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Igniting Leadership

Unpacking Feminism in WISE ENGAGE
Project Intervention Area
ENGAGE: Women's Empowerment and Active
Citizenship
Initiative No.: P007624
Ethiopia

Organization for Women in Self
Employment (WISE)

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ACRONYMS

- WISE: Organization for Women in Self-Employment
- SACCOs: Savings and Credit Cooperative Organizations established by WISE

ABSTRACT

This paper unpacks feminism practice through indicators like women's leadership involvement, gender equality, respect for women's rights, and the way how women are describing each other with action words. To this end, this mini-research project employed a qualitative research approach and conducted key informant interviews with purposively selected well-experienced WISE-ENGAGE project SACCOs leaders. Generally, Women come to be proactive and quite intensely engaged in women's leadership at home and in the community. Also, women knowingly respect and quested for gender equality and claimed their rights, and were visible in social, political, and economic matters. Women helpfully described each other and mostly used appreciative action words to describe other women. Despite the achievement, some women need more help to understand their rights and defend for respecting.

1. INTRODUCTION

1.1. WISE and ENGAGE Project: Short brief

Organization for Women in Self-Employment (WISE) is an Ethiopian residents' charity that commenced its full program operation in Ethiopia in January 1998. Currently, WISE is implementing a Global Affairs Canada-funded project entitled; "*ENGAGE: Women's Empowerment & Active Citizenship*" (2019-2024). The project implementation areas are Woreda 2, 5, 6, 7, and 8 of Arada Sub-city, Addis Ababa. The project aims to enhance women's capacity to participate in the social and economic life of their communities; building the capacity of implementing partners and their networks in the project implementation areas to deliver training and undertake knowledge-building or research. To this end, the main strategies designed are organizing Women and girls in cooperatives like SACCOs, financing through financial inclusion approach, design and implementing training programs. The training programs developed and have been delivered are Leadership, gender equality, Gender Based Violence (GBV), legal right, Asset Based Community Development (ABCD), business skill, life skill, and basic health skill.

The ENGAGE project is coordinated by Canada's Coady Institute and applies an Asset-Based, Citizen-led Development (ABCD) approach to community initiatives that promote gender-equitable changes.

1.2. Background: Unpacking Feminism

Social and economic inequality has reached extreme levels. It is ripping apart societies, undermining human rights and democracy, destroying the planet, and is at the root of the highest levels of displacement since World War II. More than a billion people worldwide live in extreme poverty, while the world's 2,153 billionaires own more wealth than 60% of the global population combined (Feminist Foreign Policy Working Group 2021)¹. The group researched that the space for civil society to peacefully advocate for rights is ever-shrinking. To come up with the solution, progressive movements, especially those led by women and indigenous peoples face intense pushback around the world.

Feminism achieves goals like breaking down the rigid division of issues within the law and takes the relevance of feminism, rather than the traditional structure, to be its starting point.

¹ Recommendations for Canada's feminist foreign policy

Feminism's first contribution in making women visible an early contribution of feminist theorists is revealing that women were and are routinely exposed to gendered violence (Smith 2018). It is easily understood that feminism is all about struggling with the patriarchal traditional structure and respecting women's rights. And finally, women would be visible in social, political, and economic matters. In making women visible, feminism has also highlighted women's absence from decision-making and institutional structures. Researchers like, Smith support that another key contribution of feminism is exposing and deconstructing socially constructed gender norms.

Four in ten women around the world say they don't have equality with men or the freedom to reach their full dreams and aspirations (IPSOS Global 2017)². Smith (2018) supports that in making violence against women visible, an international system that tacitly accepted a large amount of violence against women as a normal situation was also exposed. For example, former UN Secretary-General Ban Ki-moon's 'UNiTE' campaign to end violence against women estimated the case as follows.

"Up to seven out of ten women will experience violence at some point in their lives and approximately 600 million women live in countries where domestic violence is not yet considered a crime PP.1"

Researchers agreed that violence against women is prevalent globally and is not specific to any political or economic system. Jacqui True (2012) cited in Smith (2018)³ has demonstrated the links between violence against women in the private sphere (for example, domestic violence) and the kinds of violence women experience in public, in an increasingly globalized workplace, and in times of war.

Despite the advancement of women's rights witnessed in the past few decades, the World currently experiencing a regional and international context in which not only are women's human rights disputed, but the historical achievements of the women's movement are being undermined. The fragility of democratic institutions, a conservative backlash or reaction, and an economic crisis exacerbate the precarious situation of women in Africa and worldwide and weaken the opportunities of feminist movements for self-expression in their struggle for human

2 FEMINISM AND GENDER EQUALITY AROUND THE WORLD

3 Introducing Feminism in International Relations Theory

rights (Friedrich Ebert Stiftung (FES) 2017)⁴. FES stated that the World March of Women, and the **Mozambican Women's Forum** (Forúm Mulher) organized **in October 2016 an** encounter that brought together activists, academics, and representatives of feminist organizations across the continent to jointly analyze these new contexts, discuss the trends and coordinate the creation and/or strengthening of regional action platforms for joint actions.

In Ethiopia, the significant factors of the public are migration, immigration, globalization, capitalism, modernity, and the new technological age. More recently, scholars and feminists from Ethiopia and on the continent in general, have produced work that focuses more on the lived realities of women (Samrawit 2018)⁵. According to Selamawit, the emergence of women's movements and organizing in Ethiopia can be traced as far as the formation of the nation itself. In support of Samrawit's points of the research finding, Abraha found that Women in Ethiopian history have made noteworthy roles **in the overall state-building, development, and democratization maneuvers; however, these roles remain invisible and unrecognized**. This Ethiopian author justified that Ethiopian women have always found ways to exercise their agency despite gender-based violence, and prevalent the cultural ruling of the different ethnic groups in power in the rural areas and throughout the entire nation-state itself.

1.3. Rationale: Why Unpacking Feminism?

Feminist approaches have been generally neglected in strong sustainability research for several reasons including the divergent scales and methods (Cannon and Dobbin 2022)⁶. The authors advanced that a holistic approach to investigating economic, environmental, and social systems is needed. With the support of Cannon and Dobbin, researchers recommend that **sustainability research should be considering gender explicitly**. World and UN Women cited in Emily Balfour, Intern (n.d)⁷, justified that around the world, in almost every profession or professional capacity, **women earn less than their male counterparts**. Women living in poverty are often denied the lack of sufficient access to education and support services, and their participation in decision-making at home and in the community is minimal.

4 FES Briefing Papers: Feminism in Africa: Trends and Prospects Report of the International Workshop on Political Feminism in Africa

⁵ The Setawet Way: An Articulation of Ethiopian Feminism

⁶ Unpacking sustainability: A feminist political ecological analysis of global overshoot

⁷ <https://uganda4her.org/unpacking-feminism/>

Feminism and feminists around the world work to challenge the systemic inequalities women face daily. Some of the most prevalent inequalities that persist are gender-based violence, economic inequality, and lack of access to education, among many others (Emily Balfour, Intern n.d). Feminism is often a loaded term and it's important that unpack the meaning of the word.

In Ethiopia, monumental reforms initiated by the new administration movement bring about feminist ideological transformation (Zemdena 2019)⁸. The reform process further led to a cabinet with 50 percent of women ministers, and the first woman head of state, Sahle-Work Zewde in the country's modern history. Zemdena points out that Ethiopian is a 'culturally sensitive' patriarchal society it hasn't escaped the common misconception that feminism is all about 'always angry, man-hating, bra-burning, hypersexual lesbians, who are an enemy to the fabric of the traditional African society and funded by the West. Today, widespread sexualized violence against women persists in Ethiopia. Rape culture, ??? mostly unreported, is the norm, and Female Genital Mutilation/Cutting (FGM/C), child marriage (rape), sexual harassment, and the gender pay gap are all areas that new gender parity at the state level hasn't yet addressed.

The project, ENGAGE aims to enhance women's capacity to participate in the social and economic life of their communities. The project objective is to enhance the capacity of implementing partners and their networks in the project implementation areas to deliver training??? and undertake knowledge building/research. Generally, the project spired to help lower socioeconomic statuses Women and Girls to be active citizens and empowered in socioeconomic issues. The project planned to achieve the outcome, of enhanced empowerment and active citizenship of women and girls. And intermediate outcomes of strengthened leadership of women and men for gender-equitable community-driven change processes. Improved and increased use of gender-equitable, community-driven policies and practices. Finally, the project aspired to improve and increase the use of gender-equitable, community-driven policies and practices.

The Concept and Practice of Feminism are also loaded or packed term that needs unpacking in Ethiopia. Unpacking feminism concepts and practices within the context of Ethiopia and checking the empowerment and enhancement of women's and girls' capacity, and use of

⁸ A "Feminist" Ethiopia? What's Really Behind the Country's Recent Reforms? The Green Political Foundation.

community-driven policies and procedures, continual research is mandatory. The study tried to unpack feminism practice through (1) women's involvement and visibility in social, economic, and political matters in the community and the SACCOs. (2) Women's experience and appreciation of feminism (i.e., accepting, and respecting gender equality and women's right). And finally, (3) the way that Women describe each other.

1.4. Objective and Method

The main objective of this study was to unpack the concept and practice of feminism with special reference to WISE-ENGAGE intervention areas. Particularly the assessment intended to;

- Examine women's involvement/visibility in social, economic, and political-leadership space in the community and the SACCOs
- Assess Women's experience and appreciation of feminism (i.e., accepting, and respecting gender equality and women's right) in the community and SACCOs
- Identify the way that Women describe each other with key action words in the community and SACCOs too

In doing this mini-research project effectively and efficiently, steps were passed. The first step was to revise the interview tool accordingly to the context, and the second pilot test the tool and incorporate the comments. Thirdly, identify and select the research area and sample purposively. To this end, Arada⁹ Sub-city, ENGAGE intervention area, SACCO¹⁰s (Hiwot-Woreda 8, Lucy-Woreda 7, Fikir Behibret-Woreda 6, Addis Tessfa -Wereda 2, and Enat-Woreda 5), and chair and vice of each SACCO were selected as a sample for interview. Fourthly, an interview was conducted with the ten selected research participants and organized and analyzed the data obtained through the thematic narration technique, and write up the assessment report. Thus, a qualitative research approach, purposive sampling technique, and semi-structured key informant interviews were employed.

1.5. Scope and Limitation

The study was conducted at the WISE-ENGAGE intervention area. Thematically, the study assessed women's leadership involvement, experience and appreciation of feminism, and the way that Women describe each other. This research project employed only a qualitative

⁹ One of the sub-cities found in Addis Ababa, ENGAGE project intervention area

¹⁰ WISE Savings and Credit Cooperative Organizations

research approach and conduct key informant interviews. Thus, methodologically, the study might lack the triangulation opportunities of a mixed-method research approach.

1.6. Term Definition

The study used the following definitions of terms which are adopted from the literature directly (Emily Balfour, Intern n.d).

Feminism: “a belief in the political, economic, and cultural equality of women”

Feminist: “A person who believes in the social, economic, and political equality of the sexes¹¹”

2.FINDING

2.1. Background and Context: Women’s Involvement and Experience

Question: what is your involvement in the savings and credit cooperative in which you are organized? And the effort to increase the leadership roles of women?

The interview data revealed that women are actively involved in the SACCOs through active leadership participation, advice, and awareness creation. Mainly, they are engaged in the recruitment and selection of members, overseeing the SACCOs activities, and positively influencing the SACCO member to be effective and non-member women to work together as part of the SACCO member. Hence, there is a revival of women's leadership.

In the beginning, the community was difficult to be mobilized but now, as members and women get to know each other and are trained too, mobilizing the community becomes an easier task. SACCO leaders help the community by providing social support like helping women who cannot pay for health insurance by communicating with investors to cover up to one year. SACCO leaders using Woreda meetings as an opportunity to mobilize women. For example, if the loan procedures like having six members in a loan group, members are delegated to recruit other women to join the SACCO. Additionally, SACCO leaders created a better relationship with the Woreda leaders and used the relationship to facilitate free hall rent for training.

In most cases, women are frustrated to take the loan. The frustration emanates from a lack of knowledge and awareness. For example, members are taking out a loan and thinking that it will be lost. There are no sufficiently educated and skilled people in the project intervention area. The other challenge is peer pressure which keeps most women from becoming leaders. Because

¹¹ Boy and girl

of this, some women develop a sense of inferiority. There are members with ethical problems in the SACCO and they give up easily. But SACCO leaders work closely to encourage and convince those members. Moreover, there is a problem of **hearing women's questions and making changes or decisions is delayed by woreda leadership.**

Commented [AT1]: What actions taken to counteract with this problem.

Now, there is good motivation in the SACCOs. The study area Women have known WISE recently. We didn't understand/know the purpose of the organization, WISE before. After taking the training, women's understanding has been improved. SACCOs need to have experience sharing forums with successful women like; visiting the WISE successful Bazaars and if so, members will have a better experience. Women are motivated and initiated to attain leadership positions and explain their needs easily.

Generally, Women consider that **if the government or the community structure gives leadership opportunities to women, challenges will be minimized.** The study further justified, thinking that when women's lives are better, family health will be better. In this way, it is possible to contribute to building a healthy nation.

Commented [AT2]: Empowerment can't be given but women should strive to get it

Table 1: Detail Involvement of Women in the SACCOs: summary

Domain of Involvement	
Leadership participation	Advice and awareness creation
Chair and deputy leader of the SACCO and in charge of overseeing the responsibility	Give advice and create awareness for those who cannot go to work in practice
Participation is mainly member recruitment, selection, and making mothers join the work	Make lovely relationships among members and the community
Follow women to save their savings as per the schedule and work to practice the training given	When there is loan frustration, advise working accordingly to the training
Mobilizing the SACCO members and the community	Encourage and advise those who said the loaned money is too small and fear of it
Establish a successful relationship with the woreda officials	Advise members who are interested in being employed rather than creating a job
Developing a loan repayment, account expense, and revenue-generating system	Involve in self-motivated and initiated work like giving advise
Establish a better relationship with WISE	Support and encourage women not to give up the peer pressure and negative influence
Organize women, prevent, and expose sexual violence against youth, women, and children in school or outside	Resolve negative views (i.e., views of women are inferior to men) of the community through discussion and advice
Used every single opportunity to get women to join the WISE opportunities	Teach and advise women to express themselves
Bringing women to the SACCOs on their initiative	Motivated for saving crediting
Sharing experiences	Counseling

Help those who have not been in a business or work to start a business	Create awareness - convincing the members to work on awakening the community
Campaigning, distributing papers, and keeping promises in practice	Fix the attitude - think of savings as a benefit for SACCO leaders by explaining the purpose
Maintaining loan procedures, and making a savings account work for women	Made women aware of the purpose of the SACCOs
Encouraging women who can't repay loans	Provide social support like consulting women living with HIV and the new victims
Serve the community as a Block leader for example, out of nineteen committees, four of them are working as block leaders . Some women among the members who were trained and waiting to be a successor of existing SACCO leaders (the case of Woreda 08)	
Prevent crimes in the community	
Practice leadership in and out of home	
Work as a leader at a local association like Idir	
Take corrective action on unethical members	
Participate in the woreda leadership like social and political matters	
Convince the community. The community gives a chance to lead by and trust women instead of men	
Identify women's leadership potential in the SACCOs	
Motivate and mobilize women	
Work for the movement of members for their economic, social, and political rights	

Question: why Women are actively involved in **social, political, and economic issues?**

Commented [AT3]: What does this involvement looks like?

The training provided by the WISE is good and the support brings all this active leadership participation. WISE helps women to be knowledgeable and Women maintain and sustain a better relationship with Woreda structure and leadership. On the other hand, Women are now active because, if something goes wrong, **she realizes that she will be the first victim**.

2.2. Experience and Appreciation of Feminism

2.2.1. Gender Equality

Feminism is known as a movement of awareness that emerged from the assumption that women are suffering from discrimination, and for that reason, a struggle is made to fight it back. In such a definition, feminists are not only from the female side but also from all people who care about gender equality and rights (Pertwi, Sudrajat, Kumalasari, et al, 2019)¹². From these authors' points of view, it is easily understood that **gender equality and rights are the key**

¹² Gender Equality in Feminism. Bulletin of National Academy of Sciences of the Republic of Kazakhstan ISSN 1991-3494 Volume 5, Number 381 (2019), 112 – 121.

indicators of feminism. And it is known that feminism is about all genders having equal rights and opportunities.

Question: what does equality feel and look like to you? And how do you know when you are being treated equally?

The interview data ensured that there are individuals and informal group who work to respect equality but not some others. Some SACCO leaders indicated that women are treated equally and are distinguished by their level of economic status and knowledge. In some cases, there are fights for equal rights in the society and there are chances of raising questions in an equal manner. Some communities understand that women are equal to men and they can work equally, and sometimes there are situations of demeaning women's involvement than men. However, there is a difference in living conditions or standards in society, but in other cases, like respecting women's right, prevention of gender-based violence is better.

The interviewees admitted that equality should not be misinterpreted. For example, insulting and disrespecting husbands is not a manifestation of equality. However, there are Women assume equality is inappropriate competence with the husband. The interview participants confidently stated that abuse of equality can cause problems. As the proverb describes, "a woman goes to the closet and a man to the work" doesn't reflect equality. Among the students, some parents consider that "a girl should do homework like cooking and a boy should study". This does not reflect equality rather it is an abuse of girl's rights. There is public or government spaces that didn't listen equally to men's and a women's opinions. Even the educated did not solve this problem. Still, there are beliefs in society that consider women as inferior to men but reduced slightly.

In the SACCOs serving with equal eyes is a duty and realized that the role of leadership is to see everyone equally. Some Women raise questions that my loan requests are not treated equally in case, SACCO leaders advise that it is because of the loan criteria, and not because they are not served equally. And Women understand that there is a good reason for their loans being delayed.

Education and raising awareness are the solution to combat the problem associated with the unequal treatment of Women in different public opportunities including the SACCOs. On the other hand, it is the role of parents to raise awareness and educate children about the concept and practice of equality so that there will be no partiality, imbalance, or abuse between a boy and a girl.

Table 2: Gender Equality: summary

Equality at home: indicators	Equality at SACCOs and community: indicators
If a woman is not oppressed (free from abuse) by her husband	If there is respect
If there is freedom from oppression How is this described?	If there is equal participation in decision-making
Respect	If there is no partiality
Equal participation in decision-making	A feeling and action of tolerance
No sexual harassment	Understanding his/her problems
If rights are not taken away by force	Equal service and equal acceptance of loan demand and equal benefit
If no abuse of girl's rights	Equal training participation
If there is no partiality i.e., if a boy comes from work and goes to rest, but a girl goes under work pressure even after work is done	Passed decisions and solve problems through dialogue and discussion
If no discrimination	If no discrimination
Free expression of ideas	Free expression of ideas
If husband and wife discuss equally	Asking questions and fairness
If a boy does a women's job and a woman does a men's job	

Question: how would you explain your experience based on the things you shared previously?

Practical example;

“My parent decided to educate me (the girl) and my brother in different schools. My brother registered and continue his school age at a private school and I at a government school. This is with the assumption that a male child will be more successful than a girl. But I achieved better results in education and have got better job than my brother” (the case of Woreda 08).

2.2.2. Respect for Women's Rights

Feminism is **the path to achieving gender equality and women's rights**. It is open to people from all genders and all walks of life (Musindarwezo 2021)¹³. The feminist approach works for gender equality and respect for Women's rights.

Question: how would you describe respect for rights in your own words? How do you know the rights are being respected?

The data indicated the living conditions of the community (i.e., some families stigmatized for a boy to do a women's job but some others don't treat boys as equal to girls) determine whether the right be properly enforced or not. This is because **some communities tried to respect**

¹³ Feminism: the path to achieving rights for all women and girls. Womankind Worldwide.

women's rights well but others are not. To ensure the respect of rights, for example in government offices, priority is given to women in some aspects like employment opportunities. However, the opportunity should be equal because it is an indication that women can't compete with men. Nowadays, women are working as judges, teachers, and mayors just like men. So, no need of affirmative action.

In the SACCOs, it is possible to say that the law has been respected and Women demand their rights. For example, one interviewee revealed what a union member's husband said, "My wife has been delegating me to take care of my daughter since she considered you as her role model " This shows the development of the equal view of women's rights. There is a family discussion by organizing a coffee ceremony program in the village to discuss women's rights and children will also be involved in this process and advised. The discussion makes women aware and asserts their rights. Women encourage a boy to do a women's job and a woman to do a men's job. In some cases, there is also a tendency to abuse power. For example, some SACCO leaders faced and claimed to get loan without saving the proper amount and women fought for rights and made sure that everyone had equal rights to get loan as far as the same procedure is followed with other members. This effort is a result of WISE training.

The interview session reflection justified that in some Woredas, Women's rights are not respected equally. There are many rights that women don't understand. Respect for rights is always verbal/on paper not much in practice. The interviewees said, "I don't think my rights are respected". What should be done as a woman at home should be identified. In general, there is no change and it is because of a lack of awareness. There is an attitude that some women take housewifery as a privilege. Women are still not respecting their rights because of customs and culture of the society at large as reflected by a respondent.

"Some women move freely when there is no a husband at home. If the husband is at home, the wife's voice is silent. Her mother describes this situation, could you be released from prison".

This indicates the disrespect of the Women rights. It will result in aggression at the rate of violence and today, the rate of violence is equal between men and women, especially teenagers. Some assaults are not even considered crimes. But many hide the attack in their homes. Attack prevention and exposure are low. When attacked, it remains obscure.

Commented [AT4]: What are the indicators? How is equality discribed??

Table 3: respect for Women's right: summary

Respect for rights: indicators	Practical case: Respect of workers' rights at home
Work accordingly with the cooperative's regulatory law	A SACCO leader said that "One day, I met a 12th-grade student who had no teaching assistant for the university education after finishing her general education and she showed me her determination and desire to learn. I employed her as a sales person in my Bazaar/ Souk. As soon as the Bazaar was over, I employed her as a domestic worker. Today, she is in her fourth year of study at the university. We worked hard to share our experience with the members of the SACCO personally and through the television called Abay television for the public" (the case of Woreda 05).
Equal access and compliance with the law	
Equal payment and participation in training	
Respect workers' rights at home	
Rights enforcement	
Men raise and care for women's equality	
If there is discussion and consultation about laws and regulations	
If laws are implemented well	
When there is a question of respecting rights and going far to expose when rights are violated	
If there is an argument/fight and movement for the respect of the right	
When there is awareness of an obligation and claims of the rights	

Commented [AT5]: How is it described?

2.3. The Way that Women Describe Each Other

Researchers like Mahajan (2022) described that feminists respect individual, informed choices and shouldn't be a double standard in judging a person, ensuring equal individual rights and liberties for women and men.

Question: How do you describe other women who have been part of this experience with you? And how do you think other women, who have this experience, describe you? and what words are used to describe each other?

The study result showed that Women are described **positively and helpfully**. SACCO leaders described the women in a positive and motivated way. Women also describe SACCO leaders with **appreciative words that will add the energy of work** and self-employment. It could be concluded that women describe each other in a **motivated and supportive way** through key action words.

Table 4: the way that women describe each other: summary

The way that women describe each other	
<i>How do you describe other women who have been part of this experience with you? what words are used?</i>	<i>How do you think other women, who have this experience, describe you? what words are used?</i>
Some women experienced domestic oppression	Model, talented, strong, mentor, supporter, optimist
Women who didn't use inappropriate words in describing each other	Competent, active, tolerant, and courageous. argumentative, persuasive, strong
Women have a desire to work and a good work attitude	Conversational and helpful
Some women isolate each other and lack self-disclosure	Obedient/motivated, hard worker, best listener, committed, encourager, coacher
Some women only look for employment	Work for others more than self
Some women are obstructive and only works for money based (allowance seeking)	Talkative but not malicious
Free to express opinions face-to-face	Open-minded and patient
Women who have a moral of work, and active participant	Generous adviser and strong leader
Some women are mistrusting each other, and usually they trust only those women in charge of leadership (chair)	Able to share experiences and explain briefly
Some women think that leaders are salary recipients, and who are jealous	Smart, encouraged, helpful, and self-discipline

2.4. Feedback to the WISE-ENGAGE project

Question: do you have any questions or comments about the WISE-ENGAGE project?

Feedbacks;

- ≠ WISE stands for women, it helps women in training, education, and economy, supporting the cooperative, and to speak in front of people, and making women conscious of asking for their rights better than other organizations
- ≠ WISE took women out of the house and made walk with a small capital, connecting those who were scattered, bringing together, and helps to be familiarity
- ≠ WISE has become a head for women, it takes the woman to a real place, and exchange of the experiences of successful women is good
- ≠ WISE helps women to be aware of femininity, and resist male domination. And taken women to work out of closets

Comments;

- ≠ It is good if WISE ask about our problems regularly and good to study what women said
- ≠ If WISE involve other women when there is such study, it has made women self-confident

3.CONCLUSION

The study unpacks feminism practice through indicators like women's leadership involvement, gender equality, respect for women's rights, and the way how women are describing each other with action words. The assessment result could easily unpack the practice of Women in the WISE-ENGAGE project intervention area of feminism or gender equality. After pieces of training provided by the WISE, women come to be proactive in leadership participation. Women increase their visibility in social, political, and economic matters. Despite participation of women's couldn't be objectively measured, the study result showed women's claim equality and the right at home and outside of the home including the community. As the finding endorsed, women organized in WISE SACCO are quite intensely engaged in women's leadership at home and in the community. To be encouraged or discouraged, action words have the power of influencing individuals. And the study finding showed women helpfully described each other and mostly, women used appreciative words to describe others (detail see the finding). On the other hand, some women are not aware of their rights and slightly struggle for respect and to be respected.