

Prevention and Eradication of Female Genital Mutilation (FGM) and other Harmful Traditional Practices (HTPs)

Final Evaluation

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Commissioned by the Royal Norwegian Embassy, Addis Abeba

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Prevention and eradication of
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and other
Harmful Traditional Practices (HTPs)

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Mid Term Review
Final Report
January 30, 2008

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List of Abbreviations

ADAA	African Development Aid Association
KMG	Kembatta Women's Self –Help Center
OWDA	Ogaden Welfare Development Association
EOC/DICAC	Ethiopian Orthodox church Development and Inter-Church Aid Commission
EECMY/SWS	Ethiopian Evangelical Church of Mekaneyesus, south West Synodos
EGLDAM	National Committee on Traditional Practices of Ethiopia
FGM	Female Genital Mutilation
HTP	Harmful Traditional Practices
GEMC	Gondar Educational Media Center
DOLSA	North Gondar Labour and Social Affairs Office
BOLSA	Amhara Region Labour and Social Affairs Bureau
CRC	UN Child Rights Convention
SCN-E	Save the Children Norway, Ethiopia
NCA	Norwegian Church Aid
MFA	Norwegian Ministry of Foreign Affairs
NOK	Norwegian Kroner
MoU	Memorandum of Understanding
MOWA	Ministry of Women's Affairs
INGO	International Non- Government Organization

Executive Summary

This Mid-Term Review assesses progress and achievements of Save the Children Norway (SCN-E) and Norwegian Church Aid (NCA) joint programme for combating Female Genital Mutilation (FGM) and other Harmful Traditional Practices (HTPs) in Ethiopia. SCN-E is the contracting partner with the Embassy. A three-year contract was signed late 2005 for a total grant of NOK 7.5 million, shared equally between the organizations.

SCN-E has worked through the government structures, or more specifically through the bureau of Social and Labour Affairs in Northern Gondar. NCA has worked through local partner organizations, mostly located in the southern regions of the country. The type and prevalence of FGM and HTPs vary considerably. Infibulation and extensive types of excision are widespread in the areas supported by NCA and comparatively speaking “milder” forms of cutting are practiced in the intervention Woredas of North Gondar. The age when girls are subject to cutting also vary from a few days after birth in Gondar to 15-16 years of age in Kembatta. Most projects include initiatives to combat other HTPs varying from child marriage, milk teeth extraction, extensive feasts, and killing of babies born out outside marriage. The wide varieties of FGM and HTPs found in Ethiopia call for different approaches and different models to be pursued by both the government and NGOs who are involved in combating these practices. There is no “one size fits all” that would stand any realistic chance of becoming successful in this area.

The joint programme is highly relevant from the perspectives of Ethiopian policies on gender and reproductive health. The team found that in the absence of specific programmes from the coordinating body at federal level, the Ministry of Women’s Affairs, both SCN-E and NCA have responded adequately by focusing their efforts directly to the regional, Woreda and Kebele levels. Furthermore, both organizations have emphasized community participation and community ownership, which in the opinion of the review team are central factors to success. The pattern of relationship which has been created with the community is rich in texture and includes nearly all institutions and group of possible change agents. In all areas linkages between various sectors had been created and community conversations were working bottom –up and not top-down. It was quite clear that the community both owned the process and its pace.

Another noticeable trend was that both organizations demonstrate flexibility and adaptability. This is essential given the nature of the problems one is trying to address. FGM and HTP belong to fundamental, deep core, normative belief systems. It is personal, painful, belonging to the female sphere and has traditionally not been talked about. The programme has succeeded in bringing FGM and HTPs out of the personal sphere and into the public domain. A variety of methods are being used, but the review team would like to underline that community conversations and radio broadcasting have proved to be particularly promising.

Some advocacy features can be highlighted: 1) “spotlighting” individual women who take a stand against FGM/HTP. This is done through radio programmes, through public ceremonies such as weddings and rites de passage. This gives status, pride and encouragement and a lot of positive feedback which again encourage others. 2) “advocacy coalitions” are established through groups and committees and when these link up with each other the synergies are powerful. 3) focusing on institutions that matter in people’s everyday life such as schools, churches, mosques, religious leaders, elders. The result is that in some areas, e.g. Gondar and Kembatta it is fair to say that the issue has created a social movement for change which also includes a number of related gender issues concerning health, environment, economics, and not at least education.

In the team's opinion women have been truly empowered as a result of this programme. The involvement of men has varied, however. It is quite clear that even if FGM and HTPs for the most are practiced by women and on women, there is still a masculine hand behind the decisions made, in particular because these practices to a large extent deal with the "marriagability" of women.

The partners to the Norwegian organizations were asked to assess their own progress on a number of issues. An encouraging finding was that knowledge and understanding in the community had exceeded expectations. Most also found that the interventions had strengthened the Woreda (local administrative level) capacity to deal with the issues. Remaining weaknesses related in particular to lack of law enforcement. In terms of reaching quantitative goals such as number of workshops, number of trainees, all partners seem to be on track according to own set plans and goals.

Generally the partners were also content with the support they got from their Norwegian partners in terms of administrative support, relevant technical advices and networking. It should also be noted that both NCA and SCN-E assess their own productivity very favourably. Particularly noticeable is that both organizations regard their relations with their partners in terms of accountability and meeting transparency requirements positively. The review team also found that partners all followed-up and monitored the interventions quite closely.

Not much has come out of the joint partnership, however. The team could not find much evidence that the good intentions indicated in the joint proposal had been followed up. In fact, the reasons for the two organizations to work together seem to have become increasingly less clear as time has passed.

The review team recommends that efforts to eradicate FGM and HTPs should be intensified and that the support through SCN-E and NCA should be continued. The future support to NCA should be integrated in the strategic agreement with SCN-E. Issues related to strategic partnership should be clarified. Does it mean only an outsourcing to SCN-E, or are there some more "strategic" elements involved?

The team would also recommend that men are clearly involved in these processes. So far, NCA has been more vocal with regards to involvement of men, and this should be replicated also by SCN-E.

Even if all HTPs are harmful, some are more harmful than others. The programme should ensure that FGM, abduction and early marriage are given due attention. Monitoring and reporting should avoid clustering the various practices together.

1. Introduction

The Norwegian Government's International Action Plan for Combating Female Genital Mutilation (FGM), launched 2003, and identified Ethiopia as one of the pilot countries. Following this, Save the Children Norway (SCN-E) and Norwegian Church Aid (NCA) submitted a joint proposal to the Norwegian Embassy in Addis Ababa in November 2003 for a three year program to scale up their existing programmes in prevention of Female Genital Mutilation (FGM) and Harmful Traditional Practices (HTPs). The programme was approved in November 2005 with the support from the regional budget post through 2008.

Save the Children was the contracting partner with the Embassy. A Memorandum of Understanding (dated 30.12.2005) between SCN-E and NCA determined that the two organizations were equal partners but that SCN-E had the overall obligation to coordinate and compile joint plans and reports to the Embassy. The total grant from MFA of NOK 7.500.000 was to be shared at equal rates between the organizations, with NOK 350.0000 as an administrative grant for SCN-E coordination.

It should be noted that as of 2006 the Norwegian Embassy entered into another strategic partnership with SCN-E related to FGM/HTP. The programme under review is often called "the old agreement", in contrast to this "new" one. It should be noted that the "new" agreement (approx 44 million NOK) does not include NCA's activities within this field of operation at all. Per agreement therefore, NCA faces a risk that its current programme might not be extended beyond 2008. On the other hand several other organizations have been added to the "new" agreement, including CARE (Int.) and Population Media Centre, an American NGO.

2. Mid-Term Review (MTR)

The programme was initially planned for four years, but due to delays it did not start until early 2006. The contract specified that a MTR be carried out by mid-2007. Due to various circumstances this was postponed towards the end of 2007. Thus nearly two out of the three years programme period was already implemented when the MTR took place. The TOR for the MTR specify that the team should assess the added value of the partnership arrangements (ref point 3.1), SCN-E as a managing partner, and address issues with regards to future support.

3. Methodology

The MTR administered two questionnaires – one addressed to the two Norwegian NGOs - focusing on the added value of the joint project and one to the collaborating partners which emphasized the organizations' assessment of own productivity as well as some of the benefits accrued from the partnership arrangement with the Norwegian NGOs. The questions posed in relation to the value added of the partnership formed the rationale for the original project proposal of 2003. It should be noted that there are no references to potential benefits of the programme being joint in the project document (PD) of 2005. Apparently the original rationale for having a joint project has dwindled away as time has passed. The team conducted a 10 days field trip in Ethiopia, which included a visit to SCN-E East Belessa Woreda¹ in Northern Gondar, and to three of NCA's project partners.

¹ **Woreda** : local administration, equivalent to district. **Kebele**: the smallest unit of local administration, neighbourhood association, peasant association

4. The programme in brief

The specific goals of the joint programme relate to reduction and gradual eradication of FGM and HTPs. The latter includes early child marriage, abduction, extra vagant ritual feasts, extraction of milk teeth and other harmful practices. Empowerment of women through a rights-based approach is central to both SCN-E and NCA. Both organizations attempts to provide fistula victims (which is closely related to early marriage) with a more decent life.

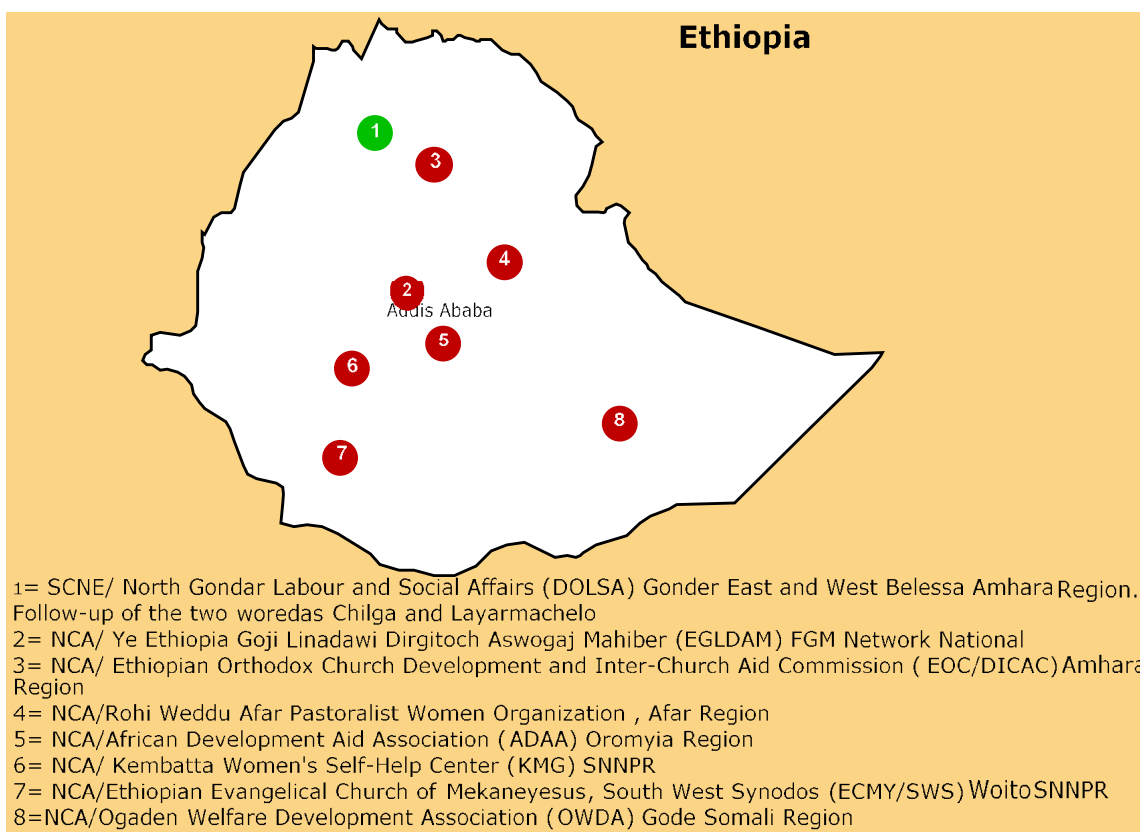
4.1 Strategies

There are several similarities between SCN-E and NCA with regards to major strategies. Both organizations emphasize awareness raising of community members through community conversations and organizing various community based committees . Efforts are being made to compensate practitioners for loss of income when t hey decide to stop performing harmful practices, and practitioners are also targeted as members of various community-based groups. Most project components are typically “soft” in the sense that emphasis is put on training (internal within the community and external for more specialized training) mobilization, advocacy, spreading of messages, stimulation of discussions and exchanges of experience with a purpose of changing attitudes and practices. “Hard” components are mainly in the form of materials, advocacy tools, and radio programmes and other supportive measures that are used to create a broad community based support for attitudinal changes. W ith the exception of two social centers in the two Woredas in Gondar and support to radio broadcasting systems , there has been little physical infrastructure.

4.2 Location and partners

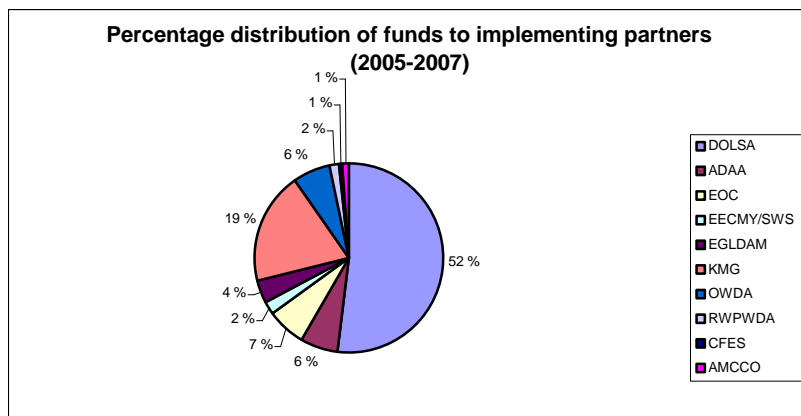
In terms of implementation and channeling the funds, however, the two Norwegian organizations vary. SCN-E channels its funds through the government structure in North Gondar and has entered into an agreement with Amhara Regional State Ministry of Social and Labour Affairs (BOLSA), with the Zonal equivalent (DOLSA) as an implementing partner. NCA, on the other hand, has chosen to work through national NGOs as implementing partners.

The map below gives an overview of the different locations that receive support from SCN-E and NCA respectively.



Information about the organization 2006							
Name of organization	Region	Total no. of employees	Total No. of project staff working on FGM/HTP	No. of female staff working on FGM/HTP	Turnover of staff	Partnership established	Support from other donors for FGM/HTP
OWDA	Somali	101	9	6	0	2002 (NCA)	USA Embassy, Austria Dev. Coop. , Ireland embassy
EOC	Amhara (North Wollo)	400	10	4	66	2002 (NCA)	Yes
Rohi Weddu	Afar	11	4	1	0	2005 (NCA)	NEWA, AAE
DOLSA	Amhara	36	20	12	5	2001 (SCN)	No
ADAA	Oromiya	22	2	0	2	(NCA)	No
EGLDAM	National	15	5	4	1	(NCA+SCN)*	Pathfinder International Ethiopia
KMG	SNNPR	115	45	25	4	1990 (EC) NCA	Yes

Source: Review information from partners. *= EGLDAM is not partner with SCNE under the agreement which is subject for review, but is so under the “new” agreement with a national survey. EGLDAM included this in its response.



Source: Based on written information from SCN-E & NCA during review. It should be noted that the above chart does not include SCN-E's support to the national survey conducted by EGLDAM.

As can be seen from the chart above, SCN-E's partner BOLSA/DOLSA absorbs more than 50% of the total funds channeled to implementing partners. SCN-E is building its present approach in East and West-Belessa on its previous experience from two other Woredas (Chilga and Lay-Armachiho) where valuable experiences have already been gained. SCN can also build upon its important experience in supporting Alternative Basic Education (ABE) in the same Woredas since 1998. SCN-E is therefore well-known and has a good reputation in the area. The Zonal manager has been working with SCN-E on other projects and is familiar with procedures and requirements. BOLSA/DOLSA receives funds from SCN-E only and it has not succeeded in attracting government programme funds or support from other donors. Working through the government structure as SCN-E does, has the potential for scaling-up and replication in other areas.

NCA, on the other hand, deals with several partners. NCA's partners are by comparison small. KMG is by far the largest among them, having received a total of 764,829 NOK during this project period. Two of NCA's partners have received funds for the first time in 2007. In the South, where NCA operates, it has contributed to the establishment of organizations such as KMG, which is currently attracting a number of other donors e.g. EU and USAID. From a small start in 1999 when KMG had no track records and not as well-formulated strategies, KMG has grown to be driver of social engagement and social change in the region and is spreading its activities to adjacent zones such as Wolayita and Guraghe. During the review it also became apparent that even very small initiatives can lead to critical awareness raising and subsequent changes in behaviour as was demonstrated in the small tribal areas in Woito. Women stood up in plenary sessions and talked about problems they had experienced with FGM and child killings. With regards to the latter, some children who otherwise would have been killed had now been allowed to grow up.

Even if NCA is working in smaller "pockets" than SCN-E, it is important to maintain and hopefully strengthening the present work. In Ethiopia, where there is a broad variety of traditions, cultures as well as political tensions, it is urgent to involve a wide range of partners in the effort to eradicating FGM.

4.3 Prevalence and variations of FGM

It should be noted that both prevalence of FGM, the cutting practice, the age of the girls who are subjected to FGM and associated health risks vary considerably. Infibulation is particularly widespread in project areas in the Ogaden area (9), Afar (5), Kembatta (7) and Woito (8). In these areas girls are subject to FGM between age 5-8 in Ogaden and 4-12 years of age in Afar. Girls in Woito are infibulated on their wedding day. In Kembatta the age at circumcision is 15 -16 years and an extensive type of excision is performed which often lead to degrees of infibulation even if stitching the vagina outlet is not part of the procedure. In Gondar girls are cut between 7-10 days after birth and the labia minora with or without clitoris are excised. This is generally considered as a “milder” form, leaving comparatively less permanent health risk for the women later in life.

Most projects include efforts to combat other harmful traditional practices, such as early marriage in Gondar where girls may be married as young as 8-9 years of age. In Woito traditions have required killing of babies born out of wedlock and children who get the teeth in their upper gum before the lower gum as these children are believed to bring misfortune to the entire society. The varying of practices as well as their consequences means that there is no “one size fits all” model that can be pursued by all organizations in Ethiopia.

5. Approaches

Relevance

The joint programme is relevant from a number of perspectives; Ethiopian policies on gender and women’s reproductive health rights, Norwegian policies and international law. In Ethiopia, the Ministry of Women’s Affairs has the coordinating responsibility for FGM mess. Due to lack of resources and concrete strategies at federal level, both NCA and SCN-E have chosen to direct its resources to regional, Woreda and Kebele levels in order to maximise outcomes and avoid too many bureaucratic layers. The review team finds this approach very relevant under the circumstances.

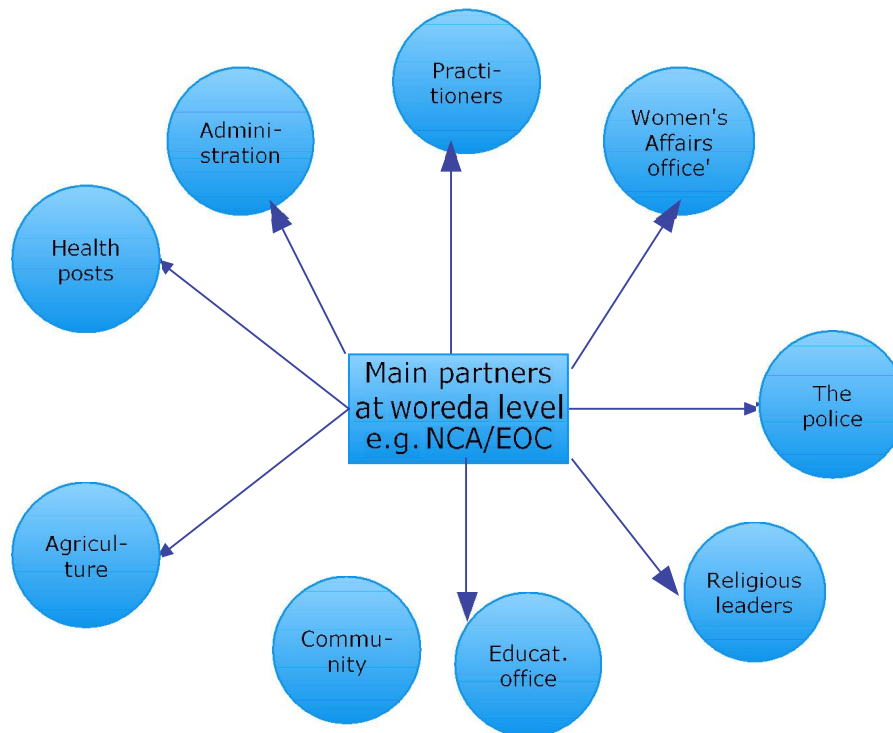
Bottom-up approaches bring community ownership

The pattern of relationships that have been created in most areas is richly textured. It involves a wide range of formal and informal interactions among project staff and the community, a wide range of creation of different groups and committees. The value of bringing people together to discuss critical issues, support each other, give personal testimonies and find solutions, are underpinning all strategies in the project. The facilitators which have been trained in organizing group discussions are recruited from the communities and consider themselves as a kind of change agents. It is quite clear to the review team that the communities own both the process and its pace. The community conversations are working bottom-up and not top-down. Regular project staff can help facilitating and bring in new options, but it is seen as critical for the success in changing attitudes and practice that solutions to the problems at least have to be co-designed with the communities.

A challenge observed, is that in some communities there may be difficult to identify facilitators that are convinced that cutting should be stopped. This also applies to religious leaders. Even if FGM is delinked from religion, religious leaders are also part of the culture. It is therefore important to ensure the quality in training and follow-up.

Intersectoral approaches enhance social mobilization

Another significant aspect is the inter-sectoral approaches. FGM and HTP are not seen as the only entry point to the communities. A wide range of areas are included e.g. HIV/A IDS, water supply, agriculture and not at least education. The drawing below shows the inter-sectoral relationships created by one of the partners (EOC), and similar relationships were apparent in all areas visited. In North Gondar it is fair to say that there is hardly one institution in the society which has not been involved in the project in one way or another. By contrast, areas such as Woito could not display similar richness in relationships, partly because of absence of such formal institutions.



Source: EOC/DICAC

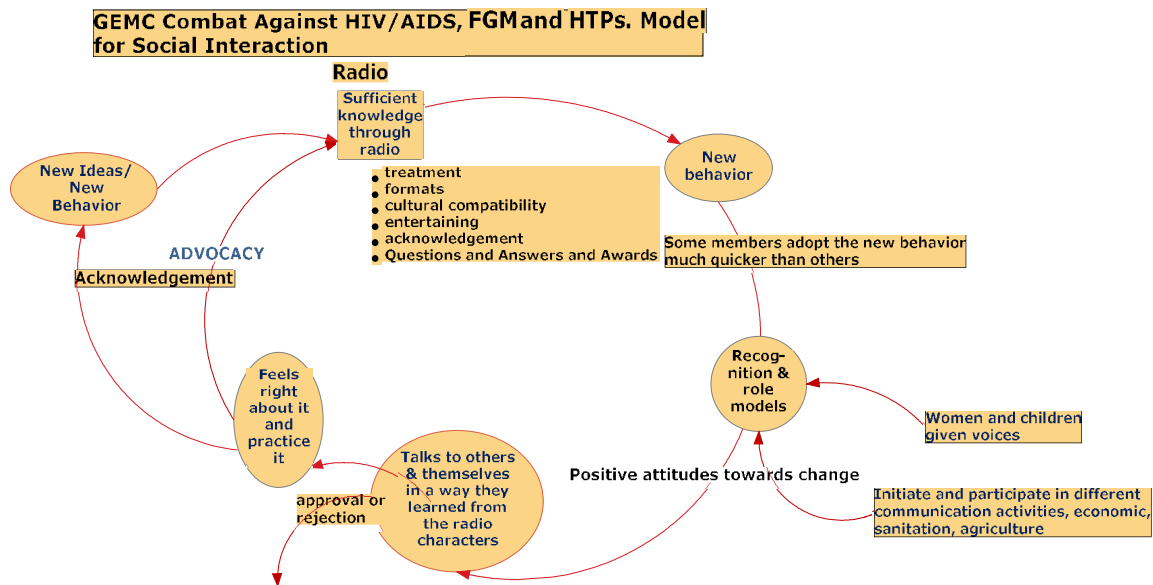
The fact that FGM/HTP is not itemised and seen in isolation seems to have created favourable conditions for social movement. In North Gondar and in Kembatta, where interventions have been implemented for some time, the inclusion of nearly all relevant partners seems to have created a social movement against FGM/HTPs. The projects have resulted in capacity building about Ethiopian policies, enhanced law enforcement, focus on women rights in other areas of the society, regional linkages e.g. regional meetings with 40 Woredas in Gondar and extension to adjacent project areas in Kembatta

Flexibility and adaptability make FGM/HTPs topics for public discussions

Another noticeable trend with both NCA and SCN-E is the flexibility and adaptability that both organizations demonstrate. The determining characteristic with regards to FGM and HTPs is that it is centred on fundamental, deep core, normative, belief systems. It is personal, painful, belonging to the female sphere, and has not been talked about in public. The project is bringing this out of the personal sphere and has made FGM and HTPs something that is being talked about

in public. One of the most powerful interventions that have been used hitherto is radio broadcasting. This method is being used by both SCN-E and NCA, but is most sophisticatedly developed as an approach in North Gondar. Ex-practitioners and other women are organised in radio-listening groups, where they get exposed to a series of radio programmes, they can post their questions on the radio and when they have completed the course they will receive a certificate and a free-radio set.

The role radio is playing as an instrument for attitudinal change, is illustrated in the model below.



Source: Gondar Educational Media Centre during review

Gender – working towards inclusion

Gender issues are central in this project. SCN-E and NCA both recognises the roles that women themselves need to play to change attitudes and behavior. The two organizations put, however, a slightly different perspective on the role of men in the project activities. Women are considered the main decision-makers for FGM behaviour by SCN-E, and the project therefore concentrates most of the efforts on women directly. An example is the radio-listening groups which are exclusively for women, even if the men in the family are indirectly reached. NCA is more vocal in the view that also men must be targeted directly for awareness building and confidence building. Therefore community conversations also include men. It appears that targeting women only may be a too indirect approach to change the demand of men for marriageable girls and the review team would suggest that SCN-E takes a more proactive approach to include men in their awareness raising strategies. Including men have yielded fruitful results in the Kembatta area.

On the other side there is lot of experience that by tradition tends to exclude young girls from participating in, and sometimes even from listening to, community discussions as the team learnt in Weito. There are current efforts to rectify this through training of facilitators to organise young girls in particular. Lessons in this regard could be drawn from KGM which has successfully organized girls' groups for mutual support and experience sharing. An important aspect of

experience sharing was already established between some of the NCA funded projects e.g. training of facilitators was provided by KMG in Woito when the EECMY/SWS was started up.

Advocacy

Advocacy is important in generating community engagement for change. Advocacy initiatives vary in scope from broad campaigns such as is associated to Zero tolerance to FGM day (6th February), to public wedding ceremonies with couples where the bride is uncircumcised, welcoming baby ceremonies, rite de passage for young girls entering into womanhood, T-shirts with slogans, education campaigns at schools etc. There have been video shows and documentary films. One documentary and several dramas produced by NCA has been shown at the Ethiopian national TV-channel. Examples are many.

The review team would like to highlight some special advocacy features which appear to be functioning very well.

- The first is the “spotlighting” of individuals which seems to bring a lot of pride and enthusiasm to those who have taken a stand against FGM. This “spotlighting” places the individual woman in focus, although much of the advocacy is actually public ceremonies. But pride and encouragement is given to the young girls who decide to go against FGM when they reach maturity, the couples in the public weddings are bestowed with recognition from the entire community, ex-practitioners regain social status through the mentioning of their names in a positive manner in the radio-shows, women who ask questions gets a lot of attention from others.
- The second is that the various committees and groups which have been established are aggregated into small “advocacy coalitions”. Joining up with peers, sharing experiences and repeated display of commitment makes these coalitions not only catalysts for change, but serve also as sources of information to others and help those who are not yet convinced to frame the issues.
- A third aspect is that by involving institutions that matters in people’s everyday life such as schools, churches, mosques, religious leaders, elders become facilitating factors.

One question which was raised during the review was how the FGM network that is facilitated by EGLDAM financed by NCA can creatively and effectively support the emerging social movement through advocacy. So far the FGM network has focused on expansion of its membership base, issuing a newsletter and establishing a website. To a certain extent this may become initiatives which only reach the already convinced. There is a need to move out of this mode and try to combine resources and experiences for reaching out to a broader audience, at national level.

Seizing the momentum of change

The programme has provided participants with knowledge of the broader Ethiopian policy framework on FGM and HTPs. This has made it easier to identify relevant solutions for law enforcement and seizing the general momentum for change that is currently sweeping over Ethiopia in many areas. It should be noted that not all positive changes can be attributed to various project strategies. The review team is, however, of the opinion that SCN-E and NCA through its partners seems to have a well developed ability to seize this momentum of change and transform it into meaningful operational programmes to combat FGM/HTPs.

6. Overall progress

Assessment of overall mid-term progress (according to objectives)					
	1 Unsatisfactory	2 Marginal	3 Meets Expectations	4 Exceeds Expectations	5 Exceptional
Increased knowledge and understanding in the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Efforts to curtail child marriages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improved situation for fistula victims	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alternative income sources for women who stopped earning money from HTP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Efforts to strengthen Woreda capacity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduction in violence against women and children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strengthening of anti-FGM networks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improvements in law reinforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Source: Review information from partners (7)

The partners were asked to assess their own overall progress on a selected number of qualitative indicators. The above represents seven partners' own view of themselves. Number in each box corresponds to number of partners who gave this score. Not all questions were relevant for all partners. As can be seen the strengthening of capacity of Woreda administration and the strengthening of the FGM-networks meet expectations. What is most remarkable, however, is that all partners feel that knowledge and understanding in the community has either met expectations, or exceeded it or in the case of the Somali region, it is found to be exceptional. This is rather encouraging. On the other hand, it appears that law enforcement remains a challenge.

KMG programme areas where Community Conversation on HIV/AIDS, FGM HTPs take place											
	No.of sites	No of		2002		2006		No of		No.of	
		facilitators		No of		No.of sites		facilitators		participants	
		Female	Male	Female	Male			Female	Male	Female	Male
Alaba	4	9	27	100	100	20	10	10	500	500	
Kedida	6	3	24	150	150	21	21	21	525	525	
Angacha	6	6	21	150	150	17	27	27	1250	1250	
Kachabira	4	4	20	200	200	20	20	20	500	500	
Omo Sheleko	6	5	22	150	150	21	21	21	525	525	
Total	26	27	114	750	750	99	99	99	3300	3300	

As can be seen from the above table on progress in Kembatta area, not only has the number of project sites increased between 2002 and 2006, but the number of female facilitators have become equal to those of men. The total number of participants in community conversations has reached 6600 as compared to 1500 in 2002.

The review team confirms that in terms of quantitative progress, e.g. number of workshops, number of trainees, all partners seem to be on track according to their own set plans and goals.

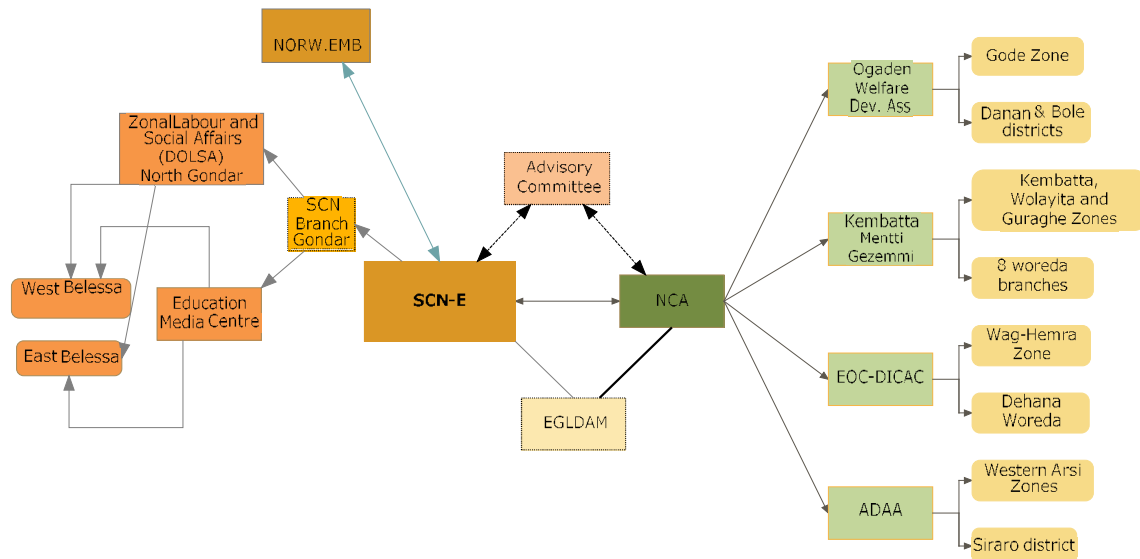
Your assessment of roles of Norwegian partner (beyond funding)					
	1 Unsatisfactory	2 Marginal	3 Meets Expectations	4 Exceeds Expectations	5 Exceptional
Administrative support	1		5	1	
Strong advocacy role vis a vis the government	1	2	1	3	
Helps building long-term institutional capacity and competence			3	3	
Gives good, practical technical advice			3	4	
Fosters networking among organisations working on similar issues			2	4	1
Offers relevant training		1	2	3	1
Documentation and research			5	2	

Source: Review information from Ethiopian partners (7)

In general the partner organizations were content with the support they got from the Norwegian partners. This was also confirmed during the review. The SCN-E partner, DOLSA, pointed in particular to the training on HTPs and CRC to elders, religious and opinion leaders, as well as training abroad for the staff at the zonal office. At the time of the review, the two focal persons which were assigned to the project by the government, participated in a training course in Kenya. NCA also scored positively for its capacity building efforts. NCA started to give training in 1999 as part of “gender and development” issues, and following this similar workshops have been conducted in Mekele, Gondar, Awassa, Bidre and Sekota. The training has been directed to partner organizations, core staff of NCA, and relevant government department staff. Training has also been given abroad. The focus on HTPs and reproductive health issues started even before starting anti-FGM/HTP projects. NCA was among the initiators of the national FGM network, where currently more than 44 organizations have become members.

The review team found that partners looked upon the Norwegian partners with considerable recognition for the value of their support. Friendliness and technical support were highlighted in all places.

6. Programme management



SCN-E, as the contracting partner with the Norwegian Embassy, receives the Norwegian funds, and reports back to the Embassy according to predetermined procedures. SCN -E formally has its agreement with the Regional Bureau for Social and Labour Affairs, but the Zonal branch is the implementing partner. There is no Social and Labour Office at Woreda levels. SCN-E had hired its own financial expert at the DOLSA office. He did not only oversee FGM/HTP projects, but provided technical assistance for all SCN -E affairs within the office; including the Alternative Basic Education (ABE). SCN-E had been requested by the government to take on implementing aspects, including procurement, for the two social centers which had been built. NCA receives funds from SCN-E. These funds are distributed to the local implementing partners. There were occasional delays in receiving the accounts on time, but the financial officers interviewed had found no serious flaws in the process. On the contrary as each organization was required to carry out internal audit of their own expenses, and because NCA had good oversight due to relative small size of funds, it was claimed that the likeliness of any type of financial irregularity was minimal. External audits will be conducted at the end of the project period.

Programmatic relationships as well as management issues were originally to be discussed in an Advisory Committee with representatives from both SCN -E and NCA. This does not seem to have worked according to intention. At best it has been an occasional meeting place for the two programme officers, who have discussed matters more or less informally.

7. Efficiencies

Productivity (your own organization)					
	1 Unsatisfactory	2 Marginal	3 Meets Requirements	4 Exceeds Requirements	5 Exceptional
Makes realistic goals	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Meets deadlines	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Activities implemented according to budget	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Measures results, not only inputs	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Efficiencies of approaches to combat FGM/HTP	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Completes tasks according to plans	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

Relationships with partners					
	1 Unsatisfactory	2 Marginal	3 Meets Requirements	4 Exceeds Requirements	5 Exceptional
Ensures adequate financial and technical reporting from partners	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Stimulates learning between partners	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Information and dialogue for meeting accountability and transparency needs requirements	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

☒ = NCA
☒ = SCNE

Source: Written responses from NCA and SCN-E during review

Both NCA and SCN-E assess productivity of own organisations very favorably. By and large the review team shares this view. It was the impression that both organizations worked professionally and had highly qualified staff that performed well. It was also noted that in addition to technical competence, the staff seemed to conduct their tasks with considerable motivation and enthusiasm. These are probably essential qualities to look for in staff when working within such personally challenging areas as FGM/HTP.

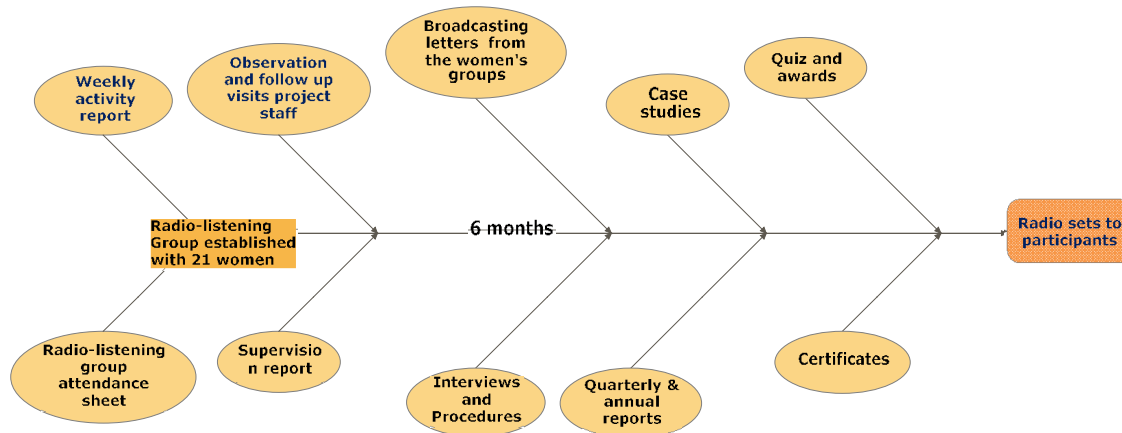
A concern which has been addressed frequently during negotiations and annual meetings between SCN-E and NCA and the Norwegian government, is the tendency to report on inputs and outputs, instead of results. To some extent this appears to be a weakness in the reporting system rather than information collected through project activities. The review team found that quite a lot of focus in data collection addressed issues such as how many practitioners had actually changed not only their attitudes, but also the practice. Schools could report on number of child marriages which had been reported and stopped.

The Ethiopian partners generally scores high on the same efficiency criteria. In most cases the organizations are of the opinion that requirements are met, if not exceeded. Some concerns were raised that deadlines were not being met and that staffing were not according to technical and professional requirements. This was mainly related to remote locations which did not attract the professionals needed, the low salary levels which resulted in high turn-over, poor means of communication (lack of transport and telephone).

8. Monitoring Framework

NCA and SCN-E take relatively pragmatic considerations when measuring whether or not the activities work. It is quite clear that measuring meta -changes in group behavior may take years. Measuring success therefore starts at the level of project participants using wide variety of participatory, interactive methods. Records are being kept on number of practitioners who decide to give up their work, confirmed cases of call -offs of early marriages, number of girls who remain uncircumcised etc. These quantitative achievements are put on display at project office walls, and serve as encouragement for both staff and visitors. The processes involved in gathering these information is nearly more important than the numbers themselves, however, as facts and numbers are drawn from talking and discussing with the community members themselves.

The drawing below shows the main elements of monitoring the radio -listening group in Gondar:



Source: Gondar Educational Media Centre

NCA partners also have a close follow -up of their projects. In KMG a financial report is compiled each month and sent to the HQs in Addis Ababa. Community conversations which take place at Kebele level are followed up by project staff on a bi -annual basis. In these meetings changes of values and attitudes are screened and captured in all forms. There are quarterly meetings between staff and facilitators. Center staff visits different sites for reality checks in each Woreda on a monthly basis.

9. Value added of the programme being joint

Value added of cooperation between SCN-E & NCA				
	1 Unsatisfactory	2 Marginal	3 Meets Expectations	4 Exceeds Expectations
Potential for partnership fully utilized	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Sharing of good practices, lessons learnt	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Strong advocacy and lobbying role viz a viz the government	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Creates a stronger voice against FGM/HTP on the national arena	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
SCN,NCA bring complementary expertise and comparative advantage	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Fosters networking among organizations working on similar issues	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Rationalization of administrative procedures	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Documentation and research	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Implementation of joint programme				
	1 Unsatisfactory	2 Marginal	3 Meets Requirements	4 Exceeds Requirements
Debate and reflection about what parties can achieve through joint project goals	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Joint reporting	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Manages costs more effectively	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Mechanisms for strengthening knowledge transfer	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Regular assessment of progress and effectiveness	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
<input checked="" type="checkbox"/> = NCA				
<input checked="" type="checkbox"/> = SCN-E				

Source: Written responses from NCA and SCN-E during review

As can be seen from the Norwegian partners' own assessment, not much has come out of the joint partnership. SCN-E is slightly more favourable towards the benefits that the joint project has brought about. There is only one point that seems to meet the requirements for both partners; and that is that the joint partnership has led to acceptable management of costs. It should be noted, that NCA finds certain elements that are strongly associated with advocacy e.g. creation of a stronger voice at the national arena, bringing of complimentary expertise and fostering of networking, unsatisfactory.

Beyond certain administrative advantages resulting from joint reporting, the team could find no clear evidence that the programme being joint had any positive effects.

The team relates this fact partly to the confusions which seem to have occurred in various documents and which have lead to misunderstandings about roles and responsibilities.

Whereas an early version of the joint project proposal (there have been submitted several

versions to the Embassy) clearly spells out the intentions related to joint benefits of the projects, this was not included later or in the contract between the Embassy and SCN-E. Apparently the original principles or rationale for having a joint project have dwindled away as time has passed.

10. Conclusions

- The joint programme is relevant from a gender perspective, a human rights perspective, CRC, good governance, environment, health and education. The two organizations have through their partners created arenas where women can exert their rights and discuss FGM and HTPS. This has given results and in some of the areas of intervention there are evidences that the practices have been reduced significantly, although not yet eradicated completely.
- The two Norwegian NGOs have chosen different models. SCN-E's support has been through the zonal administration in Gondar and the government structures, and NCA has worked through support to local NGOs. These are both legitimate approaches. At first sight there may be obvious advantages of supporting a government structure, as offices and personnel salaries are being paid by the government and it will be possible to use already existing procedures for procurement and monitoring. Such a model does also have good potentials for scaling up and replication.
- On the other hand, this model may not fit everywhere in Ethiopia. The roles between civil society and government are still fairly complex and it is important to note that the only role of NGOs is not to build government capacity (for which the government should take the main responsibility), but to strengthen civil society. Building and supporting local NGOs in their endeavors are important in itself. Even in Gondar, sustainability is not yet ensured, as no programmatic funds from the government has been raised, and SCN-E still needs to take on procurements and ensure a smooth financial flow. The review team has no reason to assume that one model is superior to the other, and is of the opinion that in order to combat FGM/HTPs a wide range of methodologies and approaches must be pursued.
- There is a strong element of community ownership and social mobilization in both projects. In the strongest areas e.g. Gondar and Kembatta words such as social movements can be used, as the projects have brought together a large variety of community leaders, institutions, women, children, youth, religious leaders, Kebele and wordea administration, all being linked up to work for the same cause. It appears that the holistic cross-sectoral approach has largely contributed to this success.
- Both organizations have been strengthened as a result of the grant from the embassy. They have escalated, added adjacent areas, added more partners, learnt lessons and become more professional.
- The review team finds both organizations to be effective. Plans are being adhered to, deadlines are being met and cost efficient modalities being looked for.
- The monitoring system appears mainly relevant for capturing significant changes in community attitudes. This is not sufficiently reflected in the reports to the embassy, but information about results and changes are nevertheless found at project level.
- Women are truly empowered in the project. The team was impressed by the frank personal testimonies that many women gave in public and the strength they had gained from participating in project activities and mutually supporting each other. Many women have stopped FGM practices, but there is still a long way to go. In the opinion of the team, no groups should be excluded from project activities, and efforts must be made to include both men and young girls in the project.

- Advocacy is part and parcel of project activities, but there is a potential for advocating more strategically through joint efforts e.g. through the FGM network.
- There has been no particular benefit of the joint aspects of the programme. The good intentions indicated in the joint proposal appear to have become increasingly less clear as time has passed.

11. Recommendations for future support

- In the present momentum for behaviour change with regard to FGM observed in Ethiopia several places, the efforts of eradication should be intensified and widespread. The efforts should be linked up with policy and programming at national level.
- Thus the support to the ongoing interventions through SCN-E and NCA should be continued, and where possible strengthened. Future support to NCA within this field of operation must be secured.
- Efforts should be made by SCN-E and NCA to use their experiences for national advocacy, most likely through concerted efforts through the FGM Network.
- As it seems to be some confusion among the partners, as well as in the embassy, about what a strategic partnership involves, the team sees a need to clarify this, and to ensure that all the partners involved have a common understanding. Is it only an outsourcing to SCN-E, or are there some more “strategic” elements involved?
- Having agreed that Ethiopia should be the pilot country for the Norwegian International Action Plan for Combating Female Genital Mutilation, the embassy should ensure that the present Norwegian commitment is maintained and if possible strengthened.
- With regard to Kembatta Women Self Help Centre (KGM), core support could be considered, conditioned that the total financial resource situation is clear and transparent to everybody.
- The possibility for posting a midwife and a gynaecologist at Kembatta MCH clinic through the New Volunteer Service should be explored.
- It is important to involve men in these processes. Even if men may not be directly involved, there is a strong masculine hand behind the decisions made. Ways of involving men should be given more attention in all the projects.
- Even if all HTPs are harmful, some are more harmful than others. It should be ensured that disastrous gender-related practices as FGM, abduction and early marriage are given due attention, and not clustered in a way that makes it difficult to get the figures clear.
- It should be ensured that the quality aspect of community conversations is given sufficient attention, both in the training and follow up, as well as in using a comprehensive approach, relating to a wider spectrum of problems experienced in the communities.

Appendix 1 Mandate for the Review

Terms of Reference

For the Mid-term Review (MTR) of NCA - SCN-E Joint Project Entitled:

‘Prevention and Eradication of Female Genital Mutilation (FGM) and other Harmful Traditional Practices (HTPs)’

**(Royal Norwegian Embassy Supported Joint -Project:
"ETH-3030 / ETH-03/317- FGM and Other HTPs Prevention")**

I. Introduction

The population of Ethiopia, which is composed of different ethnic groups, is also widely known for its diversified cultural and traditional practices. Some of these traditional and cultural practices are very useful to hold the society together and perpetuate its existence. On the other hand, there exist long standing harmful traditional practices that have been affecting the livelihood and well being of the people particularly that of women and children. Among the traditional practices that affect women and the girl child in Ethiopia are Female Genital Mutilation (FGM), child marriage, abduction, milk teeth extraction, uvulectomy, tonsil scratching, preference for a male child, and so on. Girls' childhood and women's motherhood and womanhood are particularly negatively affected by widespread harmful traditional practices, prejudicial -male dominated marriage institutions and overloaded/unrewarding gender roles.

FGM, which is a common name for several kinds of traditional practices that involve the cutting of different useful parts of female genitals, in particular is the gravest type of harmful tradition practiced widely in Ethiopia. According to the national survey conducted by the National Committee on Traditional Practices of Ethiopia (NCTPE) in 1998, prevalence of FGM in Ethiopia has been about 74 percent. It has also been found that both Christians and Muslims, which constitute the majority of the Ethiopian population, practice FGM.

Actions to be taken towards the elimination of these practices therefore have to focus in bringing about a fundamental change of attitude on how society perceives the human rights of children and women. Towards this end and in line with the 2003 release of the Norwegian Government's International Action Plan for Combating FGM therefore, Save the Children Norway (SCN -E) and Norwegian Church Aid (NCA) jointly designed anti -FGM/HTP project and with the financial support from the Norwegian Ministry of Foreign Affairs (via the Royal Norwegian Embassy in

Addis Ababa) have through local partners been implementing various projects in selected Woredas of the Oromiya, Amhara, Somali, Afar, and Southern national regional states.

Through various relevant strategies, the overall objective of this 4 year (2005 -2008) project has been to contribute to the social and economic development of the country in general and the project area in particular through reduction & gradual eradication of FGM & other HTPs that are seriously affecting the life of children and women in the project areas. The specific objectives include the following.

- To increase the knowledge and understanding of 600,000 community members and school age children
- To decrease school drop out rate of girls from the current 8% to 5% by curtailing child marriages in 197 formal and Alternative Basic Education Centers for out of school children/ABECS.
- To reinstitute the self esteem and reinforce the capacities of 300 fistula victims to lead decent life.
- To create alternative income sources for nearly 2,000 women who stopped earning money from Harmful Traditional Practices.
- To strengthen the capacity of the Woreda concerned government bureau administrations to run and sustain the project.
- To empower the community, especially women and children to defend their rights or to react against violence of their rights
- To strengthen anti-FGM Network, so that best practices could become more replicable and bring effective change
- To establish and strengthen effective network to advocate with the government at national and regional levels to reinforce the laws that could contribute to the prevention and elimination of FGM & other HTPs
- To organize a forum for resource sharing-expertise, experiences and studies
- To document and research on FGM and other HTPs for learning and for advocacy efforts.

II. Purpose of the Mid-term Review

The Norwegian Embassy in Addis Ababa entered into a Strategic Partnership with Save the Children Norway in Ethiopia (SCN-E) in 2006 based on a joint project developed and submitted by Norwegian Church Aid and SCN-E. The joint project was developed in order to strengthen and scale up the response to the fight against FGM in Ethiopia, as well as a follow -up to the Norwegian Action Plan against FGM (2003).

This midterm review has the overall purpose of assessing on the overall relevance and effectiveness of the joint project and the extent to which it has developed thus far according to

plan and intended purposes and goals. It will in this regard focus on the roles of SCN -E as a Strategic Partner to the Embassy and SCN-E's and NCA's roles and responsibilities towards the implementing partners.

It shall furthermore focus on the coordination, quality assurance, capacity building, advocacy, networking and monitoring of the joint project as well as make recommendations that would help to make all the necessary corrective measures and modifications in the future. The midterm review will be part of the background information for further consideration of Norwegian support to the project after 2008.

III. Scope and More Specific Objectives of the mid-term review

3.1 Review of the joint project

The review shall limit its scope to the ongoing accomplishments of the joint project of SCN-E and NCA since the year 2005/6. The scope shall also be limited to focus on the partners in Addis Ababa, as well as one project site (for example Afar). The specific objectives of the mid-term review shall include, but not be limited to, the following tasks:

- Assess the implementation of the joint project and its effectiveness, relevance, efficiency and sustainability (to the degree possible) vis -à-vis the extent to which the purpose have been achieved and immediate impacts it has brought about,
- Assess the participation and cooperation among the different stakeholders in the programme (children, parents, community members, Community Based Organizations, authorities, other Alliance members, Country Programme staff and partners)
- Identify what added values SCN-E and NCA have brought to the partnering organizations other than funding,
- Examine contribution of the project on policies and practices relating to FGM at regional and national levels,
- Assess the efforts made concerning lobbying and advocacy with the government at national level, as well as networking with other NGOs and stakeholders,
- Identify lessons learnt and good practices, as well as come up with recommendations that can practically be applied for further improvements in future programming.

3.2. Review organization of SCN-E

- Assess SCN-E's structure and its professional and administrative capacity to manage the project.
- Describe and assess SCN-E's cooperation with NCA and the other local partners (procedures for monitoring and evaluation, financial flow, formalized dialogue/collaboration, capacity and institutional building of partners, networking, existence of indicators to measure success...etc.)
- The roles of SCN-E as an implementer (through local partners) and as a strategic partner to the Norwegian Embassy

IV. Methodology

The review has to be as participatory as possible and include, but not limited to, the following suggested methods.

- Review project proposals and reports.
- Key informant interviews.
- Focus group discussions
- Informal debriefing before departure and
- Field visits to selected sites.

The consultant team shall have the following obligations:

- Come up with work plan and revised ToR for the review and discuss that with the reference group from SCN -E and NCA.
- Submit draft report by 15 January 2008
- Receive feedback to the draft from SCN-E and the Embassy within one week after the deadline.
- Submit the final report in hard and soft copies by 1st of February 2008.

Together with NCA, SCN-E shall:

- Coordinate the whole process of the review
- Prepare a work plan which includes a list of appointments for visiting institutions and persons
- Participate in the MTR meetings and field visits
- Assist the MTR team with the provision of information and contacts
- Provide timely comments and feedback on the draft reports

The Embassy shall have the following obligations:

- Recruitment of an international consultant
- Assist the MTR team with the provision of information and contacts
- Provide timely comments and feedback on the draft reports

V. Reporting

The final report shall be concise incorporating at least the following major components.

- Executive summary
- Introduction and purpose of the review
- Review approach and methodology
- Findings
- Conclusion and recommendations

VI. The review team will comprise:

1. Janne Lexow (Team leader)
2. Marit Berggrav, Norad (member of Norads Resource group on FGM)
3. Sølvi Taraldsen, SH-DIR (member of Norads Resource group on FGM)
4. Elin Graae Jensen, MFA

VII. Timeframe and budget

The overall task of conducting the mid-term review, including all field visits, analysis of findings, submitting draft and final reports should not altogether take more than 35 days starting from end of November 2007.

The costs for the review shall be covered by the MFA and Norad

Appendix List of people met

Wz Kidisi Getachew	FGM Network Coordinator	EGLDAM
Dr. Fisseha H/Meskel	Project leader	EGLDAM
Dr. Yayeyirad Kitaw	Project consultant	EGLDAM
Ato Abebe Detene	Board Member	EGLDAM
Ato Abebe Kebede	Ex. Director	EGLDAM
Ayan Abdaha Hashi	Gender Dept Head	OWDA
Berhanu Tufa Workneh	Ex. Director	ADAA
Adem Alo	Program Officer	ADAA
Gemeechu Benta	Finance and Administrative Head	ADAA
Kinfe Wubetu	Program officer	SCN-E Gonder
Getachew Meskeral	Head	Dolsa Gonder
Amare Haile Yagete	Social Affairs	Dolsa Gonder
Adina Berie	Head	Women's Affairs East Belessa
Beteha Asmara	Vice head	Women's Affairs East Belessa
Adelajer Mengisto	Information Head	East Belessa
Getenet Eshetu	Head Gondar Educational Media Centre	Gonder
Tesfaye Haile Mariam	Coordinator	Social Labour Affairs East Belessa
Practitioners and fistula patients		East Belessa
Hans Birkeland	Res.Rep.	NCA
Dawit Kebede	Programme coordinator	NCA
Ejigayehu Teffra	Programme coordinator	NCA
Bjørn Hagen	Country Director	SCN-E
Bogaletch Gebre	Director	KMG
Amare Haile Ayele		
Kendie Rufael		Dolsa Gonder
Tsegaye Berhanu	Hiv/AIDS coordinator	KMG
Sisay G/Michael	CCE-CC coordinator	KMG
Desaleth Durbusha	Coordinator	KMG
Misrak Admassu	Gender Facilitator	KMG
Abebe Ugamo	Center Representative	LMG
Tsheay Haile	Teacher	Kembetta
Tagasech Teshome	Teacher	Kembatta
Awokegn Tessam	Police	Kembetta
Mathewos Hechumo	Police	Kembetta
Kassech Berede	Women's Affairs	Kededa Gamela
Felkeh Godebo	Women's Affairs	Kembatta
Mohammed Jemal	Programme Coordinator	SCN-E
Bente Nilson	Councillor	Norwegian Embassy
Ashenafi Gisaw	Programme Officer	Norwegian Embassy
Mamete Mochana	CC Focal person	EECMY SWE
Meskerem Girma	Programme Coordinator	KMG
Haftu Wolde	Head of Development	EOC/DICAC
Debre Melaku	Director, Admin & Finance	SCN-E

