

# **ETHIOPIA**

## **A National Report on**

### **Progress made in the Implementation of the Beijing Platform for Action (Beijing + 10)**

## **Ethiopia**

**Prime Minister Office/Women's Affairs Sub Sector**

**March 2004**

## Acronyms

|         |   |
|---------|---|
| ABPEP   | Alternative Basic Primary Education Program               |
| ADLI    | Agriculture Development Led Industrialization             |
| BPA     | Beijing Plat Form for Action                              |
| CBOs    | Community Based Organizations                             |
| CEDAW   | Convention on Elimination of Discrimination Against Women |
| CERTWID | Center for Research and Training in Women and Development |
| ESDP    | Education Sector Development Program                      |
| EWDF    | Ethiopian Women Development Fund                          |
| FDRE    | Federal Democratic Led Industrialization                  |
| FGM     | Female Genital Mutilation                                 |
| GER     | Gross Enrollment Ratio                                    |
| GIF     | Grasroot Initiative Fund                                  |
| GPI     | Gross Parity Index  |
| HSDP    | Health Sector Development Program                         |
| IEC     | Information Education Communication                       |
| LDCs    | Least Developed Countries                                 |
| MDGs    | Millenium Development Goals                               |
| MOE     | Ministry of Education                                     |
| MOFED   | Ministry of Finance and Economic Development              |
| MOH     | Ministry of Health  |
| NGOs    | Non Government Organizations                              |
| PTA     | Parent Teachers Association                               |
| SDPRP   | Sustainable Development Poverty Reduction Program         |
| SNNPR   | Southern Nations Nationalities and Peoples Regional State |
| TTC     | Teachers Training College                                 |
| TTI     | Teachers Training Institute                               |
| UNCCD   | United Nation Conventions for Combating Disertification   |
| UNDP    | United Nations Development Program                        |
| WAD     | Women's Affairs Department                                |
| WAP/PMO | Women's Affairs Office of the Prime Minister Office       |
| WGs     | Women Groups  |

## **Part I**

### **1. Introduction**

#### **1.1 Situation Analysis**

Ethiopia, a country located in the Horn of Africa, has a land area of about 1.1 million square kilometre and a population size of 70 million people in 2003. It is the third most populous country in Africa with the majority of the population live in absolute poverty. Due to its rapid rate of population growth, Ethiopia has a very young population which is 45% of the population is under the age of 15.

After the downfall of the Derge regime in 1991, the country put in place a federal state with a parliamentary form of government, which is composed of 9 regional and two administrative councils.

Despite the political and economic stability gained after the down fall of the military regime, the country was affected by Ethio-Eriteria boarder conflict and recurrent draught which adversely affected the economic status of the people particularly, the less advantage groups, women.

Women in Ethiopia as anywhere else occupy the law status in the society. Although they represent 49.8% of the population and contribute mainly to food production and other, they have not shared the fruits of development equally with their male counterpart. Rights such as, access to land, credit and other productive resources are difficult for women to attain. They also experience multiple forms of other deprivations such as longer working days, women specific ill health, low levels of education relative to men, and lack of adequate representation in leadership and decision making positions.

Women represent only 7.6% of the House of People Representative (Parliament) and 12.9% of State (Regional) Council. While adult literacy rate for women is about 32% and net female primary enrolment ratio is about 27%, it is about 42% for males. Further, violence and discrimination against women is still widespread in the country. The country's economic and social development is also being adversely threatened by HIV/AIDS. It is estimated that 1.9 million people are living with HIV/AIDS and out of this number 1.1 million are women. Maternal mortality is also high in the country constituting 871 deaths per 100, lives. According to 2000 DHS, the total fertility rate in the country is 5.6%.

Due to these women's disadvantage position in the society and as a commitment to gender equality, the Federal Democratic Republic of Ethiopia (FDRE) issued the national Ethiopian Policy on Women in 1993 and granted equal right for women in its Constitution.

A new family law, a draft pension right policy for women, and other attempts made for the advancement of women such as on affirmative action provision for higher education, employment and promotion is worth mentioning.

As member country of the UN, Ethiopia has also been involved in different national and international foras such as the Fourth World Conference on Women, where the adoption of the Beijing Platform for Action (BPA) was realized among 189 governments. The BPA which called for the mainstreaming of a gender perspective in the design, implementation and monitoring of all policies, programs, committed countries to design their own specific programs and activities in consultation with women's group and other stakeholder for its implementation.

As its commitment to gender equality and equity, Ethiopia is also a signatory of global agreements on women rights such as Convention on Elimination of all forms of Discrimination Against Women (CEDAW) which guarantees women equal right and protection from discrimination. Recently, Ethiopia has done the fourth and fifth periodic report on CEDAW and presented it to the committee in New York in January 2004.. Further, Ethiopia has ratified major international conventions including *Convention of Civil and Political Rights, Convention on Economic and Social and Cultural Rights, the Child Right Convention.*

The FDRE Constitution of Ethiopia has also made the provisions of this convention an integral part of the law of the land. It further ensures that all fundamental rights granted are to be interpreted in conformity with the principles of the signed conventions and declarations.

Ethiopia is also one of the countries that embraced the principles of the MDGs at the millenium declaration where by 147 heads of State and Government and 191 nations became signatories for their adoption and implementation. A task has also been set up to realize MDGs in Ethiopia. A national action plan for gender equality is also underway to make the gender specific goals of the MDGs a reality in Ethiopia.

## **1.2 Ethiopian National Policy on Women**

Apart from being a signatory of major conventions that protects women from discrimination and other, the Ethiopian Government has also expressed its commitment to gender equity and equality by issuing a national Policy on Ethiopian Women.

The policy, which was issued in 1993, has the following objectives:

- ◆ Facilitating conditions conducive to the speeding of equality between men and women so that women can participate in political, social and economic life of their country on equal terms with men and ensuring that their right to own property as well as their other human rights are respected and that they are not excluded from the enjoyment of their fruits of their labor or from performing public functions and being decision makers;
- ◆ Facilitating the necessary conditions whereby rural women can have access to basic social services and to ways and means of lightening their work load; and
- ◆ Eliminating step by step, prejudices as well as customary and other practices that are based on the idea of male supremacy and enabling women to hold public office and to participate in the decision making process at all levels.

## Part II

### 2. Critical Areas of Concern

Ethiopia's critical areas of concern are poverty and Economic Empowerment of Women and Girls, Human Rights of Women and Violence Against Women and Girls, Education and Training of Women and Girls, Institutional Mechanism for the Advancement of *Women, Empowering Women in Decision Making, Women and Environment and Reproductive Rights and Health including HIV/AIDS.*

### 3. Progress in Implementation of the Critical Areas of Concern of the BPA

Since the Fourth World Conference on Women in 1995, the Ethiopian Government committed itself and made a systematic effort in the actual implementation of the Plat form for Action. The followings are the progress made towards the implementation of the BPA

#### 3.1 Women and Poverty

Although women's contribution to their households, food production and national economies is immense, it has not been translated into better access to resources or decision-making powers. As a result, women remained to be the poorest of the poor constituting 70% of the global poor.

Women in Ethiopia face similar constraints. Due to the different roles and responsibilities men and women have in the society, the causes and experience of poverty also differ by gender. Rights such as, access to land, credit and other productive resources are difficult for women to attain.

To this effect, poverty reduction has been embedded with in the overall development agenda of the country. Agriculture Development Led Industrialization (ADLI), reform measures (the liberalization and stabilization efforts and development programs (sector development programs) have been pursued by the government.

Like other least developing countries (LDCs), Ethiopia in 2002 also started the preparation of the final draft poverty reduction strategy paper immediately after the approval of the interim poverty reduction strategy paper. The final document entitled "sustainable Development and Poverty Reduction Program (SDPRP) provides a sound basis to continue the implementation of the sustainable development and poverty reduction program activities in the country.

Given poverty reduction will continue to be the core of the agenda of the country's development, the strategy is built on four pillars (building blocks). These are, Agriculture Development led Industrialization (ADLI), Justice System and Civil Service Reform, Decentralization and Empowerment, and Capacity building in public and private sectors.

Taking the significance of addressing the gender dimension of poverty into consideration, a lot of advocacy and lobbying work has been done by the government and Non Government Organization (NGOs) and other actors to incorporate gender issues in both the interim and final poverty reduction programs. Efforts have also been done by the Women's Affairs Office of the

Prime Minister Office (WAO/PMO) in terms of advocacy and lobbying the issue to be embedded in the overall SDPRP. As a result of these and other effort made by various stakeholders, gender and development has been incorporated as a cross cutting issue in the SDPRP.

Even if gender and development has been incorporated in the SDPRP, the following points posed a challenge during its implementation:

- Lack of representation of Women's Affairs office in the technical and monitoring committee of SDPRP;
- lack of gender issues in policy matrix and reporting of SDPRP;
- lack of planners and policy makers awareness on gender issues;

As a remedy and future action, a joint Government and Donor working group on gender has been set up in October 2003 which is chaired by the State Minister of the women's Affairs Office of the Prime Minister office. Among its objective, following the implementation and reporting of the gender perspective in the SDPRP is the major one.

On the other hand, the globalization of the world's economy and the interdependence of nations have also presented a challenge for the society in general and women in particular in terms of aggravating the existing poverty. To this effect, during the last eight years, many women workers have been retrenched due to privatization. In order to address women's increased poverty, a lot of efforts were made by government. Among this, a national survey on retrenched women workers was done by the Women's Affairs Department of the Ministry of Trade and Industry. Further, with the pilot project devised by the ministry, retrenched women are being organized and are being given skill training. The organized retrenched women groups are also in the process of taking credit money from the micro finance institution. Skill training for 55 retrenched women and 50 (40 female and 10 male) would be retrenched factory workers were given as a pilot phase. Further skill training for another 'would be' retrenched woman is also underway.

### **3.2 Education and Training of Women**

One of the strategic objectives and actions in the Beijing Declaration and the Platform of action is education and training of women. The strategic objective clearly states that education is a human right and an essential tool for achieving the goals of equality, development and peace. Following the declaration, Ethiopia has been trying to close the gender gap in education through formulation of policies, strategies and action oriented measures.

The new education and training policy declared in 1994, has addressed the importance of girls education and among others it clearly stated that the government will give financial support to raise the participation of women in education. It further stated that, special attention would be given to the participation, recruitment, training and assignment of female teachers.

The following section provides information about the various measures taken, improvement made, and challenges face in bringing about gender equality in the area of education.

Following the Education Policy, the Education Sector Development Program (ESDP) (1997/98-2001/03) was devised with the intention of translating the policy statement into action. ESDP proposed the following goals to address the problem of equity.

- Increase primary enrollment ration from 30 percent to 50 percent;
- increase girls share of enrollment in primary enrollment from 38 percent to 45 percent;
- Improve the quality of education by providing textbook for each child in core subjects, improving educational facilities, and improving teacher training;
- Reform the curricula to make it relevant and gender sensitive;
- Reduce the dropout rate and repetition rate for girls by half;
- Increase the number of schools especially in rural areas.

In order to realize the Education Policy and the Sector Development Program, girl's education strategy has also been devised and as per the decentralization policy of the country, regions have done their own action plans to promote girl's education. Among the interventions at school level that promote girls education, the following are the major ones:

- construct more new schools in rural areas ( about 85% of new schools are constructed in rural areas with separate latrines;
- develop new curriculum for all primary grades to meet the objective of the national development goal, increase the provision of textbooks;
- campaign against harmful traditional practices;
- Sensitize the community about the importance of girls schooling;
- Introduce flexible school schedule, which allows students to help their parents during their free time or out of school hours.

Other measures taken in girl's education include:

- School parent committees that make sure that students are learning and teachers are teaching properly are being established.
- Due to the sensitization done on the importance of girls education and ESDP program, violence against women such as abduction and harassment by staff or students are considered as a crime and immediate action is being taken in this regard.
- schools and directors are being awarded for their efforts exerted to increase the female enrollment and to retention in the school
- Affirmative action is being taken to increase the number of females in teacher training and in higher education
- Female students who join higher institutions are provided with assertiveness training to let them build their confidence and challenge the college environment
- Tutorial support, guidance, and counseling programs are also being undertaken to female students in colleges which resulted in minimized girls attrition rate;

In line with the goal of ESDP, significant progress regarding girls' education has been realized over the past few years. For the last five years, the Gross Enrolment Ratio (GER) has increased

for both boys and girls at primary and secondary level. The Growth is faster for girls than boys in first cycle of primary education.

Please see **annex 1** for girl's education from 1989-95

The affirmative actions provided for females to join TTI and higher education, the expansion of higher education through opening of government and private institution during the last five years period has contributed to rapid growth of female participation.

In the last five years period, the total enrolment has *increased approximately by 107% and girls' enrolment has increased by 119%. It is also observed that the number of female students has been growing faster than that of male students. However, the change in the share of female students remains only 3.9%. Therefore, it has increased from 21.4% in 1998/99 to 25.3% in 2002/2003.*

To increase the number of female teachers, head teachers and managers in the system, different measures are being taken in the teacher education system overhaul program. Some of these measures are:

- ensure 50% of TTIs, 30%TTC's and faculty of Education's training are reserved to females;
- establish and strengthen gender focal points in teacher education and higher institutions;
- create incentives to attract more females in to teaching profession;
- address gender issues in the curriculum of teacher education programs

### **Closure of Gap in Primary and Secondary Education**

The most widely used indicator of access to education in many developing countries is the Gross Enrollment Ratio (GER). According to Ministry of Education of Ethiopia, GER is defined as " the proportion of total enrollment in primary, irrespective of age, out of the corresponding school age population". (MOE, 1999, p4).

The following tables present a summary of primary and secondary enrollment respectively

#### **Primary Enrollment**

| Academic Year | National GER | GER   |        | GPI |
|---------------|--------------|-------|--------|-----|
|               |              | Male  | Female |     |
| 1999/2000     | 51%          | 60.9% | 40.7%  | 0.7 |
| 2000/2001     | 57.4%        | 67.3% | 47.0%  | 0.7 |
| 2001/2002     | 61.6%        | 71.7% | 51.2%  | 0.7 |
| 2002/2003     | 64.4%        | 74.6% | 53.8%  | 0.7 |

From the above table, it can be seen that although the national GER for primary school age population (age 7-14) is increasing, it is not satisfactory since many of children at this age group are still out of school. Further, the classification of this figure by sex shows that *girls were more disadvantaged.*

Looking at the issue of equity, the Gender Parity Index (GPI) for the academic year 1999/2000, which is the ration of female to male enrollment, was 0.7. This could be interpreted to mean that *for every ten boys that were enrolled, there were only 7 girls, showing the fewer enrollments of girls.*

Table 2-Secondary Enrollment

| Academic Year | National GER | GER   |        | GPI |
|---------------|--------------|-------|--------|-----|
|               |              | Male  | Female |     |
| 1999/2000     | 10.3%        | 12.0% | 8.5%   | 0.7 |
| 2000/2001     | 12.9%        | 14.8% | 10.9%  | 0.7 |
| 2001/2002     | 17.1%        | 20.4% | 13.7%  | 0.7 |
| 2002/2003     | 19.3%        | 24.0% | 14.3%  | 0.5 |

As regards Secondary education, the GER shows that *a great majority of the Ethiopian children do not have access to secondary education. However, the GPI for secondary education decrease to 0.5% in 2002/03.*

In general, from the above two tables it can be noted that, though enrollment is increasing from year to year, it did not stop the gender gap. In stead, the gender gap is increasing from time to time. *For instance, the gender gap for the year 1999/2000 is 3.5%; it increases to 3.9% in the year 2000/2001 and it increases even more in the year 2002/2003 especially in secondary school.*

Despite significant progress in increasing access to and coverage of education, attempts to narrow the gaps in regional and gender disparities have been slow. *Gender and regional disparities also persist in quality indicators such as dropout rates, repetition rates etc.*

Since the government has recognized that lack of meaningful local actions to surmount social and cultural barriers for access to education of girls is one of the contributing factors to gender and regional disparities, the II ESDP, which is from 2002/2003-2004/2005, has tried to thoroughly address the gender issues.

Based on the strategies devised in ESDP II, therefore, the following activities have been under taken to close the gender gap at all levels

**Developing Gender Sensitive Curricula--** Since the New Education and Training Policy stated that education would be geared toward reorienting societies attitude and value pertaining to and contribution of women in development, the old curriculum has been reviewed beginning form 1994 in a gender sensitive manner.

Prior to this, gender training's were given to curriculum developer and text book writers. A summative evaluation was also made to assess the degree of appropriateness, equality and gender sensitivity of the new curriculum.

**Educational finance to enhance girls' participation**--The New Education and training policy stated that the government would give financial support to raise the participation of women in education.

In the 5 years Education Sector Development Programs, therefore, gender issues got due attention in budget allocation, planning for the target set on promoting female education. Additionally, schools that raise the enrollment of female students, reduce repetition, and drop out rate to ensure equitable educational opportunity would receive incentives from the government.

**Access to Basic Education** --Although the numbers of schools are increasing, the existing schools are not yet accessible to rural and pastoral children. As a remedy, Alternative Basic Primary Education Program (ABPEP) is launched. The ABPEP brings school closer to the community, has flexible and relevant curriculum and encourage female facilitators that live with in the community. Recent assessment in this regard shows that more girls are coming to school.

**Women in Educational Management and Decision-Making**--Education and Training Management Board as well as Parent Teacher Association (PTA) has been established at Woreda, Kebele and School Levels. Therefore, Women's and Youth Associations, Female parents and teachers are becoming board member at the Woreda, Kebele and PTA level where decisions on major education issues are being taken.

**School Based Violence against Women/Girls**--General policy, strategies and guidelines have been developed to address gender based violence in the education system.

**Research-Based Knowledge and Data Desegregated by Sex**--The Education Statistics Annual Abstracts and Indicators of the Education System that is being produced every year by Ministry of Education is being disaggregated by sex at all levels. Moreover, gender based researches have been conducted by ministry of Education Regional Education bureau and Higher Education Institutions to close the gender gaps and to enhance female participation.

For example, CRETWID, a university based institute for gender has been sponsoring studies over the past five years. Forty-five senior papers and 22 masters' theses on gender issues have been sponsored by CRETWID and the studies conducted and reports submitted. In addition, three studies on gender, one of them on Ethiopia female studies, have been conducted by the Center's Staff.

### **3.3 Women and Health**

Due to various discrimination that the women have based on their gender such as violence against women (rape, domestic violence, women's trafficking etc), harmful traditional practices (early marriage, FGM etc), son preference etc, they are subjected to poor health, which poses grave health risks. They also have different and unequal access to basic health services.

Ethiopia's burden of disease is dominated by prenatal and maternal conditions followed by communicable and infectious disease like malaria, TB and HIV/AIDS and nutritional problems.

While the total fertility rate is 5.9%, the health problem of mothers and children combined accounts for 50% of all deaths and 56% of daily lost (HSDP, 1998).

The 1998 Ethiopian Health Sector Reform Development Program (HSDP) the government has embarked is the result of a critical examination and analysis of the nature, magnitude and root causes of the prevailing health problems of the country and awareness to newly emerging health problems.

Hence, *the 1998 Health Sector Development Program is designed in such a way that it responds to the largely preventable and poverty related causes of morbidity and mortality.* Therefore, in relation to policy attentions and program reform strategy *the health needs of women and children has been given due attention and focus among the priority areas for intervention.*

The following are *actions and implementation measures taken* so far:

- Expansion and rehabilitation of health facilities is carried out which resulted in number of health facilities increased in all over the country;
- Expansion of health training school i.e. the number of training schools have increased substantially, leading to increased supplies of key front line health professionals including midwives;
- Increasing government health budget allocation. Health budgets increased from 4% in 1989 to 7% in 2002;
- Campaign for the eradication of polio has been carried out since 1999;
- The introduction and implementation of integrated management of childhood illnesses to address the major causes of under five mortality is also underway;
- *Different operational studies on maternal and child health has been conducted;*
- *Gender sensitive HIV/AIDS policy has been developed and being implemented accordingly*
- *In order to increase the number of mid wives, various initiatives have also been started.*
- *To tackle the problem of maternal mortality and morbidity, the WHO initiative of " making Pregnancy Safe" is started in four Regions of the country as a pilot program in 2001 and will be expanded in other regions of the country;*
- *Anti-retroviral drugs and its therapy are introduced with the necessary advance preparation. In order to tackle the problem of mother to child transmission of HIV, prevention of mother to child prevention is initiated;*
- A global strategy like roll back malaria is adopted and the country is benefiting from the global fund to fight HIV/AIDS, TB and malaria. The country is also recipient of the Global Alliance for Vaccines Initiatives (GAVI);
- Health Extension Package is initiated to intensify the preventive aspect of health service delivery and to be able to reach the community at household level;
- *Evaluation is being carried out on the community based family planning implementation*
- *National Gender Mainstreaming Guideline in the health sector has been prepared and distributed to all stakeholders to be used as a guideline in planning, implementation, monitoring, and evaluation;*
- *National demographic and health survey has been carried out in 2000*

## Achievements

- *Health coverage has increased from 48% in 1998 to 60% in 2002 which has an effect on increasing women's access to health services in general and to maternal health in particular, since maternal and child health are integrated at each level of health delivery points;*
- *The legal age for marriage for girls has increased to 18 yrs and other harmful traditional practices are being punishable by law;*
- *Health coverage has increased from 48% in 1998 to 60% in 2002;*
- *Health training institutions have increased from 15 to 30 and outputs have increased from 700/yr to 4500 in 200;*
- *Infant/child immunization coverage has increased from 42% in 1998 to 51% in 2002 (Health & Health Related Indicators/MOH 2002)*
- *Contraceptive Prevalence Rate (CPR) has increased from 9.8% in 1998 to 17% in 2002 (Health & Health Related Indicators/ MOH 2002)*
- *Antenatal coverage has increased from 30% in 1998 to 34% in 2002 (Health & Health Related Indicators/MOH 2002)*
- *National reproductive health advocacy tool has been prepared followed by a national advocacy conference in 2003 with the aim of increasing resources and engaging policy makers*
- *Infant mortality rate has decreased from 108/1000 live births in 1998 to 97/1000 in 2002*
- *Postnatal coverage has increased from 4% in 1998 to 7% in 2002 (Health & Health Related Indicators/MOH 2002)*
- *Assisted delivery by trained personnel increased from 4% in 1998 to 9% in 2002 (Health & Health Related Indicators/ MOH 2002)*
- *Sentinel HIV/AIDS surveillance centers for pregnant women are established, equipped and staffed;*
- *National Prevention of Mother to Child Transmission (PMCT) guideline has been developed and intervention has started in four project areas and ways of scaling up the project to all regional states is underway;*
- *Base line survey on harmful traditional practices in Ethiopia has been carried out by the National Committee on Traditional Practices and has been distributed to all stakeholders;*
- *Health education on harmful traditional practices is being given at every levels of the health facility on regular bases*
- *National Women's Health and Development Indicators is prepared and distributed in 2001 by using WHO African Regional Office tools;*
- *Coverage of tuberculosis prevention and control service has increased from 30% in 1998 to 51% 2002 (HSDP 11 MOH 2002)*
- *As a result of the different studies undertaken on malaria, alternative drugs and chemicals are being used, insecticide impregnated mosquito nets are introduced on a minimum fee (HSDP 11 MOH 2002)*
- *The general drug budget has increased from 20 million to 245 million birr (HSDP 11)*
- *Fertility rate has decreased from 6.7 in 1998 to 5.6 per woman of reproductive age in 2002 (EDHS 2002)*
- *34 HIV/AIDS sentinel surveillance centers for pregnant women are established and equipped and staffed all over the country;*

- The implementation of the sector program is monitored and evaluated at annual national review and mid-term review meetings

## Challenges

In spite of the priority and focus given to health in general, reproductive and child health in particular, the progress is slow and has many challenges. Some of them are:

- Although the health service availability increased it doesn't guarantee the availability of emergency obstetrics due to lack of skilled human resources and equipment;
- 40% of population, mainly the rural population, are still with out access to health service;
- Health facility expansion was not accompanied with quality improvements, i.e health facilities built are not fully staffed and properly equipped (HSDP implementation report)
- Although awareness on HIV/AIDS, is high attitudinal change is low and women's low economic level and their limited decision making power in their reproductive health has made them still vulnerable to the infection;
- High attrition, turnover and inappropriate deployment of healthy personnel has hampered the effective implementation of the program;
- The existence of health facility does not guarantee the availability of emergency obstetrics as it is not staffed with qualified staffs and equipment's to do the job (reproductive needs assessment study, 2000)
- *The referral system is still poor with poor infrastructures, which is still a problem for emergency obstetrics;*
- *Poor logistics system for contraceptive management and distribution;*
- *Increased contraceptive demand*
- Despite the budget increase in the sector, recurrent expenditures have not been in proportion with expansion of facilities in the sector, leading to shortage of drugs equipment's and running cost to run outreach programs at facility level (HSDP1 implementation report, 2002)
- Overall there is constant drug shortage and the highly demanded contraceptive like the indictable is mostly out of stock. Further, since contraceptive distribution is not demand driven, there is stock of contraceptives which are out dated;
- There is week monitoring and supportive supervision at all level (synopsis presentation (Family Health Department /MOH, November 2002)
- Low utilization of available maternal health services due to distance, travel time and other socio-demographic characteristics of individuals (Yared M & Asnaketch M 2002);
- Conflicting priority demands on the limited available resources of the sector;
- The high illiteracy rate of women have limited them from utilizing the available services
- High prevalence and deep rooted poverty among the population;

### 3.3.1 Women and HIIV/AIDS

HIV/AIDS epidemic is a threat to socio-economic advancement of most countries in the world. The issue goes beyond health problem and it becomes a cause for social disintegration and economic deterioration of many developing countries including Ethiopia. The problem is aggravated by the existence of gender discrimination and violence against women. In Ethiopia,

like many other developing countries, the social definitions and expectations of gender puts women at higher risk with respect to HIV apart from their biological vulnerability to the disease.

To this effect, measures are being taken to integrate gender issues in response to HIV/AIDS. Among these, the formation of a national coalition of Women against HIV/AIDS is a pioneer in terms of building the leadership capacity of women to prevent the spread of HIV at the grassroots level. A 'core group' comprised of senior leadership from the government, including the first lady, and other prominent women has been set up to manage and steer the process leading up to the formal launch of the Coalition in June 2003.

The vision of the Coalition is to create and promote leadership of women at all levels that will inspire and lead a national movement of committed men and women throughout Ethiopia to make HIV/AIDS, poverty and harmful traditional practices a thing of the past.

The work of the National Coalition for Women Against HIV/AIDS, will complement the existing leadership of the Ethiopian Government in reversing the spread and impact of HIV/AIDS by focusing in particular on addressing the gender and poverty related causes which fuel the epidemic.

Other attempts made in fighting the Gender dimension of HIV/AIDS include:

- The formation of a national policy on HIV/AIDS in 1998. The policy has addressed gender concerns in its objectives, recognizing gender inequality and socio-economic disempowerment of women as one of the root causes for the spread of HIV/AIDS;
- As per the policy a national coordinating body, HIV/AIDS prevention and control Office (HAPCO) is established and a task force at Minister offices ranging from Federal to Regional level.
- Various guidelines such as HIV/AIDS mainstreaming, Monitoring and Evaluation etc have also been developed by HAPCO in a gender sensitive manner;
- HIV/AIDS and gender project which is financed by the Ethiopian multi sectoral AIDS program, has been established under the Women's Affairs office of the Prime Minister Office (WAO/PMO) with the objective of reducing the risk of women to the epidemic;

### **3.4 Violence Against women**

Violence against women such as rape, domestic violence, abduction for marriage, sexual harassment, female genital mutilation, early marriage are widely spread in the country and are being widely recognized, as a violation of women's right apart from the physical and psychological consequence it has on the life of a woman. Women in Ethiopia as anywhere else are also victims of various violence and harmful traditional practices simply because of their gender. Patriarchal domination, cultural and traditional practices, economic deprivation etc are among the reasons for violence against women in Ethiopia.

Cognizant to this fact, a lot of awareness has been undertaken by various stakeholders including the WAO/PMO, Sectoral women's affairs machineries, and civil society organizations. Various

strategies, including IEC materials, training's/workshops, media campaign (both print and air), panel discussions, legal aid for women etc were used in this regard.

Taking the multi dimensional consequences of violence against women into consideration, the government of Ethiopia has taken measure in creating conducive environment for the revisions of legal reforms that are discriminatory to women. Accordingly, the family law has been revised in a gender sensitive manner and the penal code is at stake.

The following are some of the highlights of discriminatory laws and provisions that have been revised in the new family code:

- *Increasing minimum marriage age-* in the revised family code minimum marriage age is eighteen years for both sexes, which used to be 15 and 18 for female and male respectively.
- *Redefinition of betrothal-* the revised family law transformed the institution of betrothal from familial affair to personal matter of the would be spouses.
- *Administration of matrimonial property and household-* under the civil code, it was expressly stated that 'common property other than earnings, salaries and income of the wife, shall be administered by thee husband'. However, the revised legislation came up with a provision that says common property shall be administered co jointly by the spouses unless there is an agreement, which empowers one of them to administer all or part of the common property. This under
- *Additional ground for divorce-* under the civil code, marriage by mutual consent was not permitted. In the revised family law, however, divorce is by mutual consent of the spouses and it is not classified in serious and other causes unlike the previous one, which was often discriminatory for the women.
- *Redefining the role of family arbitrators-* under the revised legislation, the role of the family arbitrators has been significantly limited. Their former role as adjudicators for divorce cases has been taken away. They are being limited to making efforts to reconcile the spouses. Divorce cases are to be entertained by courts.

Apart from the aforementioned and other discriminatory laws and provisions that have been revised under the new family code, attempts have also been made to revise the penal code in women's friendly manner. Although the 1949 penal code of Ethiopia incorporated rape and other sexual offenses as punishable offense, it did not incorporate wife battery and female genital mutilation in this code. To this effect, due to the need of amending the existing penal code, the first draft has been prepared and presented in the parliament for approval.

Some of the issues that are addressed in the draft revised penal code are listed below:

- A minimum penalty is set for the crime of rape, making it punishable for a minimum of five years imprisonment. The maximum penalty is increased to 20 years rigorous imprisonment;
- Article 594 of the 1957 Penal Code is amended to include offenses of sexual outrage committed against children under the age of 18, rather than only those under the age of 15;
- The draft Penal Code outlaws FGM as a crime and included a provision to that effect;
- With respect to abortion, the draft law takes rape and incest as legal grounds for termination of resulting pregnancy;

- Abduction and Domestic violence have also been considered in the draft penal code although there are some limitations.

In general, the government has been playing a major role in creating conducive environment for the revision of legal provisions and laws that are not gender sensitive and perpetuate violence against women.

### **3.5 Women and Armed Conflict**

### **3.6 Women and Economy**

Since women constitute half of the population in Ethiopia, they significantly contribute to the country's economy, mainly in the agriculture and the informal sector. According to Central Statistics Authority (CSA) 1996, there are more women (64.3%) than men in the informal sector. Despite their contribution to the economy and social development, however, they did not enjoy the fruits of development equally as their male counterpart. To this effect, they do not have access to, health, education, and other productive resources and they are not adequately represented in leadership and decision-making positions at all level.

In order to address these problems, various measures have been taken by the government. With the support of the Government, Women Entrepreneurs are being organized at all levels ranging from Federal to Regional level. Women in the informal sector are being a member and benefit from these associations.

Further, the FDRE constitution of the 1995 guarantees women the right to acquire, administer, control, use and transfer property including land. The National Policy on Ethiopian Women that aimed at facilitating conditions to the speeding up of equality between men and women in the political, social and economic life of the country is worth mentioning.

As per the implementation strategy of the policy, the Ethiopian Women Development Fund is established with the aim of contributing towards bringing economic empowerment of Ethiopian women by providing the necessary financial and technical support to organized women groups.

The overall development objective of the women's Development Initiative project (WDIP) is, therefore, to enhance women's participation in the development interventions by mobilizing women at the grass root level and unleashing their potential to support the development process. In order to strengthen the EWDF, the Ethiopian Government has handed over institutions, which were previously owned by former women organizations and associations.

In order to achieve the above objectives, the Women's Development Initiative Project (WDIP) is established in may 2001. The WDIP is a learning and innovative loan, which aims to test methodologies to enhance the social and economic welfare of poor households. The project financial inputs have been generated from three major funding sources. While the World Bank generates 5 million USD as a learning and innovative loan, the Italian Government contributes USD 1.8 million grant for this project. There is also matching fund from the Ethiopian Government and other donors. The total running cost of the project is USD 8 million.

The project has two main project components. These are Grassroots Initiative Fund and Institutional strengthening program component, which comprises three sub components:

- Capacity Building Sub components
- Information, Education and Communication Sub Component
- Monitoring and Evaluation Sub Component

The project intends to organize a total of 800 women groups with a total of 16, 000 average beneficiaries. This would approximately reach a total of 80,000 direct and indirect beneficiaries. The **major activities accomplished** during the reporting period are listed below:

- ◆ Seven regions (Amhara, Somali, Afar, Tigray, Oromia, SNNPR, and Harari) and two administrative councils (Dire Dawa, Addis Ababa) have been covered by the project. A total of 479 Women Groups (WGs) are formed in this nine regions
- Out of 479 WGs 352 sub projects have been identified, 287 sub projects have been appraised, 278 sub projects have been approved and 142 Women Groups have got financial support from the project;
- The total beneficiaries of WGs which have got Grass Root Initiative Fund (GIF) have reached 2840
- The total GIF released from the project to the 142 WGs is Birr 3,107,511 ( 1\$ =8.50 birr)
- These Women Groups are engaged in different types of income generating activities

The major **challenges** faced were:

- Finding appropriate intermediaries who can effectively back up the project implementation has become very challenging ;
- Difficulty in entering agreements with illiterate women group members;
- Communication problems with some regions of the country;
- Lack of primary data and appropriate information for sub project proposals preparation;
- Low income of women to contribute to the 10% of the project requirement;
- Poor working relation between the project and Regional women's Affairs Bureaus

Apart form the EWDF project which is being implemented at a national level to economically empower women, awareness on gender budgeting is also being undertaken at a national level to planners and policy makers in order to engender the national budget and promote equitable budget allocation. However, since the issue of gender budgeting is at its rudimentary stage in the country, a lot remains to be done in the area. To this end, the Women's Affairs Office in the Prime Minister Office in collaboration with the Ministry of Finance and Economic Development (MOFED) is planning to conduct a preliminary gender analysis of the national budgets accompanied with advocacy and lobbying work.

### **3.7 Women in Power and Decision Making**

Due to the various obstacles that women have such as triple role, violence against women, lack of education etc, their representation and participation in leadership and decision making position has also been limited.

Despite the Government policy of equal opportunity for both men and women to participate in the democratization of the country, women have not been adequately represented at all levels of decision-making positions.

Out of 547 seats reserved for parliamentarians in 1995, it was only 15(2.74%) that was occupied by women. However, by the next round election, an increasing trend of women's participation has been observed. During the 2000 House of People's Representative election, about 42 (7.7%) of the candidates for parliamentary seats were women compared to 2.7% in 1995. Please see annex ...

Although not satisfactory, women participation in local authorities has also improved. With the introduction of a Federal System of Government, in 1991, by devolution of decision making power and responsibilities to regional states, an increasing trend of women participation in local authorities have also been seen.

During the 1995 general election for regional council, out of 1355 members 77 (5.0%) were women. This number increased both in terms of membership and number of women in 2000 election. Thus, in the election held in 2000 for regional council, while the number of members increased to 1647, there were 244 (12.9%) women, which has shown an increase by 10%. At the lowest level of Woreda Council, only 6.6% are women out of the 70,430 council members. At the lowest administrative unit, the Kebele, women constitute only 13.9% of the 928,288 elected officials.

Further, at the level of international representation, among the 28 ambassadors that Ethiopia appointed at different mission abroad, only 4 (14.3) are women.

In the area of employment, while the number of women in the Ethiopian civil service has been relatively small, the senior positions are overwhelmingly held by men. According to the Federal Civil Service Commission recent statistics revealed the fact that the overwhelming majority of women civil servants are concentrated in positions such as secretary, cleaner, and other

The following statistical data presents the presence of women in the Cabinet and house of people representatives. Please see annex 2 for the presence of women in the house of federation.

### Member of the Cabinet in the Council of Ministers

| No | Position        | Sex    |      |
|----|-----------------|--------|------|
|    |                 | Female | Male |
| 1  | Ministers       | 1      | 16   |
| 2  | Vice Ministers  | 1      | 13   |
| 3  | State Ministers | 3      | 16   |
|    | Total           | 5      | 45   |

Source: Office of Council of Ministers, March 2004.

### Members of Parliament

|  | Female      | Male  | Total |
|--|-------------|-------|-------|
| House of People Representatives (Parliament) | 42 (7.6%)   | 504   | 546   |
| State (Regional) Council                     | 244 (12.9%) | 1,647 | 1,891 |

Source: Electoral board

Please see Annex 3 and 4 respectively for *number of female workers in Federal Government Agencies* and *number and position of male and female workers in federal Government agencies that are administered by Federal civil Service*, June, 2001

### 3.8 Human Rights of women

In order to protect the right of women, the Ethiopian government has signed and ratified CEDAW, International covenant on civil and political rights, the suppression of traffic in person and the exploitation of prostitution of others etc. The FDRE Constitution of Ethiopia has also made the provisions of these conventions an integral part of the law of the land. It further ensures that all fundamental rights granted are to be interpreted in conformity with the principles of the aforementioned conventions and declarations.

Further revisions of existing laws and legislation's that do not protect the human right of women have been done such as on the federal family law in conformity with the Constitution. Other attempts such as revision of the penal code is also at stake. Other measures taken on human rights of women such as on inheritance, employment, ownership of property, and nationality law etc includes the following:

- **Inheritance** ---Art. 35(7) of the constitution provide that women shall enjoy equal treatment in the inheritance of property. The provision of the civil code also treats men and women equally regarding succession.
- **Employment Law**- concerning employment, Article 35(8) of the constitution states that "women shall have the right to equality in employment, promotion pay and transfer of pension entitlements. Both the new labor Proclamation and the civil servant proclamation No. 262/2002 have fully considered the situation of women and formulated their articles in conformity with the basic principles of CEDAW and the FDRE constitution. Article 87(1) of

the labour proclamation clearly outlaws discrimination against women on grounds of sex in employment and payment. Further, Article 87(2) of labour proclamation protects women from working on conditions harmful to their health while Article 87(3) and (4) prohibit the assignment of a pregnant women between 10 p.m. and 6 a.m. or employed overtime work and outside her permanent place of work. Article 87(5) prohibits the dismissal of women during pregnancy and until four months of her confinement. Article 29(3) state that expectant mothers will be the last to be affected in case of reduction in the workplace. Further more, Article 88 entitles a pregnant woman paid time-off for medical examination connected with her pregnancy and paid leave upon the recommendation of a medical doctor. In addition, this provision grants *a pregnant woman a 30 days paid pre-natal leave, preceding the date of her confinement and 60 days of postnatal leave.* This is in contrast to the 45 days of postnatal leave in the previous laws.

The civil servant proclamation also provides many provisions in regard to the equality of women. Among these provisions Art. 13(1) of the civil servant proclamation prohibits discrimination among job seeker in filling vacancies because of their sex. The proclamation also incorporate an affirmative action by stating that preference shall be given to female candidates having equal or close scores to that of other candidates.

- **Ownership of property-** Article 40(3) of the FDRE constitution states that rights to ownership of rural and urban land are exclusively vested in the state and the people of Ethiopia. The same constitutional provision affirms that land is a common property of the nations and peoples of Ethiopia and shall not be subject to other means of exchange. Article 35(7) of the constitution states that women have equal rights with men with respect to the use, transfer, administration and control of land. The Federal Rural Land Administration Proclamation No 89/1997 states that "the land administration law of a region shall confirm the equal rights of women in respect of the use, administration, and control of land as well as in respect of transferring and bequeathing of holding rights. Some of contents of the land administration law delegates each regional council to enact which shall" ensure free assignment of holding rights both to peasants and nomads, with out differentiation of the sexes...", allow women to use hired labour on their holdings or to, otherwise, make agreements there to and law down a system based upon transparency, fairness as well as the participation of peasants especially women, for purposes of assigning holding rights and carrying out distribution of holdings.
- **Law of Nationality--**the FDRE constitution provides in Art. 6(1), that any person of either sex shall be an Ethiopian National, where both or either parents are Ethiopian. In addition, Art. 33(1) reads "No Ethiopian National shall be deprived of his or her Ethiopian nationality against his or her will". Marriage of and Ethiopian National of either sex to a foreign National shall not annul his or her Ethiopian National. In regard to laws that determine the details relating to nationality is in the process of revision.

In order to ensure the effective implementation of the laws and legislation's that discourages violence against women and protects the rights of women, various awareness creation programs are being undertaken by the government to the judicial machineries including judges, prosecutors and polices etc of all regions of the country. Further, the Women's Affairs Department of the

Ministry of Justice (WAD/MOJ) has also carried out a comprehensive program on raising awareness among women and other sectors of the community on rights of women and children. Trainings to women and school representatives of all regions are also being carried out.

### **Challenges**

- The prevalence of discriminatory laws and the inadequacy with in the existing laws with regard to women's rights;
- Discriminatory application of laws with in the judicial bodies;
- The working environment of the court and the prosecution office does not allow the timely and proper handling of cases dealing with women's rights;
- The absence of reliable statistical data on crimes committed against women

### **3.9 Women in the Media**

#### **3.10 Women and the Environment**

The Federal Rural Land Administration Proclamation No 89/1997 provide that ' the land administration law of a region shall confirm the equal rights of women in respect of the use, administration and control of land as well as in respect of transferred and bequeathed holding rights".

The proclamation paved the way for better management of natural resources for women in general and female headed household in particular, intensifying their participation in decision making such as in land holding rights and caring distribution of holdings.

The Ethiopia Environment Policy developed and approved in 1997 that integrates cross sectoral issues, and ensures the full participation of women in environmental decision making, resource ownership and management and in legal and policy aspect is also a landmark in this regard.

As a commitment to the issue of environment and the role that women plays, the Government of Ethiopia has signed and ratified a Convention on combating Desertification and Biological Diversity. These Conventions have taken into account the participation of women in the management of desertification and biological diversities and their implementation at a grassroots level fostered the empowerment and advancement of women.

As a result of the sensitization carried out to develop and establish regional conservation strategy and policy in a gender sensitive manner, different regions of the country have contemplated the role that women play in environment and natural resource management.

Although the Environmental Policy of Ethiopia is designed to be implemented by various stakeholders including line ministries, NGOs and CBOs etc, the issue of gender and environment got less emphasis during implementation. As a remedy, the following strategies were developed:

1. *Institutional Set up*-The Environmental protection Authority (EPA) was established by the Proclamation No 9/1995. The establishment of Women's Affairs Department in the EPA at

federal level created an enabling environment for mainstreaming gender issues in different development projects, programs and strategies. Some Regional States have also established Regional Environmental Institutions and offices that coordinate the environment protection interventions. These institutions are promoting the gender concerns as cross sectoral issues to address the needs of women in their respective regions.

2. *Strategy for mainstreaming gender and ensuring effective participation of women in the environment conservation process*- this strategic document was finalized in 2001 with a detailed monitoring and evaluation framework. Six areas of interventions were identified and various approaches such as training on gender sensitivity, developing participatory rural appraisal techniques, promoting the formulation of women groups etc.
3. *Strategies for mainstreaming gender into the national action program in combating desertification*- these strategies were also developed in December 2001 with the objective of reviewing activities related to combating desertification and identify constraints and opportunities, and to come up with strategies for mainstreaming gender in the NAP process for combating desertification based on the United Nations Conventions for Combating Desertification (UNCCD) guideline.

The strategic document has been revised and enriched by individuals representing government and non-government organization, Bi-lateral and UN agencies. At present, the strategic documents are being used for the purpose of guiding the integration of women participation in management and development of natural resources.

4. *Awareness Creation*- In order to create broader awareness on gender and environment, women and environment communication workshops were conducted in 9 regional states and 2 city administration involving woredas, zonals and regional government development institutions, Women's Affairs Offices, including grass roots women's representatives. As a result, eight regional states have formulated their regional environmental communication strategies that include gender mainstreaming of in the CSE process.

### **Outputs of Policies and Development Strategies**

- ◆ Women groups are organized and are playing vanguard role in the environment rehabilitation;
- ◆ The importance of involving women in the project design, implementation and evaluation got well recognition;
- ◆ Due to the fact that the inclusion of environmental education into formal education is an indispensable benchmark for girls and young women to strengthen the formal training in the field of environment, environment education is integrated in each subject up to grade eight. At higher education level, such as in vocational training ( 10+3 program), natural resources management training has been included and brought an increase in female student participation;

## Major challenges

- Lack of gender and environment awareness of the society as a whole;
- Low level of integrating gender issues in the environment concerns;
- Lack of human power working in the field of gender and environment issues;
- ◆ The slow pace of implementing the aforementioned strategies has been challenging due to lack of commitment among others;
- ◆ The already established Women's Affairs Office in EPA at a federal level is under staffed;
- ◆ The establishment of Women's Affairs Bureaus in the regional EPA's have not been fully realized;
- ◆ Loose mechanism for collecting gender disaggregated data;

### 3.11 The Girl Child

#### **Part III. Institutional Mechanism for the Advancement of Women and implementation of the BPA**

On the basis of the Women's policy of the Country, a considerable number of women's machineries have been set at different government level ranging from Federal to the Lowest administrative unit.

The Women's Affairs Office (WAO) is constituted in Prime Minister Office with a mandate of coordinating, facilitating and monitoring of women's affairs activities at national level. The following are some of the **duties and responsibilities/mandate** of WAO:

- Coordinate, facilitate and monitor of women's affairs activities at national level;
- Create conducive atmosphere for the implementation of women's affairs policy in various governmental organization and the country in general and monitor its realization,
- Encourage the establishment of women affairs organs in all the regions, central ministries and public organizations at all levels, as well as the formation of self initiated women's organizations in order to strengthen and expand the activities of the Ethiopian women.
- Coordinate the financial and material aids to be secured from various sources;
- Process information and reports to be received from women's affairs departments and self initiated women's organization and provide solutions to their problems in consultation with higher authorities;
- Organize seminars, workshops and symposiums at the national level

Other Women's Affairs Department (WADs) are also set up in 16 sectoral Ministries, two Commissions and in all regional governments at department level.

According to the policy, these WADs are accountable to the organization in which they are formed and have equal power with other departments. The WADs are, therefore, responsible to monitor, follow up and design ways of implementing the national women's affairs policy effectively in accordance with the powers and duties of the organization in which they are based.

Based on the decentralized development program of the country, gender focal points have also been established in each Woreda (district) in order to incorporate gender issue in local development program.

Being placed in the highest governmental office, the 'Women's Affairs Office play a primary role of facilitating, coordinating and monitoring activities of the Women's affairs department's and bureaus established in the various line ministries and regions.

Although the implementation of the national policy on women lies mainly with the government machineries, NGOs, Women's Organization and other stakeholders also play a pivotal role for the successful implementation of the national policy. Concurrently, it is within this already established institutional mechanism for the advancement of women that the BPA is being implemented in Ethiopia.

#### **Part IV. Main Challenges and Actions to Address them**

The major challenges faced in the implementation of the Beijing Plat form for Action are the following:

- ◆ Lack of national action plan
- ◆ lack of awareness on BPA
- ◆ lack of financial resource and adequate number of qualified staff of the WID machineries

As a remedy, the Women's Affairs office of the Prime Minister Office (WAO/PMO) is in the process of developing a national action plan for gender equality. Although not yet realised, Ethiopia has also made an attempt in brining the Beijing declaration back home. In October 2000, the Women's Affairs Office in the Prime Minister Office (WAO/PMO) in collaboration with Donor's Group for the Advancement of Women (GAW) organised a national workshop under the theme of "Gender Equality in Ethiopia" as the Beijing Plus five follow up activities. Among the conference deliberations, the major one has been the establishment of a national committee on gender equality whereby all stakeholders would be involved in developing a national action plan (NAP) based on the set national priorities.

Despite the attempt made in developing the national action plan, the majority of the reviewers of the draft NAP produced including government women's machineries, donor agencies, NGOs, women's associations etc felt that the document does not serve as an overall national action plans from which subsidiary action plans specific to each implementing body can be developed.

However, taking the significance of the production and implementation of the national action plan into consideration, the Women's Affairs Office of the Prime Minister Office (WAO/PMO) committed itself to the development a NAP with participatory and broad based ownership of stakeholders approach.

Accordingly, a project proposal entitled " National Action Plan for Mainstreaming Gender Equity" was developed and submitted to Development Assistant Group (DAG)/ UNDP and has been fully endorsed for funding in January 2003. A steering and technical committee (comprised

of government, civil society and donors) have been set up by WAO for the overall co-ordination, ownership and technical input of the project.

Among others, the objectives of the NAP are the following:

- To devise implementation strategy of the national priority areas of concern of the Beijing Platform for Action (BPA);
- To assess the capacity requirement of the WAO institutional structures and functioning;
- To mainstream and articulate gender concerns in broad policy processes and programmes including the Sustainable Development and Poverty Reduction Program (SDPRP), Millennium Development Goals (MDGs), public finance management etc
- To strengthen gender analysis and overall gender sensitivity of the SDPRP monitoring and evaluation system (including the core indicator set, data collections method etc);

With the aforementioned objectives, it is anticipated that the project would be started in the first quarter of 2004 and it is anticipated that the duration of the exercise would cover six months. Once this is effected, the office has also planned to present and get the NAP approved in the cabinet, which would make the government more accountable to the process (implementation of the BPA).

Since capacity assessment of the government Women's Machineries is going to be done in this exercise, the issue of staffing and other capacity gap that these offices face would be identified which will pave the way for relevant interventions.

**Annex 1**

**Changes and Challenges in Girls Education from 1989-1995**

| <b>Indicators and levels</b>              | <b>Base Year for<br/>ESDP I<br/>1995/1996(1988)</b> | <b>Base Year for<br/>ESDP II<br/>2002/2001(1993)</b> | <b>Status of<br/>2002/2003(1995)</b> | <b>Target set for<br/>2004/2005(1997)</b> |
|---|---|--|--------------------------------------|---|
| <b>Girls Participation</b>                |   |  |                                      |   |
| <b>GER</b>                                |   |  |                                      |   |
| Primary                                   | 22.88%  | 47.0%  | 53.8%                                | 57%                                       |
| Secondary                                 | 7%  | 10.9%  | 14.3%                                | 14.4%                                     |
| <b>Enrollment</b>                         |   |  |                                      |   |
| Primary (1-8)                             | 38%   | 40.3%  | 41.2%                                | 43.3%                                     |
| Secondary (9-12)                          | 43.2%   | 41.0%  | -                                    | -   |
| (9-10)                                    | -   | -  | 36.7%                                | -   |
| Preparatory (11-12)-                      | -   | -  | 28.4%                                | 40%                                       |
| TVET                                      | 17.3%   | 25.7%  | 47.8%                                | -   |
| TTI                                       | 36.6%   | 40.0%  | 44%                                  | -   |
| Higher Education                          | 10.7%   | 11.1%  | 25.3%                                | 30%                                       |
| <b>Females Education<br/>Efficiency</b>   |   |  |                                      |   |
| Total Primary dropout rate                | 8.4%  | 17.8%  | 17.2%                                | 8.9%                                      |
| Average primary dropout<br>rate for girls | -   | 16.9%  | 17,8%                                | 8.5%                                      |
| Average grade 4-8<br>repetition rates     | 12.8%   | 10.3%  | 11.0%                                | 6.4%                                      |
| Scholarship                               | 5%  | 5.8%   | 12.7%                                | -   |
| <b>Female Teachers<br/>Participation</b>  |   |  |                                      |   |
| Primary (1-8)                             | 27.6%   | 30.3%  | 31.4%                                | Above 50%                                 |
| Secondary(9-12)                           | 8.8%  | 8.2%   | 7.6%                                 | -   |
| TTI                                       | 4.7%  | -  | 4.6%                                 | 50%                                       |
| TTC                                       | 3.7%  | 3.1%   | 3.2%                                 | 30%                                       |
| TVET                                      | 6.9%  | 7.4%   | 27.3%                                | -   |
| Higher Education                          | 6.5%  | 7.6%   | 8.1%                                 | 10%                                       |

Source: Ministry of Education, January 2004.

## Annex 2

### Women's Participation in the House of Federation 1995-2000

| No    | Region               | 1995  |        |         | 2000  |        |         |
|-------|----------------------|-------|--------|---------|-------|--------|---------|
|       |                      | Total | Female | %Female | Total | Female | %Female |
| 1     | Tigray               | 6     | -      |         | 6     | 2      |         |
| 2     | Afar                 | 2     | -      |         | 2     | -      |         |
| 3     | Amhara               | 17    | 3      |         | 17    | 1      |         |
| 4     | Oromiya              | 19    | 2      |         | 16    | 2      |         |
| 5     | Somali               | 4     | -      |         | 4     | 1      |         |
| 6     | SNNPR                | 54    | 4      |         | 55    | 1      |         |
| 7     | Benishangul<br>Gumuz | 5     | -      |         | 5     | -      |         |
| 8     | Gambela              | 4     | -      |         | 4     | -      |         |
| 9     | Harari               | 1     | -      |         | 1     | -      |         |
| Total |                      | 112   | 10     | 8.92    | 110   | 7      | 6.36    |

Source: House of People's Representative, May 2003.

**Annex 3**

**Number of female workers in federal Government agencies  
that are administered by civil Service, June, 2001**

| <b>Positions</b>        | <b>Number</b> | <b>Out of Hundred</b> |
|-------------------------|---------------|-----------------------|
| Minister                | 1             |                       |
| State Minister          | 4             |                       |
| Vice Minister           | 1             |                       |
| Ambassador              | 4             |                       |
| General Manager         | 9             |                       |
| Deputy Manger           | 1             |                       |
| General Director        | 1             |                       |
| Department heads        | 26            |                       |
| Service head            | 63            |                       |
| Division head           | 34            |                       |
| Team leader             | 43            |                       |
| Section and other heads | 229           |                       |
| Total                   | 417           | 2.35                  |
|                         |               |                       |
| Other employees         | 17325         | 97.65                 |
| Grand total             | 17742         | 100.00                |

Source: Federal Civil Service Commission, June 2001.

#### Annex 4

#### **Number and Position of Workers in Federal Government Agencies that are Administered by Federal Civil Service, June, 2001**

| Position                | Male         | Female       | Total        | %          |
|-------------------------|--------------|--------------|--------------|------------|
| Ministers               | 16           | 1            | 17           | 0.04       |
| Commissioners           | 4            | -            | 4            | 0.02       |
| State Minister          | 12           | 4            | 16           | 0.03       |
| Vice Minister           | 11           | 1            | 12           | 0.02       |
| Ambassador              | 16           | 4            | 20           | 0.04       |
| General Manager         | 42           | 9            | 51           | 0.12       |
| Deputy Manager          | 1            | 1            | 2            | 0.00       |
| Chief Director          | 25           | 1            | 26           | 0.06       |
| Department Head's       | 144          | 26           | 170          | 0.39       |
| Section and other Heads | 1002         | 369          | 1371         | 3.17       |
| <b>Total</b>            | <b>1273</b>  | <b>416</b>   | <b>1689</b>  | <b>3.9</b> |
| Other employees         | 23698        | 17853        | 41551        | 96.1       |
| <b>Grand Total</b>      | <b>24971</b> | <b>18269</b> | <b>43240</b> | <b>100</b> |

Source: Federal Civil Service Commission, June 2001.

Annex 5

**Number of women judges in courts of Ethiopia**

| Regions   | Number of Judges |      |            |      |                      |      | Total  |      |      |       |
|---|------------------|------|------------|------|----------------------|------|--------|------|------|-------|
|   | Supreme Court    |      | High Court |      | First Instance Court |      | Female |      | Male | Total |
|   | Female           | Male | Female     | Male | Female               | Male | No.    | %    |      |       |
|   | no Supreme Court |      |            |      |                      |      |        |      |      |       |
| Federal Courts in Addis Ababa City Government             | 4                | 10   | 11         | 24   | 14                   | 48   |        | 26.1 | 82   | 111   |
| Amhara Regional State                                     | 1                | 10   | 10         | 81   | 131                  | 411  |        | 22   | 502  | 644   |
| Gambela Regional State                                    | --               | 6    | --         | 7    | 1                    | 16   |        | 3.3  | 29   | 30    |
| Federal Courts on Dire Dawa City Government               | no Supreme Court |      | 1          | 2    | -                    | 3    |        | 16.7 | 5    | 6     |
| The Benishangul Gumuz National Regional State             | -                | 5    | -          | 13   | 17                   | 24   |        | 28.8 | 42   | 59    |
| Southern Nations Nationalities and Peoples Regional State | -                | 14   | 1          | 100  | 7                    | 173  | 8      | 2.7  | 287  | 295   |

Source: Shadow Report, Ethiopia, 2003.