and role that are associated with certain groups of people with

reference to their sex and sexuality. Gender equality has many aspects; these are socio-economic, political, culturally aspects and legal equality. Socially it indicates gender discrimination in access to essential public services such as educational, health, water energy, social security, protection community and family support. Politically it refers to gender discrimination in participation in decision making process, For instance in political institutions and policy making organization, Consultation, and the rights and responsibilities of citizenship (Barker, 2005).

2.5. Historical overview of women's association in Ethiopia

In Ethiopian women's association is a national network of Ethiopian societies who share the goal of advancing women's right, Gender equality and women's empowerment in Ethiopia. The network of Ethiopian women's association was originally established in 2003 as national network of non-governmental organization and women's association working for women's advancement. By 2009 network of Ethiopia women's association led reached a membership to organized and associations reaching in to every region of the country following the promulgation of the new charities and societies. Ethiopian women's association recon sited itself an Ethiopian society's consortium whose members are all Ethiopia societies in all committed and permitted under law to advocate for women's right. Ethiopian women's association has eight member of organizations and association located in several regions of the country and its members aim to sustain the transformation struggle for gender equality and women's empowerment in Ethiopia over the long term; until their vision of an Ethiopia society where gender equality is realized becomes the normal context to the women's association and means live Ethiopian. The women's association aims to ensure that women's and men at all levels are made aware of women's association constitutional and legal right and to solicit practical support from various sectors. (Johannes (1991)

2.5. Women's association and its role in promoting gender equality

The women's association are support women's ability to create gender equality and secure their own level of encourage the equality of men and women's. Therefor women's association to support women's in social, economic and political as well as participation to empower women in decision making to any sector. Women's association are empowering women and girls in promoting equal access to education, health and economic opportunity for equality to female in to across the country and address the root causes of gender equality (Melesse A, 2014). Women's association is discrimination suffered by women in Ethiopia take in to account in order to remedy this legacy are entitled to affirmative measure. The purpose of such measures to be provide special attention to women as to enable them compete and participate on the basis of equality with men in political, social and economic life private institutions. Wolkite town, women are involved in all aspects of their society life; women are producer and procedure as well as participant in the social, political and cultural activities of their communities. Social institutions are not fixed and there is often variation across countries, regions and communities. They promote males superiority. Harmful traditional practices are also the cause for lack of gender equality. These harmful practices are common in most part of the world. Among the harmful, the early marriage is one that reflects lack of gender quality. (Damilola, 2010)

2.6. Challenges hindered the women's association in working for gender equality's

Stereotypes are other challenges of working of women's association. Stereotypes are the societies expect peoples to act based on their gender in the traditional societies expect to the women should study at home and help with housework and childcare, should dress modestly people are often judged by how well they adhere to the gender stereotypes. Stereotypes can often bleed out in to societies and work to be encourage in to science and technology subjects or leadership roles, due to the perceived male nature of these pursuit. In many part of the world; women's access to education as girls and women face many obstacles that is based on gender stereotypes at home at the societies and lack of gender sensitive approaches. (Kassas, 2015)

Human capital is the critical get way to poverty reduction and to maintain development. Gender inequality forces the women to less attainment of education and from participation in economy development. Discriminatory social institutions became expanded because of gender equality and have good influence of the education attainment of women in several ways. Harmful practice became expanded; even though a little bit it reduces but still cannot be minimized as remarkable; practice such as early marriage or sexual harassment can lead girls leaving their studies early (Shvedove, 2012).

2.7. Challenges or factors affecting gender equality in Ethiopia

The Ethiopian contexts there are traditional belief women are made to take care of children and do kitchen works than participating outside home activity. Hence there is division of work between men and women; which means home activities belong to women's and outside home activities and societal perception about the leadership ability of women; women's lack of assertiveness is same barriers that hinder the participation of women in this regard traditional attitudes towards gender equality influence women's advancement in any participation. Thus women are encouraged to play subsidiary role since their place in the kitchen and men are the decision makers (haregewonich, 2003).

More over the socio-cultural situation of the country that are also associated with gender division of labor and the patriarchy are the source for the disadvantaged position of women's. This is characterized by harmful traditional practice, lack of formal education and training. The FDRE constitution of Ethiopia are recognized women's equal right with men in the socio-political, economic and cultural spheres. Accordingly women have the right to take part in the conduct of public affairs, directly and through freely elected repress entities, the right to vote and to be elected for any level of government offices and to be participate every sector (FDRE (2006)).

Even today women in most of country are less well-nourished than men and they are much less likely than men to be literate, and still less likely to have professional and technical education. In many nations women's are not fully equals, under the law often burdened with

full responsibility for house work they lack opportunities for entertainment and imagination. Women themselves have a problem of feeling inferiority. Inferiority assumption of women is not only the main factor which declines their participation in the life of their family. Gender equality refers that women and men have equal conditions for realizing their full right. Democratic contribute to benefiting from economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and differences of men and women, and the role they play. It's based on women and men being full part enter in their home, community and their society. (Emebet, 2003)

Chapter Three

3. Research Methodology

In order to attain the objective of the study different methods will be employed.

3.1 Description of the study area

Wolkite is one of the town in the southern Nation, Nationalities and peoples' region of the Ethiopia, part of the Gurague zone in kabena woreda. This town has latitude and longitude of $8^{\circ} 17'N$ $37^{\circ} 47'E$ $8' 283^{\circ}N$ $37.783^{\circ}E$ and an elevation between 1,910 and 1,935m above sea levels (Wolkite town municipality, Wolkite town is located about 154 km from Addis Ababa capital city of Ethiopia(20017)

3.2 Demographics

Based on the (2007) national census conducted by the central statistical agency, this town has a total population in Wolkite town as 28,866, of whom 15,074 are men and 13,792 were women. The plurality of inhabitants practiced said they were Muslim, with 42.31% of the population reporting they observed this believe while 48.17% of the population practiced Ethiopia Orthodox Christian and 7.86% protestant and 1.34% were catholic (Census, 2007).

3.3 Research Design

The research has been used descriptive research method. The reason why the researcher wants to use this method is that descriptive methods give that to reader a word picture of something by developing that study's sensory aspects. Descriptive method appears that readers by providing details information about that study to identify clearly on the role of women's association promoting gender equality in Wolkite town. To specify the objective of the study by describe the data in conceptually ideas. The researcher has been employed both qualitative and quantitative approach that is why if the data is gathered through questionnaires would be analyzed by using numbers in percentage in table and explained by statement under each table qualitatively.

3.4. Sampling Size

The researchers used both questionnaires and interview in the study, therefore the respondents included in the study would be select a person as sample by assuming that when the researchers were use small sampling size, because the shortage of time and cost. In order to select sample size the researchers would select the sample size from the Wolkite town among six (6) Kebeles and the researchers selected one (1) Kebeles. From selected one Kebeles the researchers selected thirty (30) women respondents and, from (22) Wolkite women association members, the researchers selected ten (10) officials from study area.

3.5. Sampling Techniques

In this study, the researchers has been used purposive sampling techniques. Because the people that would be selected as that they have a better knowledge about women's association in promoting gender equality and they also easily found for the researchers and simple random technique allow to every individuals or member of the women's association to have equal opportunity and it would be avoided business in the participation of the research and it would be also effective and time saver for gathering the necessary information.

3.6. Source of Data

The data was collected from both primary and secondary sources. The primary data was collected from women association officials and other women respondents from study area. Secondary data was gathered through the examination of the secondary materials which include annual report, newspaper, magazines, books, journal articles and research works. In addition, the researchers would be used various websites.

3.7. Data Collection Instruments

The researcher has been used following instruments of data collection in order to conduct the study effectively. These are interview and questionnaire. The questionnaires was included both open ended and closed ended questions. They have used the interview to collect data through face to face communication with respondents. Both are necessary in order to get further brief and coherent or accurate information from the respondents.

3.8 Method of Data Analysis

For data presentation the researchers has been used descriptive analysis through table percentage and word. Then the collecting data had been analyzed by qualitative and quantitative method. This means if the data in collecting by qualitative the data had been analyzed through interpretation or conceptual ideas. Whereas if the data collecting by quantitative approach the data had been analyzed by tables percentage.

Character Four

4.1 Data Analysis and Interpret

4.1.1 General Description of Respond

4.1.2 Sex distribution

The overall respondents who participated in this study were female alone, this is because the title for the study itself focuses on women in order to realize the constraints of women's association right deeply and consciously.

4.1.3. Age level of Respondents

Table 4.1. Depicts the age distribution of respondents

Age	No, of respondents	percentage %
18-35	25	62.5%
36-45	10	25%
46 and above	5	12.5%
Total	40	100%

Source: questionnaire May 22, 2019

According to the above table 4.1, 25 (62.5%) of respondents were between the age level of 18-35, which is the majority followed by 10(25%) that found between the age of 36-45 years. From this one can understand that the majority participants are in the productive and fertile age group as the researchers have assessed during the time of questioning participants.

4.1.4 Educational Background

Education is the most important aspect for the sake of having valuable information for the researcher, so that the educational level of respondents is shown in the following table.

Table 4.2 Level of education

Level of education	No. of respondent	Percentage %
Primary (1-8)	2	5%
Secondary (9-12)	10	25%
Diploma	16	40%
First degree	12	30%
Second degree above	–	–
Total	40	100%

Source: questionnaire May 22, 2019

According to the above table 4.2, 40% (16) of the sample respondents were diploma holder. 25% (10) of respondents were found were in the secondary level of education (12)30% of the respondents were First degree holder based on the data source of the study.

4.1.5. Marital status

Table 4.3 Marital status of the respondents

Marital status	No. of respondents	Percentage
Married	20	50%
Single	14	35%
Divorce	6	15%
Total	40	100%

Source: questionnaire May 22, 2019

Based on the table 4.3 above 20 (50%) the respondents were married, 14(35%) of them were single or unmarried, 6(15%) of the respondents were divorced. Form this we can understand that the majority of respondent's marital status were married or couple with husband as the collected data has shown. Based on the above information the researcher conclude that the society of Wolkite town have forced women to marriage rather than to promote toward education.

4.2 Analysis on specific Questions

4.2.1 Are there changes after the establishment of the women's association?

Table 4.4 Are there changes after the establishment of the women's association?

Item	Alternative	No. of respondents	Percentage (%)
Are there changes after the establishment of the women's association?	Yes	38	95%
	No	2	5%
	Total	40	100%

Source: questionnaire May 22, 2019

According to table 4.4.the majority 38(95%)of the respondents replied "yes" to mean that there was change of gender equality for establishment of women's association a given destinations, particularly in Wolkite town and the rest 2(5%)of answered "No" to say there no change of gender equality to establishment of women's association, which is not fact. According to the above data, we can understand that there is progress in the promotion gender equality in after the establishments of association in the Wolkite town.

Those respondents who replied "yes" have put their justification by saying the decision making. Especially in the house hold is dominated by male and so that the female participation in the family level is very good. They have also said that division of labor in which females generally have more work load than those of male. Based on this information obtained from the respondents, the researchers conclude that the main indicators of gender equality were male domination in every decision making process, cultural beliefs, the superiority attitude of male towards female and high work load on females than male were the major ones of before the establishment of women's association. And after establish the woman associations there have many changes like participate social, economic, cultural and political diction making proses in every sector without any discrimination.

4.2.2. How do you level the role of women's association in wolkite town?

Table 4.5. How do you level the role of women's association in wolkite town?

Item	Alternative	No. respondents	percentage %
How do you level the role of woman's association in Wolkite town?	Active	12	30%
	Medium	20	50%
	Weak	8	20%
	Total	40	100%

Source questionnaires, May 22, 2019

According to table 4.5, most respondents, i.e. 20 (50%) replied that the level of role of women's association as medium in Wolkite town, 12(30%), of them responded as the level of the role of women's association as higher and the rest 8(20%) of them replied as lower level.

Based on the above information, the researchers conclude that role of women's association was existed in Wolkite town and existence costly observes in the medium level. Even

though, most respondents replied to the role of women's association was found at medium level, as above data revealed, some of them had been answered as it is found at the active.

4.2.3. Do you think women's association to promoting gender equality?

Table 4.6 Do you think women's association to promoting gender equality?

Item	Alternative	No, respondents	percentage%
Do you think woman's association to promotin gender equality Wolkite town?	Yes	32	80%
	No	8	20%
	Total	40	100%

Source questionnaire May 22, 2019

As the above table 4.6, revealed, the majority of respondents 32(80%) agreed on view that identifying they have benefit about women's association, the remaining 8(20%) of the respondents did not agreed on issue. Those majority respondents who say "yes" they have put their justification by saying identifying of the promote about women's association, that important to understand women's change and to give quick solution. It also useful to realize women's right in practical, they also justified that identifying levels and indicators of gender equality is used to educated society, to reduce harmful tradition which violet women's right as well as to promote women's participation in socio-economic and political activities by educating the society.

4.2.4 The Roles played women's Association in Promoting Gender equality in Wolkite town

Table 4.7 the roles played Women's Association in Promoting Gender equality in Wolkite Town?

Item	Alternative	No, of respondents	percentage%
The roles played women association in promoting gender equality in wolkite town?	Yes	36	90%
	No	4	10%
	Total	40	100%

Source questionnaire May 22, 2019

As indicate in above table 4.7 36(90%) of the respondents replied that, there are some roles undertaken by women's association, while the remaining, respondents answered as even though some roles undertaken by Wolkite town women's association in promoting gender equality, still the roles is not sufficient to address gender equality problems. From the above data, one can understand that role have been undertaken by women's association by Wolkite town to develop gender equality and in promote gender equality but many works are excepted from the concerned bodies to completely eradicate or promote gender equality problem and empower women in socio-economic development. And also according to table, the rest 4(10%) of the respondents who said "No" put their justification by saying even though every individual talk about gender issue orally the practical implementation and very

low and not sufficient to address gender equality problems in the town. Because of low educational status of society every law accept gender equality as natural phenomena. The above explanation of the justification of some respondents who said no measure was taken by women's association to develop gender equality and to promote equality in Wolkite town.

4.2.5 Do you think that, woman’s association actively works to promote gender equality in Wolkite town?

Table 4.8. Do you think that, woman’s association actively works to promote gender equality in wolkite town?

Item	Alternative	No, of respondents	percentage%
Do you think that, women's association actively works to promote gender equality wolkite town?	Yes	35	87.5%
	No	5	12.5%
	Total	40	100%

Source: questionnaire, May 22, 2019

According to table 4.8, above 35(87.5%)of majority respondents which were replied “Yes” that as women's association is working actively to promote gender equality from the above information the researcher include that women's association in working activity to promote gender equality in Wolkite town even there some respondents are disagree. Those some respondents who replied by 5(12.5%) saying "No" puts their justification, the respondents said that, gender inequality is mostly exited in these towns because of this they disagree on the idea of not active work of women's association to promote gender equality.

4.2.6 Are there Challenges that hinder the function of the Association in Promote Gender Equality?

Table 4.9. Are there Challenges that hinder the function of the association in promote gender Equality?

Item	Alternative	No, of respondents	percentage%
Are there challenges that hinder the functions of the association in promoting gender equality?	Yes	33	82.5%
	No	7	17.5%
	Total	40	100%

Source; questionnaire, May 22, 2019

According to the above table 4.9,33 (82.5%) of the respondents replied as agree for the existence of challenge which affect the activities of women's association in promote gender equality in the study area, particularly in Wolkite town. The rest 7(17.5%) of the respondents were disagree by the existence of challenges which affect the activities of women's association in promote gender equality. those of the respondents who were agree on the existence of the challenges affect women in promote gender equality put their justification by saying, continues interchangeable of leadership, (change of employees position) in the office without doing any planed work, lack of finance, lack of exemplary persons, less awareness of society towards women and bad (harmful traditions and practice

are the major challenges for women's association in promote gender equality in Wolkite town. They also said that the cause of these challenges was less awareness of the society towards women and the destination, particularly in Wolkite town.

Based on the above information, the researcher concludes that, there are challenges or obstacles that hinder or which affected women's association in promote gender equality in Wolkite town. The challenges include lack of finance, lack of exemplary leadership, lack of awareness of the society towards women, lack of educational status in the society and negative perceptions of the society towards women's association.

4.2.7. Are there measures taken to tackle Challenges of Gender Equality?

Table 4.10. Are there measures taken to tackle challenges of gender Equality?

Item	Alternative	No. of respondents	Percentage %
Are there measures taken to tackle the challenges of gender equality?	Yes	38	95%
	No	2	5%
	Total	40	100%

Source: questionnaire, May 22, 2019

As stated above in table 4.10,38 (95%) of the respondents who are the majority of the sampled respondents replied that, “Yes” that taken by decision making to society and women's associated should be the most responsible body to fight gender equality, and also answered that only the society are more responsible body in order to fight challenge which promoting gender equality and finally the rest to measure of issue that is education female (creating awareness to stand for their right) Fighting gender equality promoting women's to participate in any decision making processes are expected from the society and women's association the sampled respondents replied that the most responsible body to fight the challenge. Based on the information obtained from the questionnaire, the researchers

conclude that, the most responsible, body for the challenges. Which promoting gender equality are both the society and woman's association.

4.2.8 Do you think the women’s association can solve women problems?

4.11 Do you think the women’s association is solving women problems?

Item	Alternative	No, of respondents	percentage%
Do you think the women’s association is solving women problem?	Yes	36	90%
	No	4	10%
	Total	40	100%

Source; questionnaire, May 22, 2019

According to the above table 4.11, 36(90%) of respondents replied "yes" by stating their justification can solve women problems for educating women, avoiding harmful traditions and bad practice, changing the awareness of the society towards women, decreasing division of work by saying this for male and that it for female, by working together without discrimination based on gender, realizing women's right, accepting women's decision, discussion about gender issue in everywhere could be the situation to overcome gender equality. Based on the above information the researchers conclude that solving the problems of gender equality could be empowering women to become leadership, educating women to struggle gender equality and creating awareness in society are the major ones.

Interview questions of key informants

1. What is the purpose of its establishment of women's association in Wolkite town?
2. Is it successful in promoting gender equality?
3. Are there a challenges of women's association?
4. Are there planned activities for the future to enhance the activities of the association? What are the activities?

Response of respondents;

In item number one respondents stated that the purpose of women's association is to promote gender equality wolkite town. The factor of the promote gender equality at societies including, cultural and traditional background to promote. It is factor in which the society toward gender at a place where they work, cultural society classifies the role of man and women. They give high status, work outside of home decision making for women and they lead the household, another factor that influences the gender equality as respondents stated is lack of education. When people cannot have education they cannot know their right and obligation, role status and their place in the society, this all factor resolved by women's association. Because of this people cannot give equal opportunity for both sex at the society and other place. The Previously many leaders can give equal right of human being to sustain their daily life.

There are other factors that harm gender equality at society as respondent stated which include religion. When they say religion as one factor some of the religion cannot promote for the both sex to work equality outside of home. Also attitude of society toward gender, dominance of the male or patriarchy in the past and until present is the some of the reasons.

The item number two key informants stated that the promoting gender equality at every sector include social, economic, political and psychological result of social, it include dominance of male or patriarchy, isolation from the society, discrimination gender segregation, women were culturally affected they remain as home maker and child career, it increase gender bias and it reduce the social participation of both gender equally. Finally the woman's association promote gender equality, people can get equal payment for man and

women, it bring inflation of economic sector and resolving other resulted from this problem. According to the majority respondents there is indicators of gender inequality in the study area in Wolkite town. Among these; decision making in the households fomented by male, cultural beliefs, custom, and division of labor (females have more work load than males). So the researchers would advise to promote these indicators of gender inequality, the society must be aware about to reduce the difference between man and women's indicators of gender inequality mostly occur into people. So then the researchers there must be creating awareness of people. As a researcher understand that measures have been undertaken by women association in wolkite town to promote gender equality but many works are expected from the concerned body to completely develop or promote gender equality problems, planning of women's association to promote women feeling of pride in your equal to others. The researchers find out the major challenge which affect the activities of wolkite town women's association in promoting gender equality are continues inter changeable of leadership (change of employees position) in the office without doing any played work, lack of finance, lack of exemplary person, less awareness of society towards women, harmful and traditional practices of the society. The most responsible body for the challenges which causes gender equality is both the society and women's association, because both are concerned about the issue, The possible solution are;

Chapter Five

5. Conclusion and Recommendation

5.2 Conclusions

Generally, this researcher conducted on the role of women's association to promoting gender equality that influence the life of society. Gender equality refers to equal consideration of women with men and most of the time society considered as female are inferior to male in all aspects. There are different factors that hinder gender equality to cultural and traditional, customs background, to manifests in different aspects such as social, cultural, political, economic and legal status. In the promoting gender equality to get equal access to education, training and gain full employment opportunities and their involvement in policy formulation and decisions making process had been minimal. Based on the data analyzed in chapter four of this study, the researchers conclude that gender equality has existed in wolkite town and its existence mostly observed in the medium level as supported by 50% of the respondents. From this study it is found that gender equality was more practical with in edited people and to some extensively still observed in educated society. Moreover, from the questionnaire analyzed in chapter four of this research work, the researcher identified that wolkite town women's association in working actively to promote gender equality even if there are some limitation such as lack of well-planned work, lack of finance, lack of exemplary person, less awareness of society towards gender equality. In conclusion, both the society and women's association had been the most responsible body to tackle the existence of gender equality that hinder socio-economic development of a given society in general and women's association and concerned organization in particular. This means to promote gender equality, develop or promote gender equality problems and empower women in socio-economic development.

5.3 Recommendation

Based on the finding of the study, the following recommendations are made:

The woman associations to promote gender equality in any sector, such as social, economic, political, and psychological consequences are touched. The hierarchical (patriarchal) gender valuations appear in many different places. Overall the aspect of the gender equality that seems too associated with all sphere of people's life. To promote gender equality to any sector, giving awareness that both male and female has equal right, capacity or ability and skill at the equal opportunity. Paying attention on the equality of gender, to protect gender at every aspects of social life. To develop these problems of gender equality to society, first en educating girls, and encouraging women participation in political, implementing legal and marital rights, and also employing women outside of home equally with men.

◆ Measure had been undertaken by women's association in Wolkite town to promote gender equality but many works are expected from the society and women's association to develop or promote the equality problems such as creating social media disseminating information through pamphlet brochure that used to create awareness on the society

◆ The government generally and the Wolkite administration particularly should work hard to establish and encourage women association and various sectors what work on promotion of gender equality was bring attitude and basic behavioral change on the society.

◆ The researchers also wanted to recommend that the government should expanded and enhance the educational level of women's and society.

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4. Are there planned activities for the future to enhance the activities of the association?
What are the activities?

.....

Questioners to resident of the town

1. Are there challenges that hinder the functions of the association in promoting gender equality? YES or NO

2. If "Yes" what are the challenges?

.....

.....

3. Are there measures taken to tackle the challenges? What are the measures?

.....

4. Are there changes after the establishment of the association in wolkite town?

Yes or No

5. How do you level the role of the association? Weak Active

Medium

6. Have you benefited from the women's association? YES or NO

7. Do you think that women's association is solving women's problems or promoting gender equality? YES or NO

8. The roles played by wolkite town women's association to promote gender equality?

Yes or No

9. Do you think that, women's association actively working to promote gender equality wolkite town? Yes or No