



**Harmee Education for
Development Association**
(HEfDA)

Project title: Improve the social and economic wellbeing of the most needy women/girls in the vicinity where ET 737 Boeing plane crashed in Ethiopia in 2019

In memory of Danica Olexova

Project proposal submitted to Baboon – Danica Olexova Foundation

Project location: Five Kebeles in Akaki rural woreda

A neighbouring woreda to the site where the plane Boeing 737 crashed in Ethiopia in 2019

Submitted by Harmee Education for Development Association (HEfDA)

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Executive summary

The foundation established in memory of **Danica Olexova**, who lost her life by the crash of ET 737 plane in Ethiopia in 2019 plans to support the communities in the neighbourhood where Jet plane was crashed

HEfDA is given the opportunity by the Foundation to develop a project that supports the needy but active women and girls

HEfDA plans to organize and empower 600 women in five women associations in Akaki woreda (the woreda in the neighbourhood where ET 737 Jet plane crashed in Ethiopia in 2019)

The core project aim is to improve the social and economic wellbeing of needy but active women to be self-reliant and capable to make decisions over their resources

In the first round around 600 women will participate in the life skills training. Of these, 350 women will get Birr 735,000 in loan to engage in income generating activities to generate income and sustain themselves and their families

To further support the women to benefit more from the loan, functional life education (empowerment) and business skills training will be provided by experienced staff of HEfDA

1 Introduction

1.1 Brief introduction to HEfDA

Harmee¹ Education for Development Association (HEfDA) is an indigenous, nongovernmental, not for profit and secular development organization dealing with the promotion of the welfare of the poor and marginalized people particularly children, rural women, girls and persons with disabilities who are the most vulnerable groups exposed to all challenges of underdevelopment.

HEfDA is officially established in 2007 as a local non-governmental Civil Society Organization and re-registered at Ethiopian Civil Society Agency in May 2019 (Registration number 0090 according to the new proclamation 1113/2019).

Institutional framework of HEfDA

Vision

To see a society that is responsible, accountable and self-reliant for its social and economic well-being.

Mission

Accompany and support the people to be responsible and accountable for their social and economic development.

Core values

- Respect to the human dignity, the cultural and moral values of the people
- Impartiality – provide services irrespective of ethnic and religious differences
- Integrity- live for the mission
- Passion - Committed in heart and mind
- Solidarity with the poor and disadvantaged
- Collaboration and team spirit
- Accountability to the constituency, beneficiaries and benefactors
- Flexibility and open for change,

¹ Harmee means “mother” in Afaan Oromoo. The organization was established for the memory of the founder’s mother (on her property). It also indicates that the primary focus of the organization is “women empowerment”

Programmatic focus

- Socio-economic empowerment of rural Women and girls - ensure gender equality and enhance decision making power of women and girls in the family and the society
- Child safeguarding – reduce FGM/C, child marriage, abduction, trafficking, inclusive and special need education to children with disabilities, support education of Children out of school
- Support to Girls education – enhance participation and academic performance, protect from gender based violence
- Encourage and support persons with disabilities through community based rehabilitation and inclusive development
- Skills training to school drop-out youth (priority to girls and young women) – support employment/income generation and economic empowerment of youth
- Natural resources conservation and development, promotion of conservation agriculture, organic farming

Development Strategies of HEfDA

- Strong community based development approach – enhance the participation and contribution of the community to maximize the benefit, ownership and sustainability of development work
- Focus on socio-economic empowerment of women and girls to ensure gender equality
- Disability inclusive development – apply the concept of “leave no one behind”
- Mainstreaming/integration of crosscutting issues (gender, disability, RFGM/C, child safeguarding)
- Work closely with the local government structure
- On-going capacity development for staffs to model innovative ideas and approaches

Strategies of HEfDA on social and economic empowerment of women

Social and economic empowerment of women

Strategic issues

- Empowering women to focus on “bigger picture” of gender equality, demand their rights and get access to justice
- Decision making power on resources and issues that affect their health and wellbeing
- Life skills development to women: leadership, self esteem, self reliance, assertiveness
- Prevention and mitigation of HPs and GBV
- Administrative systems and finance management of the women saving and credit cooperatives
- Capacity of women associations to reach out to most vulnerable and destitute women in the district

Strategic options/actions

Social empowerment

- Organize and Empower women to claim their basic human and democratic rights and access justice

- Strengthen HEfDA skills training on empowerment of women – leadership development, self esteem to participate and claim their rights, entrepreneurship, food preparation, preservation and utilization
- Mainstream gender in social and development work. Make gender analyses part of project cycle management (PCM) and organizational capacity

Prevention and Mitigation of Gender based Violence (GBV)

- Identify the nature and magnitude of GBV, FGM, early marriage, abduction, rape, domestic violence in different contexts (under different economic and religious settings)
- Apply SASA! to analyze the power relations between women and men in decision making to end HPs, FGM and GBV
- Strengthen the women associations, community based organizations (CBOs) and students clubs in schools to protect girls from GBV in and out of schools
- Introduce community sanctions on perpetrators of HPs and GBV
- Support the law enforcement bodies to be accountable and responsive to cases of HPs and GBVs
- Enhance the participation and benefits of women under difficult situations
- Strengthen disability inclusive development strategy in HEfDA. Mainstream disability in social and development work and organizational systems
- Give priority to destitute women; widows, single mother women, women with HIV/AIDS, women with disabilities, and victims of GBV and reproductive health problems in all social and economic empowerment work of women

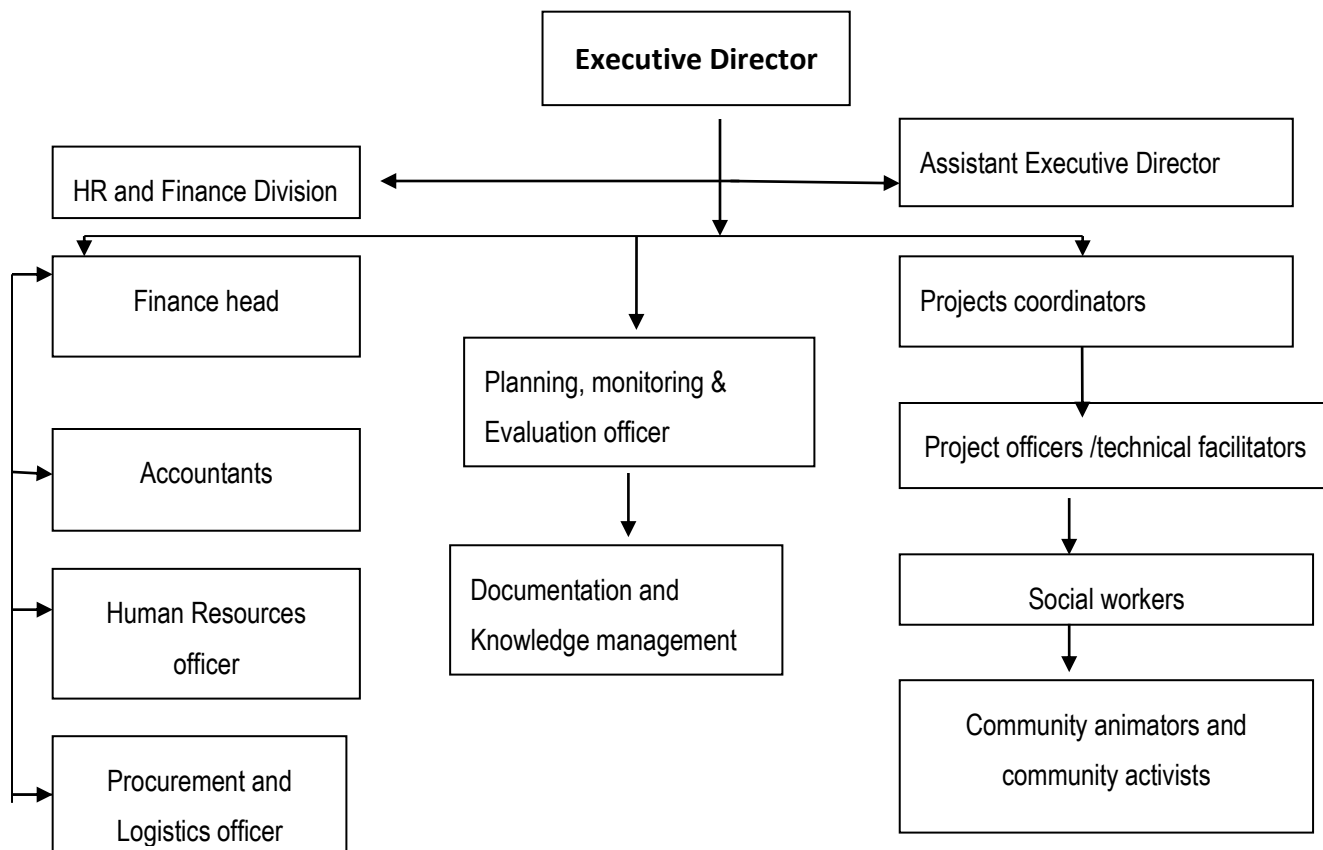
Women economic empowerment

- Develop Strategic and business plan for Women Saving and Credit Cooperatives
- Identify capacity/skills gaps/needs of women and provide need based skills development
- Establish/strengthen the women saving and credit cooperatives/associations
- Establish Self Help Groups (SHGs) – women only groups or mixed with men
- Link Women Saving and credit cooperatives with micro finance institutions, banks, etc.

Governance structure

HEfDA is a membership organization and has three governing bodies; 1) The **general assembly** (founders and the members according to the bylaws) is the supreme governing body of the organization, 2) The **board** that oversees and guides the operation of the organization and 3) **The Secretariat** of the organization that runs the organization. The secretariat is composed of technical, administrative and support staff.

Organizational Structure at the secretariat level



Staff composition of HEfDA in January 2020

Education level	Male	female	Total
BA/MSc	13	7	20
MA/MSc students	-	4	4
Diploma(all categories of TVET)	21	13	34
High school complete	6	7	13
Below grade 10	11	-	11
Total	51	31	82

Major funding partners of HEfDA

- DKA Austria – Austrian Catholic Children and Youth Movement
- ADA – Austrian Development Cooperation through Horizont3000
- Light for the World (Austria)
- Support Ethiopia (Austria based)
- eRKO Slovakia (Slovakian Christian Children Development movement)

Past experiences

HEfDA has rich experiences in Social and economic empowerment of women in general and organizing women in saving and credit associations in Munessa woreda in Arss

The following information highlights the achievements of HEfDA in social and economic empowerment of women

- 6,197 women have successfully completed functional adult literacy (FAL). This includes literacy in Afan Oromo and simple mathematics, family planning/reproductive health, HIV/AIDS prevention, environmental and personal hygiene, vegetable production and improved nutrition and household bookkeeping. As a result, women are able to read number, write their names, improve their hygiene, prepare balanced nutrition, separate bedroom from kitchen, have power to decide on their resource with equal to her husband.
- 5860 households (800 women headed) have trained/participated in household bookkeeping
- **6,200 women organized in 30 saving and credit cooperatives and have 11 million birr. The saving and credit associations served as avenue to develop the capacity of women in leadership development, skills development, accounting/bookkeeping. The associations served as a means to empower women to prevent and mitigate HPs and GBV**
- **Over 40 women self help groups (over 1000 members) have been established in Akaki woreda**
- 7,969 women (279 women with disabilities and mothers of children with disabilities) have participated vegetables production at their gardens
- 1572 women have got short term (five days on average) training on food preparation, preservation and utilization in Multipurpose Skill Training Centre (MSTC)/Harmee College.
- 3448 women have been trained on food preparation, preservation and utilization techniques in the field (house-to-house demonstration)

HEfDA plans to share this successful experience to Akaki woreda where we have initiated organizing women in self help groups

2 The proposed project

2.1 Background information

80% of the people depend on agriculture and 15% are migrant labor. The capital town of Akaki woreda is Dukem (35 km South East of Addis Ababa).

The woreda consists of 29 Kebeles (28 rural and 1 town). The estimated population of Akaki woreda is 83,632 (41,999 male and 41,633 female), with 17,389 households

69% of the population is illiterate and 21% of school age girls are out of school. Girls constitute only 18% of the students that join university According to the report of Woreda Education office, 25% of the female students in the woreda dropout of schools in the middle of school year due to lack of support, fear of abduction and other GBVs, instability of the society due to urbanization and eviction from their homes and farms.

FGM, Child marriage and abduction of girls for marriage are common in Akaki woreda. Recent study (2019) indicates that 88% of school age girls are circumcised. Child marriage (early arranged marriage), marriage by abduction, rape cases and domestic violence are high

Many young girls migrate to the nearby factories to work as a daily laborer. Others migrate to neighbouring cities and also to the Middle East Countries These young girls are highly exposed to sexual harassment and are exposed to related health risks

2.2 The new project

Justifications for the project

- Most women are not educated, they do not have their own income, they cannot decide on the household property
- Women carry heavy burden of the triple role (productive, reproductive and community role) and are subjected to poor health, education and self development. Women have less income and are poor compared to men
- Women do not have power to make decisions over the common resources and over themselves and their destiny
- Providing life education and skills will help women to identify their potential to engage in productive work to generate income
- Organizing women empowers them to make decisions on resources, fight gender based violence and reduce harmful practices (FGM/C, child marriage and abduction of girls for marriage)
- Increased Income of women has direct positive relationship with girls education

Focus of the project (target groups)

The project will be implemented in five remote kebeles **Gamadaa, Dufaa, Abbu looyyaa, Galle kotichaa and Kombolchaa** of Akaki rural woreda, **Oromia Region**

The target groups are most needy but active women/girls - Priority to women/single headed households, widows, women with disabilities, women with large families, women most affected by COVID 19 pandemic

Project target: around 600 needy women/girls in Five women associations in five kebeles

The names of the women associations and the potential beneficiaries of the project

S/N	Name of the association	Kebeles	Number potential beneficiaries
1	Jiituu Association	Gamadaa	129
2	Laalistuu Association	Dufaa	75
3	Biiftuu Association	Abbu looyyaa	90
4	Haawwii Association	Galle kotichaa	124
5	Billisumma Association	Kombolchaa	135
	Total		553

2.3 Objective of the project

To improve the social and economic situation of the most needy women/girls to start small scale business and generate income to sustain themselves and their families

2.4 Activities of the project

1. Organize five women saving and credit associations/cooperatives
2. Provide functional adult literacy to 600 women in the five associations– basic alphabetization and arithmetic to assist running of the associations
3. Provide skills training – business skills, concept of cooperatives, saving, business management, life skills development, women empowerment,
4. Provide loan of around 735,000 Birr to the five associations. The amount provided to each association depends on the number of members and the business ideas
5. The women associations provide loan to 350 women (on average 2,100 to each women) depending on the type of the business idea proposed by the individual women.

Suggested business ideas (tentative) for income generation

1. Retailing of oil, sugar, coffee and household items in the local villages
2. Small scale poultry and small ruminants (sheep and goats) production
3. Production and selling bread, Injera, local beverages, shiro and other food items,
4. Production and distribution of fuel saving stoves
5. Retailing of cloth, household kitchen utensils, etc.

2.5 Project strategies

- The most needy but active/innovative women will be selected, participate in functional adult literacy – learn basic alphabetization and arithmetic, life skills training, concept and operation of cooperatives, saving, women empowerment at household level and gender equality
- The selected Women will be trained in practical skills they choose to run their business
- The project provides loan to the associations and the associations identify the most needy women and provide revolving loan to their members

- The loan will be repaid in 1-2 years in order to make the money available to other needy women

2.6 Project implementation

- The project will be managed by HEfDA team in Akaki/Dukem town
- The team works closely with community activists, woreda women and children affairs office.
- The team reports to HEfDA management team
- The management team pays visits to assess implementation of the project

2.7 Monitoring of the project implementation

HEfDA has rich experience, well developed capacity in planning, monitoring, documentation of projects and good track record of project implementation

HEfDA has a tradition of weekly, monthly, quarterly and half year monitoring, documentation and action sessions.

- The social workers produce weekly action plan and report on their achievements
- Opinion of the beneficiary women/girls will be gathered to know how the project is progressing and the changes on the life of the women/girls that benefit from this project. Challenges and problems encountered during implementation will be addressed to solve and take action. Administrative and leadership actions are taken based on the monitoring feedback.
- Half year activity and financial report and final activity and financial report (after the completion of the project) will be produced and submitted to the donor

2.8 Project Budget

Summary table of total financing of the project

Amount	Birr
Financing Requested from the Foundation	20,000 Euros – equivalent to 823,000 Birr
Funds already available from other sources	None
Contribution of the Organization	In kind contribution (costs of technical and administrative staff) Birr 300,000
Contribution of the beneficiaries	In kind their time and knowledge/experience

Project Budget breakdown

	Activities and cost items	Kebeles/participants	unit cost	frequency/months	total amount
1	organize functional adult literacy to rural women				
1.1	Pocket money to literacy facilitators - 5 local facilitators for 6 months	5	1000	6	30,000.00
1.2	Consumables –educational materials	5	150	6	4,500.00
2	Business skills training to the women				
2.1	Transport and refreshment to 350 women during training	350	120	1	42,000.00
3	Provide loan to the active needy women				
3.1	Loan to the women (average 2,100 each)	350	2100	1	735,000.00
4	Transport and follow up by social workers	5	400	6	12,000.00
	Total costs				823,500.00

Total around 20,000 Euros - equivalent to approx 823,000 (exchange rate in August 2020)

Revolving fund for women income generating activities Birr 735,000 (89.2%)

To cover costs of organizing functional adult literacy and skills training Birr 88,000 (10.8%)

HEfDA will cover salaries of the social workers, community animators and all work-time of the technical and administrative staff and cover the logistic and administrative costs which will amount to approximately 300,000 Birr