

The Federal Democratic Republic of Ethiopia



Fifth National Report on Progress made in the Implementation of the Beijing Declaration and Platform for Action (Beijing +25)

May 2019



Table of Contents

Background	4
Section I – Analysis of Priorities, Achievements, Challenges and Setbacks	5
1.1 Overview of Important Achievement’s in Priority Areas.....	5
1.2 Addressing Intersectional Discrimination.....	13
1.3 Major Challenges.....	18
1.4 Future Priorities.....	22
Section II - Progress in the Critical Areas of Focus in Thematic Clusters	25
2.1 Inclusive Development, Shared Prosperity and Decent Work.....	25
2.2 Poverty Eradication, Social Protection and Social services.....	30
2.3 Freedom from Violence, Stigma and Stereotypes.....	37
2.4 Participation, Accountability and Gender-responsive Institutions.....	39
2.5 Peaceful and Inclusive Societies.....	46
2.6 Environmental Conservation, Protection and Rehabilitation.....	48
Section III- National Institutions and Processes	51
3.1 National Gender Machinery.....	51
3.2 National Strategy for Gender Equality.....	52
3.3 National Human Rights Mechanisms.....	52
3.4 National SDGs Framework.....	53
Section IV –National Statistics	55
4.1 Gender Statistics.....	55
4.2 SDGs Data.....	57
4.3 National Data Gaps.....	58
Concluding Remarks	59
References	61
Annex I	63
Annex II	74



List of Acronyms

ANC	Antenatal Care
ART	Antiretroviral Therapy
BDPFA	Beijing Declaration and Platform for Action
CBHI	Community Based Health insurance
CRGE	Climate Resilient Green Economy
CSA	Central Statistics Agency
CSOs	Civil Society Organizations
DBE	Development Bank of Ethiopia
DHS	Demographic and Health Survey
DRM	Disaster Risk Management
EDHS	Ethiopian Demographic and Health Survey
EHRC	Ethiopian Human Rights Commission
EMIS	Education Management Information System
EPRDF	Ethiopian People's Revolutionary Democratic Front
ESTP	Education Sector Development Plan
ETB	Ethiopian Birr
FAG	Federal Attorney General
FDRE	Federal Democratic Republic of Ethiopia
FGM	Female Genital Mutilation
FTCs	Farmer Training Centers
GBV	Gender Based Violence
GER	Gross Enrollment Ratio
GEWE	Gender Equality and Women's Empowerment
GoE	Government of Ethiopia
GPI	Gender Parity Index
GRB	Gender Responsive Budgeting
GTP	Growth and Transformation Plan
HDA	Health Development Army
HCs	Health Centers
HEP	Health Extension Program
HEWs	Health Extension Workers
HMIS	Health Management Information System
HPs	Health Posts
HAPCO	HIV/AIDS Prevention and Control Office
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immuno-Deficiency Syndrome
HSTP	Health Sector Transformation Plan



IOM	International Organization for Migration
MDGs	Millennium Development Goals
MDSR	Maternal Death Surveillance and Response
MNH	Maternal and Newborn Health
MoA	Ministry of Agriculture and Natural Resources
MoE	Ministry of Education
MoF	Ministry of Finance
MoH	Ministry of Health
MoWCY	Ministry of Women, Children and Youth
MPs	Members of Parliament
MSEs	Micro and Small Scale Enterprises
MSMEs	Micro Small and Medium Enterprises
NCB	National Coordinating Body
NDRMC	National Disaster Risk Management Commission
NEBE	National Electoral Board of Ethiopia
NER	Net Enrollment Ratio
NMEF	National Monitoring and Evaluation Framework
NMRF	National Monitoring and Reporting Framework
NPDC	National Plan and Development Commission
NSS	National Statistics System
PASDEP	Plan for Accelerated and Sustained Development to End Poverty
PCDP	Pastoral Community Development Program
PMTCT	Prevention of Mother to Child Transmission
PLHIV	People Living with HIV
PSNP	Productive Safety Net Program
PWD	Persons with Disabilities
SDGs	Sustainable Development Goals
SMEs	Small and Micro Enterprises
SNNPR	Southern Nation, Nationalities and People's Region
TVET	Technical and Vocational Education and Training Program
UNHCR	United Nations High Commissioner for Refugees
UNJP	United Nations Joint Program
UPR	Universal Periodic Review
UPSN	Urban Productive Safety Net
VAW	Violence against Women
WDG	Women Development Group
WPS	Women Peace and Security



Background

Ethiopia is party to international instruments upholding gender equality and the rights of women and girls including the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action (BDPFA) and the Protocol to the African Charter on the Rights of Women in Africa (Maputo Protocol). The Federal Democratic Republic of Ethiopia (FDRE) Constitution of 1995 has enshrined constitutional principles that guarantee the equality of women and men in all areas of life and has pioneered the introduction of special measures that are required to accelerate the achievement of gender equality.

Since Ethiopia's adoption of international human rights standards and the BDPFA, a number of measures have been introduced to create an enabling environment for the advancement of women and girls. Important gains have been made towards achieving the formal equality of women through the reform of several laws including the family law, labor law, pension law, and criminal law. Gender equality and women's empowerment has also featured in the nation's development and poverty reduction policies and strategies. Several institutional arrangements and valuable measures have been introduced to operationalize the commitments made at the national and international level.

Ethiopia has previously submitted periodic national reports on the implementation of the Beijing Declaration and Platform for Action in 1999, 2004, 2009 and 2014 that highlighted the progress and achievements recorded as well as the gaps and limitations encountered. This fifth report is submitted on the occasion of the 25th anniversary of the Beijing Declaration and Platform for Action to provide relevant information on progress made and challenges faced in the implementation of the BDPFA commitments during the five years period between 2014 -2019 subsequent to the last report.

This report was prepared through a participatory process involving relevant government and non-government stakeholders at different levels. The report preparation process was led by the Ministry of Women, Children and Youth (MoWCY) with the support of a Steering Committee (comprised of State Ministers from relevant sector ministries) and a Technical Committee of experts under the auspices of the MoWCY. The drafting went through different levels of consultations with the Technical Committee and a national consultation that brought together governmental, civil society organizations, academia, women and youth associations from different parts of the country. The final stage was exhibited by a high-level validation and launching by H.E Sahlework Zewdie, the President of the Federal Democratic Republic of Ethiopia (FDRE) in the presence of high ranking government officials. (See details about reporting process in Annex II)



Section I - Analysis of Priorities, Achievements, Challenges and Setbacks

1.1. Overview of Important Achievements in Priority Areas

The Government of Ethiopia (GoE) is strongly committed to promoting gender equality and women's empowerment, and has adopted a number of institutional and policy measures that support these goals. Gender equality and empowerment of women (GEWE) is positioned as a national priority and at the center of all policy, legal and institutional frameworks. It has been integrated in ongoing development processes yielding momentous achievements over the past years. This is anchored in the national policy framework by mainstreaming gender within key national development plans such as the Growth and Transformation Plan (GTP) and sector specific plans such as the Education Sector Development Plan (ESDP), the Health Sector Development Plan (HSDP), Industrial Strategic Plan, etc.

This was complemented by the integration of GEWE within the national human rights framework through the National Human Rights Action Plan; budgetary commitment through gender responsive budgeting, and the development and strengthening of institutional structures for the coordination and monitoring of actions on gender mainstreaming. This has contributed to strengthened policy, legal and institutional frameworks aimed at promoting and accelerating concerted efforts on gender equality in all spheres of life that have brought about notable achievements in the social, economic and political spheres. To strengthen accountability, the government has also issued proclamation No. 1097/2018 that requires all government institutions to address women's issues in policies, laws, and development programs and projects. This has also been accompanied by the institutionalization of gender responsive budgeting (GRB) through the promulgation of Proclamation No.970/2016. The ratification of the Maputo Protocol during the reporting period reaffirms the determination of the GoE to intensify the commitments towards the advancement of women in all spheres.

Within the national priorities identified under the GTP towards achieving GEWE, increased public participation/leadership, economic empowerment, elimination of gender based violence (GBV) and improved reproductive health took prominence in the past five years. These areas feature the crucial efforts of the GoE towards accelerating progress for the advancement of women and girls in Ethiopia through laws, policies and/or programs and structures. Accordingly, notable achievements have been recorded over past five years in the areas of political participation and public leadership, access to



asset and resources, women's entrepreneurship, elimination of harmful practices and access to reproductive health services as highlighted below. This section also provides an overview of the challenges and setbacks in these areas as well as the overall effort in the implementation of the BDFPA.

1.1.1. Political Participation and Representation

The significant increase in the number of women in higher government positions features one of the remarkable achievements in the recent years. Primarily is the coming into position of a female president and the gender parity that was achieved in the Cabinet of the new Prime Minister Abiy Ahmed in 2018. Ethiopia has now joined the very few countries in the world with a cabinet comprised of 50 percent of women along with a female head of State. Following that, chief positions outside the cabinet such as the Federal Supreme Court President, National Electoral Board Chair are now filled by women for the first time in the nation's history. Women currently head key national institutions such as the Ministry of Peace (which oversees the intelligence, police and other security apparatus), Ministry of Science and Higher Education, Ministry of Revenue and Customs, Ministry of Trade and Industry, Ministry of Transport, Ministry of Labor and Social Affairs, Ministry of Women, Children and Youth and the National Plan and Development Commission.

Women's representation in the Federal Parliament (the House of Peoples' Representatives-HPR) showed a significant increase from 27.9 percent in 2010 to 38.8 percent in 2015. Notably, the 2015 election augmented the representation of women in the national legislative body. Beyond the increase in the number of women in parliament, female members of parliament (MPs) have increasingly occupied important positions within the parliamentary structures including equal number of chairperson positions out of the 10 Standing Committees of HPR. Female MPs were also elected as House Speakers and deputy speakers to both Houses of the Parliament (the House of Federation and the HPR, respectively). In the same vein, the representation of women in Regional Councils has shown significant progress. Though with great regional disparity, it currently stands above 20 percent in seven of the nine states with a significant record of above 50 percent in one regional state and above 45 percent in three regional states while a little less than 30 percent in two regional states. The same progress has been reflected in local councils (*Woreda* and *Kebele* councils) where women's representation has significantly increased.

The above detailed achievements in increasing women's representation and participation in public and political positions is a milestone given the predominance of stereotypes about women's role in leadership and other key roles in the public sphere. In such a context where patriarchal and discriminatory practices are the norm, this progress achieved is commendable yet there is still a long way to go towards parity. Various enabling policies have contributed to the overall increase in the representation of women in elected office. The quota system (30 percent) applied for parliamentary seats by the political party that won the majority of seats in the 2015 elections; special campaign funds availed by the National Electoral Commission for women candidates, combined with the current ruling party's political will as well as the mix of educational and economic policies that aimed



at empowering women have worked well to bring more women into public office.

The determination demonstrated recently by the leadership as part of the country's political reform enabled several professional women to come into public leadership positions.

This achievement, however, needs to be further reinforced with institutionalization cascading to all levels of government in order to sustain the gains of equal representation. It should also be accompanied by efforts to address deeper gender stereotypes about women's leadership abilities. Creating a pool of capable and qualified women who are able to take leadership positions is also a priority. This requires addressing the challenges faced within education, economic sectors and multiple discrimination women and girls face at early stage within the family and community as well as throughout their lifecycle.

1.1.2. Access to Vital Resources

Advancement towards access and control over productive resources like land, house and property ownership are crucial for improving women's economic empowerment. In view of this, the GoE has exerted efforts towards this and consequently the past five years have seen considerable gains in increasing women's access to land and housing. Through the implementation of the GTP II, women are increasingly becoming owners of houses or land in both urban and rural areas of the country. The Government has focused on structural reforms on land management and administration considering gaps in obtaining title deed possession for rural land right holders.

Concerning land ownership rights, the ownership rate of women has reached around 40 percent, while 25 percent own land jointly with someone. Through the implementation of the nation-wide land certification program, millions of women have acquired land use right certificates either jointly with their spouse or separately. The total number of women with land holding certificates had already reached more than 8.5 million in 2015. Under the GTP II (2015/16-2019/20), it was targeted to certify the land use rights of an additional 2,594,135 land holders by 2020. Accordingly, so far, 2,164,178 women have been granted land use certificate among which 277,880 women received the certificate separately. During the reporting period, 11,880,345 women from whom 2,138,673 are female heads of households and 9,741,672 married women were issued land-holding certificates. Overall, the proportion of landholder women stood at 20 percent. Among women who received the certificate, 24 percent were women heads of household, 13 percent were male heads of household and the remaining 63 percent were received jointly by husband and wife. It has been reported in various studies carried out on the certification process that the certification has improved the status of women and their bargaining power within the family vis-à-vis their husbands and the community at large. On the other hand, studies also show set-backs in effective use of this right in some households or areas where women do not have effective control or decision making power over the land. This has to do with gender roles and power relations within the family and perceptions about the 'proper' place of women in family and society.



According to EDHS 2016, 16.7 percent of women aged 15-49 in rural areas owned a house alone while 38.4 percent owned a house jointly with someone else. The number is lower for urban women where 7.7 percent owned houses alone and 17.9 percent jointly. In the urban housing sector, the government continues to implement a scheme adopted before the reporting period that particularly benefits women. Accordingly, 30 percent of constructed low cost condominium houses are reserved for women while the 70 percent are equally allotted for men and women. From the total beneficiaries of the low-cost housing program at federal level, the proportion of women beneficiaries reached 52 percent. In regional states 47 percent of the beneficiaries of low cost housing program were women. Between 2015/16 and 2017/18, 40,538 low cost condominium houses were distributed to residents of Addis Ababa that benefited 12,161 women. A recent round recorded significant increment by reaching 47 percent of women from the total beneficiaries. The Addis Ababa Housing Development Project Office targeted transferring additional 26,000 housing units in 2019 through a lottery draw that would give priority to women. In rural areas, 66 percent of women own a house either alone or jointly with their husband while 11 percent of urban women own a house alone. Compared to their urban counterparts, rural women in the country are in a better position in terms of access to housing in similar manner with land holding rights. The gender gap in terms of access to and control over productive resources still remains much higher in urban areas despite the progress noted.

Combined with the general legal and policy reforms to ensure women's equal access to productive resources such as land and housing, specific programs including the quota system in housing allocation, the certification policy, and relevant public budget investments have contributed to the overall increase of such access for women that has improved their economic status. Notwithstanding, rapid urbanization has posed a great challenge to improve the lives of urban women with increasingly scarce public resources and unmatched budgetary allocations. In the rural area, land scarcity and weak productivity pose threats to women.

1.1.3. Women's Entrepreneurship and Women's Enterprises

Advancing the economic empowerment of women through strengthening women's entrepreneurship and expanding women owned enterprises has been an area of notable achievement. In particular, government targeted the expansion of micro, small and medium enterprises (MSMEs) which has also prioritized the creation of women entrepreneurs and bolstering women's access to paid jobs. One of the major challenges for women was access to finance, market networking and training on entrepreneurship. With the view to address this, specific initiatives that focused on facilitating access to finance through saving and credits, provision of capacity building and skills training in business and entrepreneurship, creation and strengthening of market access for women entrepreneurs have been launched.



Micro and Small Enterprises (MSEs) across the country have been supported through the provision of working capital from microfinance institutions as well as banks. The government has facilitated work spaces with and without payment for Micro, Small and Medium Enterprises (MSME) in order to alleviate the problem of land ownership. Technical support and training programs in different small-scale processing and production sectors have been provided to support women entrepreneurs. Creation of domestic and foreign market linkage, industry input provision support, capital goods lease finance service are also part of the support program.

At the end of strategic period 2014/15, a total of 271,519 new MSEs were established which employed about 2.8 million people with a loan grant of more than 6.5 billion ETB. From newly established enterprises and employment creation opportunities, remarkable results have been obtained. However, most of the establishments are based on micro enterprises and transitions to the next level have been uncertain. In 2017/18 alone, more than 6 million women participated in large scale awareness and advocacy platforms on the subject of economic empowerment at federal and regional levels, and more than 13.4 million women were able to save 3.2 billion Ethiopian Birr (ETB) through Small Scale Micro Finance Associations throughout the country while 2.1 million women were given credit opportunities and received a total amount close to 13.3 billion ETB. The Development Bank of Ethiopia (DBE) has also recently started collateral free capital lease financing targeting certain Small and Medium Enterprises (SMEs) and manufacturing and agro-processing as top priorities where women are most likely to participate. Such lease financing bring new opportunities for women in manufacturing responding to a key challenge that limit women's business start-ups and growth. Currently, 439,117 women are engaged in small scale enterprises out of which 144,597 were provided with market access and networking opportunities. In the MSEs sector, women benefited in job creation (41 percent), access to government support (33 percent), access to credit (33 percent), and market networking (39 percent). During the reporting period, overall more than 2.2 million entrepreneurs have been organized in groups and were able to set up small and medium enterprises (SMEs). SMEs engaged in manufacturing, urban agriculture, construction, service and trade sectors have created 3.9 million new jobs between 2014/15 and 2017/18. Of these, 1.9 million (48.7 percent) were occupied by women. Women own less than 10 percent of manufacturing enterprises that are largely located in the capital city.

The appropriate combination of relevant policy direction and implementation with public financing facilitated this encouraging advancement. This has created jobs, market access, access to finance and assets which greatly contributed to the reduction of unemployment and poverty among women by improving their economic situation though the reach is still limited compared to the number of women in the country that are still living in economic deprivation and poverty. It is noted that the achievements are marked by setbacks. The information for women-owned firms revealed that they tend to be smaller, are concentrated in low productivity, low-technology, and low-growth sectors and there is huge gap in ensuring the transformation of women owned small enterprises to medium



enterprises and women's entry into manufacturing. The number of women benefiting from microcredit services and large-scale loans still remains low. Moreover, the significant proportion of the said jobs created was also temporary (for example, 28 percent in 2015/16, 42 percent in 2016/17 and 33 percent in 2017/18). Without underestimating the access created for women to paid work, finance and credits as well as business ownership, the nation is still struggling to create sustainable jobs for women. Moreover, the lack of up-to date data compilation and further analysis on the extent of participation and benefit and impact of the programs is an impediment.

1.1.4. Access to Reproductive Health Services

The GoE's commitment under GTP II to meet specific targets in the health sector includes the significant reduction of maternal mortality rate as well as increase in contraceptive access, antenatal care and post natal coverage, and deliveries attended by skilled health personnel. In view of this, the Ministry of Health (MoH) designed specific frameworks (plans, strategies and schemes). The policy and strategy related measures taken in this regards include the revision of the national health policy (Health Sector Transformation Plan) in 2016 and the introduction of a National Reproductive Health Strategy (2016-2020) as well as a National Adolescent and Youth Reproductive Health Strategy (2016-2020). Reducing maternal mortality and improving maternal health is a top priority of the MoH as reflected in Health Sector Transformation Plan and Reproductive Health Strategy. The National Reproductive Health Strategy provides approaches for reducing mortality and morbidity and improving the health of mothers and newborns. It also incorporates initiatives in response to emerging reproductive health issues. The strategy provides an overall guidance for the implementation of reproductive and maternal health interventions including ways in reaching the most vulnerable and underserved sections of the population. Moreover, the National Maternal Death Surveillance and Response (MDSR) and the National Technical Guidance for Maternal and Prenatal Death Surveillance and Response programs have also become operational in 2014/2015 with the objective of improving maternal health through collection of death reports and taking measures based upon the identified cause of death.

Particular focus has been invested on revising and enhancing reproductive health schemes. The revision of the reproductive and maternal health as well as the adolescent and youth health related programmatic interventions include scaling up of post-partum family planning services, expansion of long acting contraception service at health posts in the community; scaling up respectful maternity care, expansion of maternity waiting homes, 24 hours postnatal care, and fistula elimination.

In 2016, all health facilities provided focused antenatal and delivery care, 97 percent postnatal care, 92 percent diagnosis and treatment of sexually transmitted infections (STIs), 99 percent family planning services, and 85 percent prevention of mother-child HIV transmission (PMTCT) services. A majority of health facilities also provided other maternal and newborn (MNH) services such as adolescent/youth friendly sexual and reproductive health services, safe abortion services and cervical cancer screening service. Following the expansion of first level health systems at *woreda* level



through health posts and health centers, presently 99 percent of the health centers and 79 percent of the health posts provide different forms of reproductive health services including family planning five days a week. The expansion of these services together with other multi-sectoral efforts has led to significant improvements in maternal and newborn health indicators in the country.

According to figures from EDHS 2016, maternal deaths have been reduced by 39 percent from 676 in 2011 to 412 per 100,000 live births in 2016. Regarding the provision of medical services to women, over the current reporting period, significant developments have been registered in the anti-natal care (ANC), skilled delivery, reduction of maternal and child mortality, contraceptive use and other indicators. The proportion of women aged 15-49 in Ethiopia who received ANC from a skilled provider has increased from 34 percent in 2011 to 62 percent in 2016. 32 percent of women had at least four ANC visits during their last pregnancy. During the same period, institutional deliveries have also increased to 26 percent in 2016 while home deliveries decreased from 90 percent in 2011 to 73 percent in 2016. 17 percent of women and 13 percent of new-born infants received a postnatal check within the first 2 days of birth. The use of modern contraceptives has increased from 27 percent in 2011 to 35 percent in 2016 among married women while the rate among sexually active unmarried women reached 55 percent.

Notwithstanding these key achievements in the health sector, there are major gaps and setbacks. Delays in health care seeking, access (transport) to health care centers, and receiving prompt care at health facilities during obstetric emergencies still contribute to considerable incidents of maternal death. Studies indicate the presence of significant gaps in quality of midwifery education in areas such as obstetric complications, gynecology, public health and prevention of mother-to-child transmission of HIV. Although 32 percent of women had at least four ANC visits during their last pregnancy, 37 percent of women had no ANC visits. Rural women are more likely to have had no ANC visits compared to urban women (41 percent to 10 percent respectively). Rural women are also less likely to receive ANC from a skilled provider with urban-rural disparity at 90 percent and 58 percent respectively.

1.1.5 Response to Violence against Women and Girls

Both the second Growth and Transformation Plan (GTP II) and second National Human Rights Action Plan (NHRAP II) implemented in the reporting period outline addressing violence against women and girls as one of the priorities and provide for measures to be taken to eliminate gender based violence (GBV) and harmful traditional practices (HTPs). A specific policy framework, the Women's Development and Change Strategy, introduced in 2017 also identifies elimination of violence against women as a strategic priority, focusing on the implementation of programs protecting women from violence and providing necessary services to victims (i.e. comprehensive, quality and accessible legal protection, free legal aid service, and one stop and rehabilitation centers for victims of GBV).



A National Coordinating Body on a Coordinated and Comprehensive Prevention and Response to Violence against Women and Children, and on Child Justice (NCB) under the auspices of the Federal Attorney General (FAG) has already become operational in previous years. In accordance with its strategic plan for 2011-2016, the FAG has been monitoring and evaluating, supporting, and coordinating the activities of the NCB. The NCB in collaboration with intergovernmental and governmental organizations has, in particular, assisted justice sector institutions of regional states to set up referral systems for cases of violence against women and children which are already created in five regional states.

Specific actions and progress towards elimination of violence are highlighted as follows:

- i. Special courts dealing with rape and other sexual crimes against women and children have been established through the Child Justice Project of the Federal Supreme Court. Currently there are more than 120 of such courts operating in different part of the country. In order to enhance capacity of these specialized structures, trainings for the judiciary and police have been provided by a range of actors including the MoWCY, FAG, and the Ethiopian Human Rights Commission (EHRC).
- ii. The enhancement of services for violence survivors is another area of achievement. The major progress has been the establishment of One-Stop-Centers at federal and regional levels. These Centers provide comprehensive services for survivors including medical service, justice, psycho-social support and 72 hours shelters that provide temporary assistance and rehabilitation. There was also an expansion of institutions which provide safe house and rehabilitation services although most of these are run by non-governmental organizations.
- iii. A module on violence against women was introduced in the national Demographic Health Survey (DHS) and a key indicators report was issued in 2016 carrying national data on violence against women. The inclusion of the module is very important since poor data collection and under-reporting of violence against women and girls in Ethiopia had been a challenge for a very long time. Although administrative data on violence against women (data on reporting and prosecution) has limitation, the fact that modules on VAW, child marriage and FGM have been included in the EDHS stands as a progressive step.
- iv. The introduction of a National Road-map on Child Marriage and Female Genital Mutilation (FGM) which provides the strategies and targeted interventions that should be employed with appropriate costing and a robust monitoring and evaluation system to be executed in order to meet the goal of eliminating child marriage and FGM has been instrumental in shaping structured actions in this area. Its proper implementation and impact is to be seen and assessed in the coming years. The National Alliance on Child



Marriage and FGM/C which brings together actors from government as well as UN Agencies and civil society has also been instrumental in coordinating efforts to eliminate these practices.

- v. Actions to address sexual harassment have been undertaken across the years. This includes addressing sexual harassment in schools through directives and through establishing committees in schools. An important milestone in this regards is an important legislative measure in relation to work place harassment, that the new Civil Servants Proclamation No. 1064/2017 addressed sexual harassment in the work place prescribing serious disciplinary measures. Though its application is limited to civil servants, it paves the way for accountability for acts of sexual harassment that may be encountered at workplace.

Among the approaches used to prevent violence against women and girls include grassroots and community mobilization and working with men and boys. With respect to grassroots and community-level mobilization, the use of the wide network of Women Development Groups across the country for wide-scale community level mobilization was instrumental. On the other hand, in order to enhance men's engagement in the fight against GBV, the MoWCY has drafted a manual on Male Engagement highlighting the role of men and boys in the prevention and response to VAW.

There remain, however, challenges in the implementation of the national legislation and policies. Implementation and cascading the laws downwards to the community is still weak. This has also permeated the underreporting of crimes of GBV and HTP practices. Insufficient allocation of budget, and capacity gaps (both financial and technical) of responsible government offices and other duty bearers have proved to be prominent impediments. Rehabilitation and support services for survivors of violence are also not adequate compared to the population of women in the country and the scale of the problem.

1.2. Addressing Intersectional Discrimination

Given that women and girls are a heterogeneous group having different life experiences and facing different challenges based on socio-economic status, age, ethnic origin, disability or health condition, etc. specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination are crucial. The Development and Change Strategy has given due consideration to this and targeted groups of women that need special support. The GoE has implemented over the past five years specific measures to address multiple and intersectional discrimination faced by certain groups of women. Some of the intersectional approaches are highlighted below.



1.2.1. Women with Disabilities

Government institutions and private organizations give due emphasis to address the problems of women and girls with disabilities at different levels and scales of interventions within their respective mandates. The Ministry of Education, for instance, has been providing inclusive support and attention to children with disabilities starting from pre-school education. Based on its Inclusive Education Strategy issued in 2012 and the Education Sector Development Program (ESDP IV), the Ministry of Education has been working on increasing the enrollment of girls with disabilities and availability of trained teachers. Although enrollment rates are not yet in line with national targets, there has been a steady increase in the reporting period. This progress is complemented by the increase of trained teachers. There were 1661 male and 1564 female teachers who have been trained in special needs education in 2016/17.

The National Plan of Action for Persons with Disabilities (2012-2021) has been instrumental in promoting the full participation and equality for women with disabilities as a priority in several sectors. In this regard, Ministry of Labor and Social Affairs (MoLSA) has been providing technical and financial support for associations of women with disabilities on a yearly basis in order to strengthen these associations. MoLSA has also provided specialized health services and medical supplies for women with disability. During the reporting period, close to 20,000 thousand women with disabilities have received prosthetics and rehabilitation and physiotherapy services. In employment, the Ministry of Labor and Social Affairs (MoLSA) has been monitoring to ensure that the protections and guarantees for persons with disabilities (PWD) are implemented effectively. The Federal Attorney General (FAG) has also established an institutional structure that facilitates the provision of criminal as well as civil justice administration for PWDs and provided capacity trainings for public prosecutors on the rights of PWD. This has increased the access of women with disabilities to legal service and enhanced their access to justice. Notwithstanding all the important efforts, it's noted that accessibility of social services to persons with disabilities remains a major challenge.

1.2.2. Women Living with HIV/AIDS

HIV prevalence is higher among Ethiopian women. In 2017, 62 percent of the estimate number (613,000) PLHIV in Ethiopia were women. HIV prevalence is also much higher (3.6 percent) among women in urban areas compared to that of women in rural areas (0.6 percent), and is three times higher among adolescent girls and young women (aged 15-24) than boys in the same age (female 0.3 percent and male 0.1 percent). Given this prevalence rate, Ethiopia has defined adolescent and young women as its key and priority population groups to address this population group's high risk of HIV infection, limited access to services, and particular stigma and discrimination faced.



The second National Human Rights Action Plan of Ethiopia sets out the need for additional effort to enhance the protection of the rights of PLWHA. The Federal HIV/AIDS Prevention and Control Office (HAPCO) introduced a five-year national HIV and AIDS strategic plan (2015-2020) with a view to intensify the multi-sectoral response and implementing the HIV/AIDS Policy aligning with the dynamics of the epidemic. A Road Map for this strategy was developed with a guiding principle to integrate a gender-sensitive approach that caters for the different needs of women, girls, men and boys in accessing HIV information and related services. This was complemented by the development of a national HIV service quality improvement frame work (HIV Service Quality Improvement Tool kit) which is adapted to address quality aspects of the HIV services across all levels of the health system. The general objective of the Tool kit is to contribute to the provision of standardized high-quality HIV service. This included HIV service delivery quality standards for HIV positive pregnant and lactating women, which includes evidence based prevention of mother-child HIV transmission (PMTCT) service during ANC, labor and delivery, and postnatal, documented prescription of ART as early as possible, ART has an adherence support system, etc.

Women's access to treatment, medicines and services has increased resulting from the targeted measures designed to increase access to quality HIV and AIDS information, services and treatment for women and girls and to minimize their vulnerability to HIV infection. This included access to voluntary testing and counseling, anti-retroviral medicine, PCMT, among others. To combat HIV-related discrimination at various levels in family and community settings as well as in policies and practices of institutions such as in work places, health care services, and educational institutions, awareness initiatives have continued at all levels.

1.2.3. Rural Women and Girls

Around 82 percent of Ethiopia's people live and work in rural areas and the agriculture sector accounts for 80 percent of the employment. The majority of farmers are small holders of which 26 percent are female headed-households. Ethiopia has also between 12–15 million pastoralist population that live in about 61 percent of the country's land mass and that follow a predominantly mobile life style.

The Ministry of Agriculture's (MoA) flagship program, *Mainstreaming Gender in Agriculture Sector*, provides the road map through which gender equality can be achieved in agriculture and rural development which is premised on acknowledging women's valuable contribution to the sector and the rural economy. Measures have been taken to ensure the participation of rural women in the formulation and implementation of policies and programs concerning them through community based approaches. It is also noteworthy that particular attention and support was granted to Women



Development Groups that are playing instrumental roles in the economic empowerment of women in the rural context.

Important interventions with respect to improving the lives of rural women through the expansion and implementation of specific programs and projects have been in place. This in particular targeted the expansion of access to safe drinking water, sanitation facilities and health and educational services. Expansion of improved access to modern technologies including climate-smart technologies was also one of the major interventions targeting rural women to increase their agricultural productivity. The provision of new agricultural technology through Farmer Training Centers (FTCs) and Smallholder farmers' plots have been carried out reaching a number of the rural community. Among the distributed technologies some of them have particularly targeted women dominated activities such as fuel saving stove, dairy processing, poultry rearing, home gardening, introduction of green gram, etc. Fifty-nine percent of women were reached by improved agricultural technologies demonstrated in FTCs and smallholder farmers' plots. During this reporting period a total of 357 new agricultural technologies were demonstrated both at farmer training center and farmer plots. Further, the agricultural extension services have shown progressive change in addressing rural female farmers' productivity to the same degree as that of male farmers through designing gender responsive knowledge and training methods and techniques that are critical for both women and men. Following the implementation of this program considerable achievements have been recorded benefiting a large number of women farmers; for example, out of 2,792,600 farmers addressed by the extension services 896,700 were female headed households and 566,300 are married women.

Given the constraints on resources for rural women, efforts have been made by the MoA to improve intra-household resource allocation. Ethiopia implemented a land administration system that removes women's marginalization from land holding through a land certification scheme allowing women to either jointly with their spouse or on their own (please see section 1.1.2). This has improved rural women's access to land holdings and use; even though the joint land certificate process has not yet been realized to a sufficient extent to fully contribute to empowerment of rural women. Rural women are also highly credit constrained because they lack collateral to access loans. Considering this problem, pro-rural women social protection programs have been designed to alleviate the constraints that have disproportionately The MoA through its gender sensitive Productive Safety Net Program (PSNP) have exerted extensive efforts towards addressing the major challenges of rural women by creating an enabling environment to involve poor female farmers in financial credit institutions to enhance their asset base for better livelihoods, while improving existing rural infrastructures, and ensuring sustainable supply of energy.

Particular focus has also been given to women in pastoralist areas, the pastoralist population of Ethiopia as other rural populations of the country is marginalized and women in these areas have taken the disproportionate burden of this circumstance. The Development and Change Strategy considers enhancing the participation and benefit of women in pastoralist and semi-pastoralist areas in the economic, political and social spheres as a strategic focus. The 15-years Pastoralist Community



Development Program (PCDP), in which the third phase is being implemented during the current reporting period, has integrated multi-dimensional programs that ensure the equal and active participation of women in the creation and implementation of development programs such as saving and credit services, improved production schemes in agriculture and animal husbandry, and infrastructure development. The PCDP follows flexible mechanisms to cater for the unique context and traditions of the pastoralist communities and women living in these communities. The efficient land use program that facilitates settlement scheme convenient for the provision of social services such as health, education, and clean water in the pastoralist areas is one element of the PCDP. Women that were discriminated against in the traditional land holding system now have the right to have land in their name. This security has resulted to an increased quality of life for households, for enrolment of girls in school, for decrease in harmful practices and infant, child and maternal mortality rates in pastoralist areas.

Notwithstanding this progress, given the size of the rural Ethiopia, still many services are not available to rural women or are difficult for them to obtain. The GoE is committed to continue necessary efforts to improve the life and well-being of rural women in the coming years.

1.2.4. Adolescent Girls and Young Women

According to Central Statistics Agency (CSA) projection for 2017, among Ethiopian adolescents and youth aged 10-24 which accounts one third of the total population, half of them are adolescent girls and young women. Relevant policy and strategy frameworks and measures targeting the age group have been put in place. The efforts of which have resulted in improvements in adolescent health and nutrition, decline in childhood mortality and morbidity, and adolescent fertility has dropped due to declines in child marriage and better access to contraception.

Given the need to address adolescents' exposure to HIV, one of the objectives of the National HIV Prevention Road Map (2018-2020) is to provide guidance for scaling-up and implementation of HIV prevention interventions targeting particularly adolescent girls and young women as priority population groups. The Road Map integrated an overarching target to reach 90 percent of adolescent girls and young women in high burden areas. The prevention package for this group includes increased access to sexual and reproductive health services, addressing harmful gender norms, social behavioral changes communication, and economic empowerment complementing existing relevant initiatives targeting these populations.

Adolescent girls' participation in education and economic sector has also increased. However, household poverty and demands on adolescent girls to shoulder agricultural, domestic and care work still impede their educational growth. Moreover, adolescents in rural areas still face barriers to access timely age-tailored sexual and reproductive information, services and support. Limited access to assets and resources as well as safety nets or social protection also increases



adolescent girls' exposure to exploitative work. On the other hand, there is also a gap in addressing the needs of early adolescents (10-14 ages) as most of the policy, strategy, and budget frameworks for adolescents focus on those above 15 years of age.

1.2.5. Refugee and Migrant Women and Girls

The GoE is committed to ensure refugee girls have access to formal education. The government has devoted relevant measures to increase enrollment in primary, secondary and tertiary education to all qualified refugees without discrimination. Presently in 27 refugee camps there are 58 primary schools, 80 early childhood care education centers, 9 camp based secondary schools. More than 40 percent of the children enrolled in early child hood care and education as well as in primary schools are girls while 20 percent of secondary school children are girls. Targeted actions such as community sensitization about the importance of sending girls to school, recruiting female teachers and provision of school materials and encouraging women to participate have been undertaken to improve the participation of refugee/migrant girls in school.

Moreover, GoE has endeavored to enhance health service to refugee women and refugee community at large. In the 28 health centers located in all refugee camps, all refugees including refugee women have access to basic health service including reproductive health and mental health service. Currently, the number of maternal deaths reported is zero; the rate of deliveries conducted by skilled birth attendant is 98 percent, and 100 percent of pregnant mothers in these communities are under supplementary feeding program. In collaboration with UNHCR and implementing partners, capacity building activities were provided to different actors including law enforcement officials and border guards on gender sensitive treatment of women refugees, migrants and asylum seekers. Additionally, mobile courts are present in two camps to provide legal assistance to refugees, including to GBV survivors. Survivors of GBV have access to safe, quality and client- centered case management service, including psychosocial, material support, health, legal and protection service provided by different actors in refugee camps and in different urban centers. In some regions they have access to one stop center. There are a total of 35 women and girls centers in five field operations across the country. A new proclamation on refugees has further expanded the rights of refugees to education, employment and other social services.

1.3 Major Challenges

A number of challenges, both structural and incidental, have curtailed the progress in the advancement of GEWE and the realization of commitments in the BDPFA. These challenges have manifested in different manners in the different sectors such as education, health, agriculture, industry, etc., and the sectors have been affected differently by various factors. This section is limited



to the overall challenges faced that cut across all sectors and areas of concern while specific challenges are covered under relevant sections discussing the respective topics.

1.3.1. Capacity and Resources Constraints

Without prejudice of the legal and institutional arrangements available, the promotion of gender equality as enshrined in various laws and policy frameworks, very much depends on efficiency in mainstreaming gender concerns in planning, implementation and the monitoring and evaluating processes. Several reports indicate that there are challenges encountered in this respect by the national gender machineries at various levels. The challenges relate to limited capacity of these machineries in terms of educated and skilled personnel to follow up, monitor and evaluate the activities of the different divisions and departments from a gender perspective. Capacity related problems are observed within mainstream policy implementing bodies as well as specialized bodies that are mainly related to skill and knowledge limitation to deliver at the expected level. In addition to the technical and human capacity, financial capacity has constrained the effectiveness of the gender machineries. Despite the introduction of gender responsive budgeting, budgetary constraints are still felt in the different sectors to ensure gender-responsiveness in implementation of existing relevant laws, policies, strategies and/or action plans.

Although gender mainstreaming guidelines are in place within the various sectoral ministries both at federal and regional levels, there are challenges in practice for instance, limited gender related performance indicators including budgets as part of the targets and outcomes. Moreover, the implementation of the guidelines at sector level has not been uniform and the mechanism to ensure sector accountability on GEWE has been weak. This shows that there is a need for fully institutionalizing the system of gender mainstreaming across sectors at all levels in the country. The new Leveling tool developed by the MoWCY will play an instrumental role to address these gaps as its core objective is to track and measure sectors' progress and results in gender mainstreaming and women's empowerment as well to ensure the institutionalization of GEWE and set up accountability mechanisms.

1.3.2. Discriminatory Social Norms and Stereotypes

Women and girls in Ethiopia continue to face discrimination throughout their life cycle despite the legal protections available. Customary and religious traditions, practices, and norms that are deeply patriarchal and discriminatory towards women are prevalent in many parts of the country. Deep-rooted detrimental cultural values, attitudes and traditions, the perpetuation of gender stereotypes together with multifaceted intersecting forms of discrimination, and the limitation of women's roles in society, remain a barrier to combating discrimination against women. The prevalence of discriminatory social norms play out detrimental effects on positive efforts in several areas of



women's lives including in employment, education, health, leadership, property ownership, etc. Discriminatory norms and stereotypes being reproduced in the media, education, and social institutions have hindered progress in the implementation of the BDPFA and the agenda 2030.

Family is one area where such discrimination remains dominant. Customary and religious norms that govern roles, relations and entitlements within the family in particular those related to marriage formation, conducts during marriage, resolution of marital disputes, remedies during divorce, and inheritance largely tend to discriminate against women. Even though family laws in most parts of the country enshrine the equality of husband and wife, in many communities the husband is still the head of household which has its negative bearings in the power dynamics affecting equal decision-making on health, education, matters concerning children, property, public participating or engagement paid work, etc.

In some areas, customary or religious norms that prohibit or restrict the right of women to initiate divorce, that limit the rights of wives to half of the common property upon divorce, and that accord women and girls with a lesser share of inheritance continue to be enforced. These norms find expression in customary and religious courts which have been recognized under the Constitution to adjudicate disputes relating to personal and family laws. Even though the Constitution stipulates that both parties to the dispute should consent to submit to the jurisdiction of such courts, in a traditionally patriarchal society women's decisions in many cases may be influenced by societal pressure and their lack of resources and knowledge about court proceedings. The country has taken steps towards harmonizing its laws particularly those relating to family and personal matters, customary and religious dispute settlement mechanisms still draw on discriminatory norms and values against women that are reflected in their proceedings and judgments. The low level of awareness over the law and the interference by traditional institutions in the formal legal process often with discriminatory settlement grounds has curtailed women's access to fair adjudication.

Another area where the impact of social norms is highly evident is in the perpetuation of harmful traditional practices. Moreover, there is a widely held stereotyped societal norm that considers technical works such as machine operator and other similar works in manufacturing as "men's work" and "too difficult for women". This also affects the education and vocational training fields as well as the type of work women can choose. Politics and leadership is still a male domain. Discriminatory norms and gender stereotypes greatly impede men's participation in household and care work leaving women with high burden to household chores and care work. Stereotypes and stigma related to sexuality and reproductive roles including menstrual stigma, experience of sexual abuse, family planning, HIV/AIDS, among others, affect women's and girls' sexual and reproductive health and decisions.



1.3.3. Humanitarian Crisis¹

During the reporting period the country has seen catastrophic humanitarian crisis arising out of both natural and manmade disasters which negatively affected efforts towards the advancement of women and girls. In 2015 and 2016 the country faced one of the worst droughts it has ever seen in decades due to failure of seasonal rainfall and an El Nino effect that put millions of people on emergency assistance. The crisis has escalated in a swift manner reaching its pick by early 2016 with more than 10 million people affected. Though it showed decline in 2017, the size of the affected population was still more than 5 million. This catastrophe was followed by tragic flooding in 2018 due to overflow of the Genale and Wabishebele rivers and heavy rains that affected thousands of people in Somali, Oromia and Southern regions affecting more than 382,000 and displacing 172,000 of which half are women. The flooding has caused considerable damages on livelihoods and infrastructure destroying houses, schools, health facilities, roads, bridges, water sources, etc. This was accompanied by ethnic conflicts arising in several parts of the country causing the displacement of many more. The number of conflict induced IDPs in the country had already recorded significant rise in 2015 and continued to grow swiftly over the years with the emergence of new conflicts in different parts of the country. In the first half of 2018, the humanitarian situation in the country has deteriorated significantly, with continued inter-communal violence along border areas of Oromia and Somali regions, border areas between Oromia and Southern region, and in the West Amhara region. There were more than 1.3 million new displacements linked to conflict between January and June 2018 among which 50 percent were women. Furthermore, the country has also seen recent urban displacements in 2019 due to political unrest which has affected women and children. It is apparent that recent years have recorded a considerably growing trend of internal displacements in the country due to drought, flood and internal conflicts with the total number of IDPs reaching around 3 million in April 2019.

Measures have been taken to respond to the crisis in these regions by mobilizing emergency response providing shelter, food, water, medical services and other support and coordinating donations from different aid providers to relieve the devastation. The contribution of the Ethiopian people both in the country and the diaspora was also tremendous. In addition, the government has been working hard to ensure sustainable protection and the rule of law in conflict affected areas and to strengthen and repair inter-regional and community relationships in order to facilitate the return of internally displaced persons. Through continued efforts of the government in collaboration with traditional and religious leaders, a large percentage of the internally displaced have returned home or have been permanently settled elsewhere.

¹ This part addresses the question on the Reporting Guideline whether humanitarian crisis affected the Beijing implementation of BdPfA.



Despite these efforts, facilitating effective humanitarian access for international organizations and non-governmental organizations to areas affected by armed conflict has been a challenge for government and women and girls have suffered from lack of basic services and support. Gaps in ensuring the effectiveness of gender-responsive emergency and humanitarian response and crisis management have also become apparent.

The humanitarian crisis experienced in the past five years has posed great challenge in realizing the commitments in the BDPFA towards the advancement of women in all areas of life. The detrimental effects have been felt in the area of food security, housing, access to basic services including health, education, social protection, etc. that are crucial to the betterment of women and girls and the enjoyment of their rights. The widespread displacements have disproportionately affected the lives of thousands of women from loss of livelihood and healthy living to loss of life. In most instances it was difficult to provide IDP with adequate and dignified shelters IDPs for example, have been sheltered in churches, schools, tents, municipality or local administration compounds, among local community, or open spaces. Most of these places are overcrowded and not segregated based on sex and age inevitably compromising the privacy and protection needs of women and girls. A number of IDPs have been living in dire situation with shortage of food, shelter, clean water, non-food items and exposure to diseases. Moreover, cases of sexual violence and other forms of gender based violence have been reported in IDP camps including those alleged to have been perpetrated by security forces. There were also huge gaps in terms of providing gender and victim friendly services and psycho-social support.

1.4 Priorities for the Coming Five Years

Maintaining the prominence given to gender equality and empowerment of women and girls in all national development efforts, the GoE continues on accelerating the on-going efforts. Without shying away from the GTP priorities, taking stock of gains made and lessons learned as well as seizing the emerging legal, policy or strategy frameworks, the following five areas will comprise priority focus areas for the coming years.

- i. ***Increasing women's political and public participation***: is going to be a key priority. Given that the year 2020 is going to be a year of elections, political participation and representation of women will be an issue in the spot light. This is particularly relevant in line with the revision of the electoral law and the focus of the Electoral Board's renewed commitment to ensure the effective participation of women and the gender responsiveness of the electoral process through relevant measures. The new civil society law, the revisions of media and access to information law, anti-terrorism law, and other relevant laws widening the democratic space create great opportunities to



women's mobilization and participation in the election process and broader public and political activities and roles.

- ii. **Advancing women's economic empowerment:*** economic empowerment of girls will continue to be at the center of GEWE programs in the coming years. In particular intensifying the participation of women in employment and the economic sector with the introduction of minimum wage, revisions of the labor law with favorable working conditions, gender-responsive implementation the Industrial Strategic Plan, intensifying measures to sustainable job and business creation, and expanding access to finance and credits, market networks, assets or capital creation, skills and technology.
- iii. **Enhancing access to social services:*** The GoE will devote all necessary efforts to expand social service and social protection to women and girls to achieve the SDGs and BDPFA commitments. Some the specific areas , for example, with the Education Road Map being endorsed, gender equality and gender mainstreaming in all spheres of the education sector and scaling-up the access and quality of gender-responsive education services will be one important area of focus for the coming years. Specific areas in line with the Road Map and the broader policy framework will be identified. With respect to health service, quality improvement will be a major area of intervention. New initiatives and plans have been developed recently such as the Ethiopian Hospital Services Transformation Guideline, National Quality Improvement Training Guide, institutionalization and strengthening of quality units and training programs to health professionals on quality improvement. Measures to enhance access to justice will feature another priority for the coming years. In particular, given the endorsement of the Legal Aid Strategy combined with the opening of the civic space, appropriate actions and strategies in line with the current context will be identified with greater collaboration with non-governmental and civic organizations. Through intensifying intersectional approaches, access to services, information and support to marginalized groups and those in situation of heightened vulnerability.
- iv. **Eliminating violence against women and girls:*** will continue to be a focus area for the next five years and with the revision of the Multi-Sectoral and Integrated Response to Ending Violence against Women and Child Justice Action Plan, efforts will be more coordinated. The revisions of the Criminal Procedure Code is hoped to bring instrumental improvements in addressing procedural barriers and facilitating access to justice and gender-responsive criminal justice sector response to VAW cases. The coming years will also focus on expanding specialized courts, one-stop-centers, shelters and legal aid that provide services and support to survivors of GBV. Moreover, the implementation of the National Roadmap on Child Marriage and FGM will be instrumental in meeting the goals of eliminating the practices.



- v. ***Eliminating discriminatory norms:*** changing negative social norms and gender stereotypes will remain an important area of focus in view of the fact that negative social norms and gender stereotypes are still a major constraint in guaranteeing women's and girls' equal rights. The implementation of the Social Norm Change Manual will be vital in this regard. Together with the existing laws that uphold equality of women and girls in social, economic, political and cultural spheres, the social norm change initiatives will have instrumental contributions in eliminating discriminatory norms and practices.



II - Progress across critical areas of concern in thematic clusters

This section covers progress across the twelve critical areas of concern of the BDPFA. These critical areas of concern include women and poverty, education and training of women, women and health, violence against women, women and armed conflict, women and the economy, women in power and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and the media, women and the environment and the girl-child. The section is organized in a manner that presents progress made across the above critical areas of concern in light of the six thematic clusters aligning the BDPFA with the 2030 Agenda.

2.1. Inclusive Development, Shared Prosperity and Decent work

2.1.1. Women's Participation in Paid Work and Employment

Women's participation in the labor force of the country has been growing progressively over the years despite persistent gender gaps across all sectors. In 2016/2017 women held 36.53 percent of the positions in government employment at national level compared to 32.8 percent in the year 2009/2010. On the other hand, according to EDHS, 48 percent of married women aged 15-49 were employed by 2016 compared with the 99 percent their male counterparts in the same age group. The fast growth of the Ethiopian economy over the last decade has resulted in an increased participation of women in the labor force. The overall participation of women in the Ethiopian labor market has grown to 77.8 percent even though the significant proportion of the participation (36 percent) is in the informal sector. Relevant measures have been taken to promote equal access for women to employment and to eliminate discrimination against women in this sector.

With the view to monitor the proper implementation of the labor law, a labor inspection system has been established which asserts the implementation of such rights both in private and public sectors covered by the law. The labor inspection service operates from the federal to the regional level by



assigning labor inspectors mandated to follow-up and inspect the minimum working conditions of workers which has integrated gender indicators in order to detect gender based violations or discrimination. For instance, maternity leave, sexual harassment, etc. are among the minimum working conditions included in the checklist of the inspection manual to be implemented regularly. Whenever non-compliance is identified, labor inspectors would provide instructions to the employer to take corrective actions within a certain period or they will also refer the matter to court. This indeed being an important tool to audit and redress gender based discrimination and violations at work, there is however less gender analysis and reporting. Specific actions taken by inspectors on gender issues, the amount and nature of complaints involving gender based discrimination and the achievements hitherto are not well documented. There needs to be a systematic capacity development to ensure the gender responsiveness of the labor inspection mechanism and to strengthen its effectiveness in addressing the rights of women workers.

A thirteen- year Industrial Strategic Plan (2013-2025) which seeks to increase employment opportunities for Ethiopians has been adopted by the Government. The strategy prioritizes labor intensive, women-dominated sectors such as textile and garment, meat, leather and leather products, and agro-processing; potentially providing increased employment opportunities for women. The implementation of this strategy during the reporting period has indeed proved to be a positive development in terms of job creation for Ethiopian women as it is ushering more women into paid full-time jobs in the said sectors. It is important to note that the strategic framework aims to bring more women not only to low skilled job but also to medium and high skilled ones. Accordingly, 60 percent of low and medium skilled jobs and 30 percent of skilled jobs are targeted to be held by women by 2020.

In addition to participation in jobs created through MSMEs (sec 1.1.3 above), millions have also found employment in regular and mega development projects undertaken by the government. It is estimated that, so far under GTP II, 5.5 million new jobs have been created with women taking a considerable share of these jobs opportunities. It was reported that in the 2017/2018 fiscal year, 133,000 jobs were created in industrial parks across the country with a substantial majority going to women (for example, 89.7 percent and 90 percent of new positions in Bole Lemi and Hawassa industrial parks were occupied by female workers respectively). Increased women's participation was also observed in the emerging manufacturing sub-sectors such as ICT manufacturing, but women still tend to be overrepresented in lower skills strata at production. The gap is more prevalent in high skilled jobs or traditionally male dominated sub-sectors such as the chemical and metal engineering industries (for example only 10 percent and 20 percent of women work as high skill production workers in these sub-sectors respectively). The trend in women's participation in manufacturing sector shows high concentration in textile and garment, and agro-industry processing, food and beverage (traditional and domestic labor dominated) and other limited agro processed exportable goods. Women are underrepresented in managerial or higher positions in almost all sub sectors. This is mainly attributed to societal biases about women's leadership role in general and perceptions about managing manufacturing as "difficult" for women. Similarly, they are also underrepresented in labor unions and sectoral associations which has detrimental implications on their collective bargaining.



The importance of the government's job creation schemes in opening entry points for millions of Ethiopian women into formal paid work cannot be overemphasized. The setback however remains that most of these jobs are low-skilled and low wage which will reinforce the concentration of women in such type of jobs. This coupled with the absence of minimum wage implemented in the private sector, will leave women far behind in securing decent jobs with the desired entitlements to improve their lives and enjoy their rights. Currently a study is underway to have a universal minimum wage applicable to all sectors and employees. Moreover, lack of decent working conditions and heightened risk of GBV in industrial parks are constantly reported. Closer assessment of the sector further identified that limited information about opportunities, lack of safe and affordable housing, lack of flexible working conditions and essential facilities, weak protection from work place violence and harassment, limited reproductive health knowledge and services, and absence of gender structures in most factories constitute among the major challenges facing female workers in accessing and maintaining employment the manufacturing sector.

On the other hand, stark gaps in implementation of equal pay for equal work, and work place safety have become dominant in certain sectors such as construction. The gender pay gap between women and men (23 percent) in some sectors and the large concentration of women in the informal sector (36 percent) who are not covered by social and labor protection has become a huge concern. In particular, the lack of adequate protection for domestic workers leaves them to heightened vulnerability to abuse and exploitation. Taking this into account, the Government has turned attention to possible policy considerations for improving the working conditions of women both in terms of payment and safety in the informal sector.

The new *Overseas Employment Proclamation* (Proclamation No. 923/2016) is another important development within this reporting period as it aims to improve the working conditions and protect the rights of Ethiopian migrant workers. The law requires a bilateral labor agreement for labor exchange to occur, sets the minimum age of labor migrants, calls for the appointment of labor *attachés* in Ethiopian embassies abroad and defines their functions, provides for the establishment of an independent public employment agency to identify and train migrant workers, and imposes more responsibilities and accountability on private employment agencies with greater government oversight of their activities. The Proclamation stipulates strict requirements for licensing and advertising by private agencies for overseas employment and provides penalties for violation of the stipulations. Accordingly, in order to improve the working conditions and protect the rights of Ethiopian migrant workers, the Government has signed bilateral overseas labor agreements with four Middle East countries, major destinations for Ethiopian migrant workers, especially women seeking to be hired in domestic work. Efforts are also being made to assign labor *attachés* to provide advice and follow-up in Ethiopian embassies and missions in countries where there are significant numbers of Ethiopian migrant workers. Ethiopia has recently reached an agreement with Saudi Arabia and Qatar on a minimum wage for Ethiopian domestic workers in those countries. Further negotiations on the



same are also on-going with the UAE and Kuwait. These measures, coupled with the labor agreements are expected to improve the working conditions of Ethiopian migrant workers.

To improve the overall gender responsiveness of the labor market policy, the employment policy came up with the following gender specific strategies that include: strengthening women for targeted vocational and skill training programs to ensure the competency of women in the labor market; providing appropriate legal protection for women against gender related discrimination in the labor market and employment and at workplace; strengthening supports that enhance the benefits of women in projects and programs aimed at job creation; providing support to improve the accessibility of women to benefit from programs aimed at enhancing business skills; improving the productivity and income of women by enhancing the supply of technologies; and providing the necessary support to establish day-care centers in or around working premises. This is a progressive policy framework that has laid the foundation for the positive practices that are mentioned in this section in relation to employment.

2.1.2. Work-family Conciliation/Unpaid Care and Domestic Work

The GoE is committed to taking all the necessary measures to balance the protection of the family and protection of women's right at work. Several legislative and procedural measures have been taken to this end. To mention few, the Government has enacted a new legislation in 2017 (Civil Servants Proclamation (No. 1064/2017) that guarantees more favorable working environment for civil servants particularly working women. In addition to reasserting equal pay for equal work among men and women, the provision of day care in office spaces, the extension of maternity leave from 90 days to 120 days and paternity leave from 5 days to 10 are among the major developments introduced to support and strengthen the role of women with family in paid full time work. In recognition of the fact that the burden of child care hold women back in the labor force, the mandatory provision for government institutions to put in place child care facilities goes a long way in improving the rights of women when operational nationwide. The directive by MoWCY clearly states that day care centers should be staffed with babysitters and nurses trained to care for children between six months and two years. Currently, close to 75 day care facilities have been established across various government institutions for working mothers. This burgeoning effort is an important step towards reducing the burden of work-family balance on women and increases their participation and efficiency in paid work as reported above. Despite such progress in civil service, there is still setback in the private sector and public enterprises where maternity leave is still at its lowest (90- days), no provision of day-care and others. In this regard, it is worth to note at this point that GoE is working on the revision of the labor law with the view to bring working conditions in the private sector.

The Urban Productive Safety Net Program (UPSNP) is an important package introduced by the GoE with valuable components for women's right at work in particular family-work balance. The UPSNP



introduced a package for women to participate in public works with some income earning. The program is designed to respond to the unique needs, interests and capabilities of men and women to ensure that they benefit equally from the program and by promoting the participation of both men and women equally in decision-making structures and responding to women's responsibility for both productive and reproductive work and the differential access of female-headed households to resources. The USNP has a role on parents who had infants and involved in the public work program. Those who have infant children are given a chance for 'late arrival and early exit' in the daily work of the productive safety net groups, which gives extra-time for women to take care of their child and the housework. Lactating mothers also are allowed to take leave up to one year of giving birth without interrupted income. Moreover, there are mobile child care centers to care for their babies while they are at work.

In the private sector in particular in manufacturing, there is lack of flexibility in most establishments in terms of accommodating the work-life balance of families /mothers. Almost non-existent child care facilities stand out among the factors that severely affect the working environment. The implementation of the Kaizen (factory improvement) pilot program is a promising start towards improving productivity and safety in industrial jobs. It aims to improve productivity through attitudinal change and work organization/system in which gender has been added as one of the key performance indicators. Thus, gender-friendly components such as breast feeding and separate changing rooms, toilet and better health and safety measures are progressively integrated by some companies implementing Kaizen as part of organized work place outcome.

Despite the encouraging progress in family-work particularly taking into account the disproportionate burden of unpaid care work on women, promoting the participation of men and boys in unpaid household work within the family is an area that has not gained the deserved attention. According to EDHS 2016, about one-third (37 percent) of husbands occasionally provide any help with household chores. The promotion of equal or fair distribution of care and household work between men and women as well as boys and girls is crucial to ensuring the active participation of women in education, paid work, politics, leadership and several other spheres in which women and girls should equally and rightfully take part, and benefit from. Furthermore, Women's unpaid care work remains undervalued and less recognized. The calculation of unpaid care work in national statistics is a major gap that has not been addressed so far. Moreover, there is lack of recognition of women's unpaid contribution to marriage. This is accompanied by detrimental effects in particular during division of common property at the time of divorce or separation.



2.2. Poverty Eradication, Social protection and Social services

2.2.1 Measures to Reduce Poverty among Women and Girls

Poverty reduction is the core objective and central development agenda of the Ethiopian government. The primary objective of the GTP II being implemented from 2016 to 2020 is reducing poverty through broad based, inclusive, accelerated and sustainable economic growth. In line with this, Ethiopia is investing heavily to reduce poverty and promote social development. This is demonstrated by the significant proportion of public spending on pro-poor sectors has increased by two-thirds from 2004/05 to 2016/17. Measures have been taken to ensure vulnerable sections of society including women and girls benefit from the overall economic growth of the country. This has incubated in all the sectors: education and training, health, employment, asset ownership and other relevant areas discussed so far.

The Urban Food Security Strategy, the National Social Protection Policy, Urban Development Policy, Job Creation Strategy and Household Asset Building Programs are initiatives of the Government to reduce women's poverty and enhance and sustain development outcomes favorable to women. The Government has also been implementing a comprehensive social protection program to help the poor maintain their livelihood. The Productive Safety Net Program (PSNP) is the largest social protection program in Africa which support close to eight million chronically food insecure people and has been implemented since 2005. It is now in its fourth phase. More specifically the Urban Productive Safety Net Program of Ethiopia, which is also a large scale program in sub-Saharan Africa, is supporting more percentage of women than men in almost all cities where the program is in place. In some regions such as Afar and Somali, the proportion of women beneficiaries has reached 80 percent. One of the components of the safety net programs to support women sustainably is that, the women who are involved in public work activities have committed to save 20 percent of the income for a future creation of asset/business. At the end of the three years period of their involvement in the public work, the program grants a top up amount on their three years saving to make a start-up capital for their envisioned business establishment. Besides the financial support, the program arranges business development services to help them establish a business with the knowledge of basic business features. The service includes continuous trainings on different aspects of business development and financial management.

Given the multifaceted nature of poverty, relevant measures to reduce poverty among women and girls are tactically interwoven across several sectors in order to address the needs of women and girls in all spheres and life cycle. Thus, most of the interventions and progresses recorded in poverty reduction are covered under other sections, and with the view to avoid repetition, cross-references to relevant sections are indicated. As part of the poverty reduction program, the GoE strengthened so-



cial protection programs for women and girls including through cash transfers for women with children, facilitating public works/employment schemes for women of working-age, direct support/pensions for older women (see 2.2.2 below on social protection), and support to those in vulnerable situation (see section 1.2 on addressing intersectional discrimination). On the economic empowerment front, government heavily invested on job creation and supporting women's entrepreneurship and business development activities (section 1.1.3), and augmented access to land, housing, finance, technology and/or agricultural extension services comprises part of poverty reduction (see sections 1.1.2 on access to vital resources; 1.2.3 on rural women).

2.2.2. Access to Social Protection for Women and Girls

The National Social Protection Policy of the country adopted in 2014 aims to expand social protection coverage to vulnerable household. An accompanying strategy was adopted in 2016. The components of the social protection program in Ethiopia include promotion of productive safety net; promotion of employment opportunities and improving livelihoods; promotion of social insurance and increasing equitable access to basic social services; and providing legal protection and support to citizens exposed to violence and oppression. To this end, various strategies and programs such as the health extension and the productive safety net programs contribute towards the implementation of the policy. The Policy also envisages the provision of skills training and micro-finance credit services for the poor and vulnerable as well as the establishment of labor market information system.

The social security schemes focuses on the vulnerable, which includes children, women, people with disabilities, elderly people, the underemployed and those at risk because of social and natural problems and others. It also covers employees of both the public and private sectors. In particular women have been targeted in, and have consequently benefited from, the policy implementation. One of the main thematic areas of the policy implementation is the employment sector owing to the dire need to reduce unemployment in the country and to promote livelihoods. This is complemented by the National Employment Policy and Strategy that is aimed at scaling up women's capacity in training and creating access to job opportunities in different industry and labor market demands.

One of the best features of the social protection system in Ethiopia is the PSNP, which recognizes the risks and vulnerabilities of women and girls. Generally, PSNP as a social protection program, is designed to address concerns of social equity such as gender equality and to apply measures that improve social services to vulnerable groups in addition to enhancing incomes and capabilities. The Program incorporates employment opportunities; direct cash transfer; household asset building; small-scale social cash transfers including non-contributory pensions; disability grants; cash grants to very poor families with children; and low interest loans aimed at poor households that have the capacity to engage in the economic activities. The household asset building gives priority to female-headed households through its program of preventing asset depletion by assisting food insecure households to transform their productive systems. Overall, more than 50 per cent of the beneficiaries of the PSNP were women. Looking at different sub programs, as of 2017, 440,847 women took part in the house-



hold asset-building program; 520,357 women got training on business plan preparation; 220,404 received credit service and technical assistance. (See more in Table

4 in the annex)

The PSNP is designed to ensure that women at all levels benefit equally from the program by taking into account maternal and childcare responsibilities. Gender-specific actions that transform the inequalities between women and men have been identified through gender analysis and mainstreaming. Gender specific components of the PSNP include the exemption of pregnant and lactating women and caretakers of malnourished children from public works, flexible hours and light work for women, and introducing Water Sanitation and Hygiene (WASH) interventions that eased women's time and labor burden in fetching water from longer distance. It also provided linkages to social services including utilization of health and nutrition related services that empower women. Accordingly, women are supported to access maternal and child health services at every level and to support their nutrition and health seeking behaviors during pregnancy and during their child's infancy, and subsequently to support the development and growth of their young child.

Women in the PSNP receive training, agricultural inputs (tools, seeds) and technical support to establish home gardens which helped to increase the production, consumption, and sale of fruits and vegetables to promote dietary diversity and income. Women headed chronically food insecure rural households are supported by boosting access to improved farming inputs and creating income earning agricultural activities, to be engaged in livestock fattening and dairy production whereas urban women are given various life and entrepreneurial skills, access to loan and market linkage. To support women's ability to create businesses and secure their own livelihoods, the government encourages financing of female-owned businesses through revolving funds, loan and credits. With respect to supporting empowerment, the program also encourages women to participate in decision-making about production, the use of resources like land, water, or capital, and control over income.

The Food Security Program (2015–2020) adopted in the reporting period introduced specific gender and social development provisions to address the severe impacts of food insecurity on vulnerable women and children. The gender provisions of the Food Security Program address the demands of female heads, pregnant women, and women in marriage. The program provides direct support for pregnant women and lactating mothers. Further, it is not limited to addressing the immediate impact of food insecurity but also focuses on building livelihoods of poor and vulnerable households. The Program has a special emphasis on female heads of households, people living with HIV and AIDS, women in polygamous households, divorced women, and women with disabilities. The Program provides for joint client card entitlement for husband and wife in order to ensure women in married households have equal say.

2.2.3 Improved Health Outcomes for Women and Girls

Over the last two decades, Ethiopia has invested heavily in the health system guided by its pro-poor policies and strategies resulting in significant gains in improving the health status of Ethiopians. As a



result, Ethiopia achieved most of the MDG targets notably a 69 percent decrease in maternal mortality from the 1990's estimated 1400 maternal deaths per 100,000 live births and improvement in contraceptive prevalence rate from 3 percent to 42 percent during the same period. In the period between the years 2014 and 2019, the Ministry of Health (MoH) has taken several measures that enable the country to maintain past achievements and further improve health outcomes for women.

The Government has strengthened the implementation of the Health Extension Program, which deploys 38,000 (98 percent female) health extension workers in rural and urban areas. The Health Extension Program (HEP) is created in response to the rural community's need for basic health services. The extension workers drawn from the community provide door-to-door services in order to facilitate access to quality and affordable health care. The Program gives special attention to mothers and children in rural areas focusing on maternal, neonatal and child health interventions to the community with the goal of reducing maternal and child mortality. Moreover, in addition to expansion, considerable progress has been made in improving the quality of health services through HEP. Further, with the view to build on the gains of the HEP and ensure continuity, the Government has launched a community based initiative, the Health Development Army (HDA) composed of households, which is designed to promote participatory community engagement and empowerment. This is crucial in ensuring the continuity and sustainability of health programs through community engagement in the administration and regulation of their respective local health facilities and community health interventions. The HDA promotes and ensures women's participation and representation.

A Community Based Health Insurance (CBHI) scheme was introduced during the previous reporting period (2011/12) to ensure universal health coverage which since has seen an increase in implementation and expansion during the reporting period. The main focus of the CBHI is mobilizing community resources to provide health insurance for its members. The program is designed to benefit women who have limited access to quality health care due to economic, cultural and mobility related constraints. In 2017, the total number of *woredas* with CBHI reached 377 and out of which 248 are providing the necessary health services to their members as a result of which women benefited and their access to health services improved. Results from the scheme demonstrate that because Community Based Health Insurance (CBHI) members could access healthcare without having to pay any fee at the time of service, many women and children could now go to healthcare centers without requesting for financial support from the male head of the household. Their CBHI card gives them the agency to simply walk into a healthcare center and demand for healthcare assistance.

Expansion of health infrastructure and workforce was one of the health sector's main agenda in terms of improving the health outcomes of women and girls and the general population at large. In line with this, the number of health facilities and work force has increased many folds over the since 2014. There has also been a linear increase in Health Posts (HP) and Health Centers (HC). The total number of health posts rose from 16,048 in 2012/13 to 18,816 in 2017/18. Expansion of health centers also plays a pivotal role for the achievement of universal primary health coverage that benefits women



and girls. Through the joint efforts of Federal Government and the regional states, the total number of health centers increased from 3,100 in 2012/13 to 3956 in 2017/18. Progress has also been made in increasing the number of hospitals from 127 in 2012/13 to 402 in 2017/18.

This was accompanied by expansion of the healthcare workforce in line with the strategic focus of the HSTP to ensure the availability adequately skilled health personnel. There has been continued massive scale up of training and education through higher education and vocational training institutions which has devoted particular focus to training of professionals who are in scarce supply such as medical doctors, emergency surgical officers, and midwives. The total number of the health workforce increased from 4,945 in 2013 to 46,078 in 2017/18 resulting in improved ratio of health worker to population particularly that of mid-level health workers such as nurses midwives and health officers. There is also increase in the number of specialist in Gynecology-obstetricians, pediatricians and surgeons. All proved to be highly relevant in improving response to the health needs and concerns of women and girls.

In the past three years of HSTP implementation, improving trend observed in the performance of the reproductive and maternal health indicators owing to improved availability of essential reproductive health services (family planning, maternal and newborn services) as well as basic and emergency obstetric and newborn care. See section 1.1.5 on achievements in reproductive health care. See also Table 2 in annex which illustrates the progress in maternal health indicators since 2014. All the above interventions improved access to health service and health outcomes. The proportion of women aged 15–49 who report having at least problems in accessing health care decreased from 96 percent in 2005, to 94 percent in 2011, and 70 percent in 2016.

However, the Ethiopian health system has been suffering from triple gaps (coverage, equity and quality). Global empirical evidences and practical lessons from countries have shown that increasing coverage of health care alone is not enough to save most lives; quality of health care must improve to the standards. On the other hand, disparity in accessing and utilizing available health care among women depending on their socioeconomic status and area of residence (rural vs. urban) is the critical challenge. Addressing these triple gaps has been the priority agenda of the sector and efforts towards this will continue in the coming years.

2.2.4. Improved Education Outcomes and Skills for Women and Girls

The fifth education sector development program (ESDPVV), covering the period from 2015/16 to 2019/20, and the revised gender strategy in the education sector (Gender Equality and Girls Education Strategy), aimed at eliminating gender barriers in education. The GoE has taken several measures to increase women and girls' access to, retention in, and completion of education, technical and vocational education and training (TVET) and skills development programs. Accordingly, several efforts have been made by the government to ensure the equal involvement of women in education. These efforts are bearing an encouraging outcome in terms of overall increase in the enrolment, retention and completion rate of girls at all levels of education. Improvements in girl's dropout for



grades 1-8, grade 5 survival rates, and secondary school enrolment were noted (see Table 3 in annex for trends in secondary school enrolment). The number of institutions as well as their intake has increased in the latest years.

To strengthen the girl's education and address challenges relating to distance between residence and schools, the Government has developed guidelines on the provision of hostel services for female students. The hostel is part of the ongoing effort to reduce girl's drop out. Hostels are built by government and various non-governmental to meet the needs of female students who travel long distance to get to schools and cannot afford to rent a house in the town. Similarly, through United Nations Joint Program (UNJP) Gender flagship, the MoE is providing financial assistance to girls from underprivileged families to attend school. This program that targets reduction of dropout rates is operational in the four emerging regions of the country namely Benishangul Gumuz, Gambella, Afar and Somali Regional States. Further, the government has been implementing free primary education strategies to attract children to school such as school feeding program in selected chronically food insecure areas.

Women and girls access to higher education has generally increased; by the academic year 2017/18 the female students proportion was 34.53 percent, in postgraduate enrolment the female share was 16.6 percent for Masters and 9.7 percent PhDs. But this progress is marked comes with a high gender gap among the students enrolled in higher education. On the other hand, encouraging results have been registered with respect to women's participation and benefit in education support programs. During the 2018 fiscal year, it was targeted to give women full or partial scholarships or discounted education fees to expand their access to educational opportunities. Accordingly, it was reported that, as of 2018, close to 10,000 women have earned their degrees and diplomas from various colleges and universities through this support program.

The Ministry of Education (MoE) has introduced a gender sensitive guideline for curriculum development and a specialized course for Teachers Training College integrated as a common course to deliver the teaching learning process gender-responsiveness. Moreover, with the view to mainstream human rights approach and gender-responsiveness in the education sector, gender equality and human rights trainings have been given on a yearly basis to gender experts, directors of directorates, educational experts, teachers and administrators, teachers' education trainers, and support level staffs working in education institutions and offices.

Focus has also been given to enhancing female leadership in schools. Female leadership in schools is expected to encourage more female participation among the teaching body of the school. The revised "Gender Strategy in the Education and Training Sector" in 2014/15 aims at eliminating gender barriers in all levels of education and ensuring equal participation of women in teaching as well as educational leadership and management. Female principals make a significant difference where girls often face social and cultural barriers in education. They serve as role models for girls to go to school and continue their education, thereby contributing to efforts in narrowing the gender gap in schools. Accordingly, it was targeted to increase the numbers of female school principals by training around



3000 primary school principals between the years 2016-2017. The initiative included providing short-term trainings, conducting consultative meetings with regional state officials and experts, and the development of a strategic guideline on female leaderships as well as follow up and placement of the trained female teachers.

The measures in the past five years have also included increasing access to skills and training in new and emerging fields, especially in science, technology, engineering and math (STEM). For the purpose of improving mathematics and science education outcomes for women and girls, practical trainings were provided to mathematics and science teachers. In such training programs, priority is given for female teachers and this has helped them improve their knowledge and skills to deliver their teaching effectively and efficiently. In STEM education both male and female students were given the opportunity to participate in project work with particular attention devoted to encouraging female students. The STEM sector has trained selected female students in primary and secondary schools (e.g. on mobile application software), and further facilitated scholarship arrangement for advanced study abroad. To encourage and increase women's participation in innovation and technology research grants were introduced in through which 20 percent quota is reserved for women in researchers while they also compete for the remaining 80 percent with men researchers. This has proved to bring more women into innovative work. A Science Fair comprised of exhibitions and competitions is used to create a platform and to increase the number of female participants in science and innovation. The Science Fair exhibitions organized in recent years have facilitated opportunities for female students to display their innovative works to the public. The Science Fair competition that runs amongst teachers and students in separate categories awards the best innovative work from each category. Furthermore, a separate female innovation category is included in the competition that encourages and awards female innovators. The number of female participants in these annual science and innovation competitions and exhibitions has shown encouraging growth year by year, bringing new innovative efforts and outputs from women and girls.

Measures have also been taken towards ensuring violence free, safe and gender-sensitive school environment. MoE's Gender Equality and Girls Education Strategy adopted during the reporting period provides for detailed strategies to address sexual harassment and other forms of violence in educational institutions. Further, anti-sexual harassment code of conduct has been prepared and rolled out for implementation at all levels of schools. School clubs were also created and supported. The other critical issue is access to water and sanitation in schools, a determinant factor for girls schooling and their potential to benefit from education opportunities. To increase access to water and sanitation in schools, the GoE in collaboration with the World Bank, UNICEF and other partners has made menstrual health management (MHM) available for high school girls across the country. A Water Sanitation and Hygiene (WASH) facility for primary and secondary schools has been delivered and has contributed to advance girls access to water and sanitation in schools. This has ultimately improved girls inclusion in the education system by responding to their particular needs. Gaps are however observed in putting in place measures to address adolescent pregnancies and support adolescent girls to continue their education in case of pregnancy and/or motherhood.



Despite all the successes registered in increasing access to education, ensuring equity and quality of education has remained a challenge. To overcome the challenge, the MoE has developed an Education Development Roadmap. When implemented, the Roadmap is expected to improve the equity and quality of education. Moreover, the Ministry is implementing the Second Phase of General Education Quality Improvement Project which aims to improve learning conditions in primary and secondary schools and strengthen institutions at different levels of educational administrations.

2.3. Freedom from Violence, Stigma and Stereotypes

2.3.1 Harmful Traditional Practices

Harmful traditional practices such as Female Genital Mutilation or Cutting (FGM/C) and early marriage are still widely practiced and remain a major challenge. Ethiopia is committed to eliminating harmful practices through strategic and programmatic measures. These include putting in place a National Harmful Traditional Practices (HTPs) Strategy founded on the three-pillar approach of: prevention, provision, and protection. This targeted approach guides the national effort and helps to galvanize the support of stakeholders to end the practice as well as mitigate the impact of FGM/C. The 2013 National Strategy and Action Plan on Harmful Traditional Practices against Women and Children has been accompanied by a Social Norm Change Communication Strategy. A National Alliance to End Child Marriage and FGM headed by MoWCY and composed of various sectoral ministers, national associations, and faith based, international and local civil society organizations have been established to coordinate the implementation of the National Strategy. Moreover, the Government refreshed its commitment to end FGM/C and child marriage by 2025 at the London Global Girls' Summit held in July 2014. The commitment, which employs an integrated and comprehensive strategy, puts girls at the center and targets girls themselves, families and communities, service providers, and policy makers. As part of the commitment, the following key areas have been identified: improving availability of data; strengthening coordination; putting in place accountability to enhance enforcement of the existing law; and increasing the budget by ten percent for the effort to end the practice altogether or decrease it to the minimum.

According to EDHS 2016, 65 percent of Ethiopian women aged 15-49 are victims of FGM. Somali and Afar regional states have the highest FGM rates with 99 percent of women aged 15-49 having been circumcised. The FGM prevalence has decreased from 74 percent in 2005 with a notable decline among younger women (aged 15-19) which currently stood at 47 percent in 2016, showing a 24 percent decline over ten years. Among girls who are currently age 14, 38 percent have been circumcised.

In January 2017, the Ministry of Health issued a circular banning medicalization of FGM in all public and private medical facilities and stating that any form of FGM in medical facilities will be subjected to legal actions. This goes hand in hand with the criminalization of FGM under the Criminal Code of 2005.



Between 2016 and 2018, around ten million people were reached through awareness creation and mobilization campaigns on gender based violence, HTPs and trafficking in women and children, closely working with religious and tribal leaders, community elders and women's and other grassroots associations efforts to influence community attitudes and actions against HTPs. Both MoWCY and the EHRC demonstrated their active engagement in organizing targeted consultative forums, capacity building trainings and awareness events. These awareness programs have some impact in the reducing trend recorded with respect to FGM practice. It's reported that, as a result of the awareness creation and community mobilization campaigns, incidences of child marriage and FGM have been reduced to 16 percent and six percent respectively at the national level.

There is still an underreporting of FGM and HTPs cases in general, and investigation and prosecution rate is low. EDHS 2016 report indicates that the decline in prevalence may in part be a result of underreporting following the criminalization of the practice in 2005. Women in rural areas are more likely to be circumcised than their urban counter parts (68 percent and 54 percent respectively). However, the reporting does not go hand in hand with this estimate of vulnerability. Therefore, concerted and intensified efforts are required in expanding current awareness creation efforts to reach all parts of rural Ethiopia; strengthening existing mechanisms to eliminate HTPs; strengthening justice sector responsiveness to HTPs; and developing targeted interventions in high risk areas.

2.3.2. Trafficking in Persons

The reporting period has seen the introduction of relevant policies, strategies or actions plans and laws that strengthened the protection of women and girls from trafficking. The major policy initiatives undertaken by the GoE directly related and having a bearing on trafficking in women and children since 2014 include the GTP II (2015-2019/20), NHRAPII (2015/16-2019/20), National Plan of Action to Combat Trafficking in Persons (2015/16-2020) and the Five Year Strategic Plan (2014/15-2019/20). Under the GTP II, combating human trafficking is identified as one of the strategic pillars under the labor affairs sub-sector's development plan. NHRAPII identifies a number of strategies to be undertaken including, strengthening the national council to prevent human trafficking, conducting public forums of public awareness in areas especially affected by trafficking, and strengthening actions to bring perpetrators to justice.

The comprehensive anti-trafficking law, the Proclamation, imposes stringent penalties ranging 15 to 25 years of imprisonment and fines of 150,000 to 300,000 Ethiopian birr. The punishment for aggravated trafficking offences including trafficking of children, women, or any one impaired; resulting in physical or psychological harm; committed using drugs, medicine or weapons as a means; committed by public official or civil servant; or by a person having power over the victim goes from 25 years to life imprisonment with fine of 200,000 to 500,000 Ethiopian birr. The new proclamation also introduced a compensation scheme for victims to be collected from perpetrators. The introduction of this law contributes to appropriate legal response to protect women and girls from trafficking and exploitation.



The government has enhanced its efforts to prosecute traffickers. FAG has established a special unit for investigating crimes of human trafficking. To enhance the capacity of the justice sector in relation to the crime of trafficking, both federal and regional governments provide trainings to their justice sector personnel. They also partner with international organizations such as International Organization for Migration (IOM) and civil society stakeholders to fund and conduct such trainings. Since the promulgation of the Prevention and Suppression of Trafficking in Persons and Smuggling of Migrants Proclamation No. 909/2015, 2,686 persons have been indicted at both federal and regional levels out of which 1,178 have so far been convicted.

The Ministry of Labor and Social Affairs undertakes awareness raising campaign to combat human trafficking. It uses public and private television and radio stations, print media, pre-existing community organizations and other mechanisms to raise awareness on human trafficking and smuggling. Moreover, 325 Community Conversation Centers are set up in four regional states. Trained facilitators run community conversations on human trafficking, smuggling and irregular migration. These efforts have reached about 18 million people across the nation. Furthermore, the Anti-Human Trafficking Taskforce Secretariat at the Federal Attorney General also works to raise awareness of the general public on the dangers of human trafficking. Since its establishment in 2016, the Secretariat has provided awareness raising trainings to 41,635 persons through distribution of pamphlets, musical drama, theatre and other means.

To address the challenges faced by victims of human trafficking, smuggling and deportation (both in country and outside), various response mechanisms have been put in place. The support services provided include arranging their safe return and reuniting them with their families as well as reintegrating them into society. Temporary assistance is provided for intercepted migrants including food, water, medical assistance, temporary accommodation and transportation. The government jointly operates two migration response centers with IOM, which provide individualized and direct assistance to migrants in need including those who have been captured in route. The centers also have established mechanisms to identify and refer migrants in need to specialized services. The government also maintains shelters for trafficking victims in the compounds of its diplomatic missions in some Gulf States and Sudan, while the missions engage with the host country on individuals' behalf. Nonetheless, rehabilitation services remains to be a huge gap. Though the government partners with international organizations and NGOs to provide services to victims, the reach is very limited thus far. Even though a National Referral Mechanism (NRM) for referring trafficking victims to social services was finalized in 2016, the extent of implementation remains undocumented. Moreover, the 2015 trafficking Proclamation also provides for the establishment of a fund to prevent, control, and rehabilitate victims of trafficking. The fund, however, is yet to be established.

2.4. Participation, Accountability and Gender-responsive Institutions

2.4.1 Participation of Women in Political and Public Life and Decision-making



The landmark success recorded by the Ethiopian Prime Minister's new cabinet of 2018 comprised of 50 percent women ministers was a forward step not only at national level but also in global trends (see section 1.1.1). Moreover, in recent periods, there was a notable rise in the number of women in the executive body due to the appointment of several women in deputy minister positions, head of Commissions or Agencies, city administration/mayor and ambassadorial positions.

As was also already noted, the number as well as active participation of women parliamentarians both in the federal and regional state parliaments has shown a remarkable rise. Within the parliamentary structures, in addition to house speaker positions, women hold important positions. In the federal parliament, apart from the parity in chairing standing committees; 91 women MPs were members of standing committees; 4 were in advisory committees and 9 were members of coordinating committees. In the federal parliament, the 17 member Women's Caucus and the Women and Children's Affairs Standing Committee monitor the implementation of gender equality policy objectives by the executive and gender mainstreaming in plans and projects. This instrumental participation of women MPs and the active role played by the women's standing committee has contributed to positive developments in the working process and outputs of the legislative body as well as to efforts to integrate gender responsive legislative process.

The representation of women appointed into judicial positions has also shown promising progress. Currently the overall representation of women in the federal judiciary (all tiers) reached close to 30 percent though the distribution of the rate goes much lower at higher level courts. This is still an area lagging behind in particular at the higher level of courts and regional level courts, but a promising progress compared to previous period in which the proportion of women judges at national level stood at 20 percent. Women are also holding highest leadership positions in the judiciary, such as President of the Federal Supreme Court and President of the Tigray Regional State Supreme Court.

The GoE has also given emphasis to increase women's participation in its diplomatic and foreign services. Relevant affirmative measures for women are implemented during recruitment and promotion. Currently two out of four of the state ministers (deputy ministers) are female while two out of five Permanent Secretary positions are held by women. Moreover, women's representation as heads of foreign missions is gradually improving currently standing at 18.6 percent. The Federal Ministry of Foreign Affairs has taken several measures to ensure equal representation of women in Diplomacy. The Ministry is working towards 50 per cent female intake into the Foreign Relations Training Institute and has already reached above 45 percent.

A review of 116 federal government offices with a total of 6,226 leadership positions shows a 22 percent (1,346) share of women in these leadership positions across the different offices at the federal level. This is a progress compared to previous years while still shows a huge gender gap compared to the 78 percent (4, 880) share of men in leadership in government institutions.

The past years have shown important progress in women's public and political participation and leadership. At the same time, women are still underrepresented in permanent positions of the civil



service, managerial positions and in the diplomatic and the judicial service. Being cognizant of this, the government, under the GTP II, plans to improve women's participation in leadership at all levels. Specific targets are set out to increase the percentage of women in parliament from 38.8 to 50 percent, in leadership positions in the federal executive bodies from 19.2 to 40 percent, and in the judiciary from 20.6 to 35 percent by 2020. Different measures are being taken to address these challenges and increase women's representation in decision-making positions. One such measure is affirmative action in the recruitment and promotion as well as in education and training. Further, the government provided leadership training to women and avails scholarship opportunities for female employees to obtain the required educational qualifications.

Women are increasingly taking part in election candidacy and election management. In the 2015 elections, 40 percent of the officials responsible for election execution were women. This is in part owing to NEBE's strategic interventions including reserving a quota for women in election structures at all levels of the process. Currently, the new chair of the National Election Board of Ethiopia (NEBE) is a woman. Moreover, the new NEBE Establishment Proclamation prescribes for due consideration of gender/sex diversity in the composition of the new electoral board which is hoped to bring more women to the position. The existing electoral laws provided for a number of incentives to political parties which nominate women candidates that have yielded good results. A total of 1,270 women candidates (301 for federal and 969 for regional councils) from 58 national and regional political parties were registered during the 2015 election period. This is an increase from the previous election in 2010 where only 927 female candidates run for office at the regional and federal levels. The improvement is attributed among other factors to the measures taken by the Election Board. The NEBE, in accordance with Political Parties Registration Proclamation 573/2008, apportioned the support it provides to political parties on the basis of the number of women candidates that political parties nominate for elections. Fifteen percent of the Board's annual budget was allocated to meet the 30 percent threshold for women's representation, an increment of 5 percent from the previous round of elections in 2010. The Board also provided special air time and dedicated 10 percent of the total print media coverage for female candidates. On the other hand, voter registration and voter turnout rates also saw significant rise from 31 million in 2010 to 36.8 million (26 percent increase) in 2015. Forty-eight percent 48 percent registered voters were women.

The revised electoral law which is currently being finalized with the participation of both the governing and opposition political parties is expected to provide for more incentives to enhance women's participation in politics. It is hoped that the overarching reforms being undertaken under the current political leadership, including the strengthening of an independent electoral system and resilient democratic institutions, would lead to a more open political landscape from which women can also benefit with respect to their increased participation and representation in political and public structures.

The GoE recognizes the role of women's associations and the civil society in enhancing the advancement of women. It has been proved that the role of women's associations play a remarkable role in improving not only the situation of women but also the community at large. Through an



inclusive and participatory approach, government has facilitated the participation of women and their representatives in the creation, implementation and monitoring of policies and programs. The Women Development Groups that comprise of grassroots Ethiopian women are vigorously participating in different social issues and promoting the interests of their members as reported hereinabove. Women's active participation through strong civil societies has also influenced policy debated and contributed to positive changes attained in many areas.

On this note, the government has just recently enacted a new law, the Organizations of Civil Societies Proclamation (Proclamation No. 1113/2019) in order to create an enabling environment for civil societies and enhance their roles in the society. The law lifted restrictions under the Charities and Civil Societies Proclamation of 2009 that have proved to be challenging for the sector. With this coupled with other reforms widening the civic space, new doors have opened for women's movements and strengthened civic participation through non-governmental and grass roots organizations. There were more than 3000 registered civil society organizations before the coming into force of the new law that directly and indirectly represent and work on issues concerning women. There are already signs that the coming years are to see many more organizations working for women and the community at large.

Special empowerment programs including capacity building, skills development, mentorship and other positive measures are crucial to break the barriers for women. There have been fragmented efforts to provide women with trainings in leadership, political campaigning, etc. and media advocacy on the role of women, a wide-ranging sensitization and mentorship programs as well as targeted special measures in particular to encourage minority and young women are very much desired to result in a sustained and more inclusive movement. There is also a dire need for a formal regulatory mechanism monitoring the implementation of special measures at all levels. Moreover, a comprehensive and up-to-date data collection and analysis of women's public participation, including in appointed and elected positions both at the federal and regional level would be important. It is important to note at this point that MoWCY's on-going effort to build an effective database on women will serve a great deal.

2.4.2 Women in the media

Women are increasingly participating in the media as journalists, editors, reporters, broadcasters, talk show hosts, advertisers, entertainment figures, etc. Women are also taking key roles as owners of media houses, for example, prominent media houses (such as Sheger FM Radio and Zami Radio) are currently owned by women. The coverage of women's issues in the media has also increased both to influence policy discourses and to raise community awareness. Issues such as gender based violence, education, and health, agriculture, etc., have gained prominent media coverage. The media is also bringing to the public the positive roles of women in society by broadcasting programs focusing on successful professional and business women, women's role in agriculture, industry, innovation, among others.



Without prejudice to the above, women are concentrated in certain categories of the field such as newscast, advertisement and entertainment programs. There is still a tendency among media houses focusing on the presentation of women's faces and vices than their professional competence. This becomes stark when looking at the high demand for women's roles in the advertisement and entertainment programs mostly for their feminine appeals. The entrance of women to 'hard core' media in Ethiopia in particular to penetrating to high decision making positions is still steep. Women's lack of representation in decision making positions in the media is sharp. The media sector being a patriarchal environment, women have difficulty not only to advance in their career but also to secure a gender sensitive working environment. As journalism gets tough with demanding targets and timelines, the work-family balance will be tougher for women in the male dominated media sector. Media women are also affected by stereotypes related to the type of stories women should cover. Perceptions that 'hard news' or 'hard stories' are 'too difficult for women' marginalizes them limiting their assignments to cover 'soft news'. There is also a lack of formal as well as informal training on gender responsive media and media environment as well as a lack of strong and diverse women media associations.

It is noted that positive media narratives about women are growing from time to time. But much more needs to be done to improve the portrayal of women in Ethiopian movies and commercials. Women are often portrayed in stereotyped roles grouped together as same, in domestic roles, submissive and suffering types, dependent roles defined in relation to their male partners or family members. Government is working towards strengthening the media as a powerful tool to combat gender stereotypes and discrimination as well as gender based violence.

The National Advertisement Proclamation No. 755//2004 mandates media monitoring. Accordingly, the Ethiopian Broadcasting Authority (EBA) as a media licensing and regulatory body of the Federal Democratic Republic of Ethiopia has been monitoring media contents and inspecting the activity of broadcasters. EBA's editorial policies include gender and whenever gaps are encountered, EBA provide corrective guidance to concerned media houses and also encourages initiatives that enhance the advancement of women within the media. EBA has also created a forum to entertain complaints through which it has dealt with gender related complaints from the public on the content of advertisements broadcasted by different media. A national survey was conducted wherein the degree to which gender issues are incorporated in the media was evaluated and EBA is working to address gaps identified in the survey. The result of the study was communicated to different stakeholders to garner collaboration and concerted efforts on the areas of concern identified. Thus, EBA has been closely working with the MoWCY, Ethiopian Broadcast Organizations, Media Women's Association and Population Media Center, among others.

Capacity building in the media sector was one of the necessary interventions and the government has prioritized to improve gender-responsiveness of the media. To this end, a training program to media professionals was designed to encourage the creation and use of non-stereotypical and diverse portrayal of women and girls in the media. Training materials were prepared and relevant training and workshops; conferences were organized frequently so that the media professionals could advance



their understanding on gender issues and related ethical considerations in their work. In particular, EBA, in collaboration with UN women, has engaged in activities that aimed at increasing the capacity of journalists (both print and broadcast) on gender-sensitive reporting skills. Trainings on gender-sensitive/responsive reporting, report writing and news coverage were carried out for journalists working in different parts of the country. The capacity of 65 community radio program leaders and volunteer journalists was also enhanced through a training program on gender equality and gender-sensitive reporting, report writing and news coverage. The training was successful in sensitizing the journalists on the concept of gender and gender-sensitive reporting. As part of the capacity building, journalists were mandated to feature stories that are broadcasted on radio, on the issue of women in leadership and political participation. Stories highlighting positive tonality on the participation of women in leadership have been aired which have increased positive messages about women's leadership and public participation. Another capacity building component was that of training to advertising professionals and created inspirations. The capacity of 41 advertising and media monitoring professionals was enhanced through training on gender-sensitive advertising. A post-assessment of the training program showed a significant increase in participants' knowledge. This showed effectiveness of the training program in achieving the objective of enhancing the awareness of advertisement and media monitoring professionals on the critical areas of concern related to gender equality including gender stereotyped portrayal of women in advertisement and the need to promote fair portrayal of women and men in commercial messages in media.

EBA, in collaboration with UN Women, also developed a Gender Responsive Advertisement Guideline that was endorsed by many actors including prominent media houses, CSOs, MoWCY, EHRC among others. The guideline aims to enable media houses to effectively incorporate gender sensitive principles into their editorial policies and function in a gender sensitive manner within their institutional framework. It gives media houses the direction as to how to positively portray women in their outlets; exercise responsible reporting of gender-based violence against women and girls; detect and avoid gender insensitive languages in their reporting and programs. The Guideline also strengthens EBA's regulatory mandate by providing a monitoring framework to monitor the gender sensitivity of the media.

Government will in coming years step up efforts to strengthening measures towards positive improvements in women's participation in the media, the media production and the portrayal of women in media in particular in commercials and entertainment.

2.4.3. Gender responsive budgeting

The Government has integrated a Gender Responsive Budgeting (GRB) in the program budget process through the adoption of the Finance Proclamation No. 970/2016. The Proclamation requires sectors to integrate gender perspectives into the preparation of budget programs in order to enhance the participation and benefit of women from the economy. The Ministry of Finance has already developed and launched Gender Responsive Budgeting (GRB) Guidelines that facilitate the efforts to



increase and track national planning and budget allocations related to achieving GEWE. Based on the Guidelines federal sector ministries and pertinent organs at regional levels have been trained. It is reported that following the GRB Guidelines and subsequent trainings, sectors have started incorporating gender related activities and gender-focused goals as part of their budget request. And gender has become one criterion in the consideration of budget request and in prioritizing budget allocations. The Ministry of Finance has also concluded an agreement with the Ethiopian Civil Service University to incorporate GRB as one the components in public finance management courses targeting institutions. This is instrumental in building a critical mass of professionals GRB trained professionals working in different sectors.

For the last ten years, the largest proportion of total expenditures has been allocated to the poverty-targeted sectors such as education, roads, agriculture and food security, health and water. Within this framework, the budget allocations have focused on programs that target gender equality. Few concrete examples include water, health, and school. In this case, the budget allocated for water for instance, is meaningful for women. Women and girls in rural areas of Ethiopia used to walk long distances to access safe and clean water. To address this, the government has set up schemes for the provision of a safe water source within a short distance (one and half a kilometer) that can significantly reduce the amount of time spent and the burden of fetching water, giving women more time and opportunity to engage in other productive activities. Regarding education, the government has been allocating a huge amount of budget for building schools, providing school facilities etc. Due to this, female enrollment has increased and dropout rate has reduced significantly. This is also true for health. Child and Maternal mortality has declined meaningfully due to the said gender specific expenditure. For example specific budget has been allocated and utilized to reduce child and maternal mortality. An increased budget was also invested to the MoWCY and gender offices in ministries that has strengthened gender mainstreaming across the sectors. During the reporting period, there has been an overall increment in the allocation of the budget towards the advancement of women and promotion of gender equality.

Currently, development of a prototype budget tracking tool that would be a key instrument to make sure gender is an integral part of the budget process and measure the spending for GEWE is underway. Hence, the Ministry of Finance is in the process of developing tools and tracking mechanisms that would enable stockholders to physically grasp areas of intervention and act accordingly.

However there is a lack of disaggregated data on the implementation of measures under the GBP provisions of the Finance Proclamation and its impact in drawing significant resource mobilization to eliminated discrimination of all forms. Studies still show wide gender gap in the budget in many sectors and budget constraint continued to be a major challenge for gender equality and the advancement of women in Ethiopia.



2.5. Peaceful and Inclusive Societies

Various measures and institutional mechanisms have been introduced and strengthened in line with the overall peace and security agenda of the nation. These include several strategic efforts towards advancing the women, peace and security agenda. The adoption of the National Action Plan on Women, Peace and Security is a prominent step taken during the review period. The objective of the Action Plan is enabling women to play active role in peace building the implementation of which is supported by an annual plan.

2.5.1. Participation, Representation and Leadership in Peace Building and Conflict Resolution

Encouraging gains have been made in the participation, representation and leadership of women in peace building and conflict prevention initiatives. With the aim to promote and support women's meaningful participation in peace process several community based peace building structures have been established during the period under review. More than 35 peace forums that have been established in higher education institutions especially in public universities, more than 55 peace clubs in schools and a number of peace committees in conflict sensitive local administrative units (*wereda* and *kebeles*) were established. The percentage of women's and girls' participation in these forums, clubs and committees has reached 30 percent.

Women's participation has also increased in early warning and prevention of conflict. In particular extensive trainings have been given to women in conflict exposed areas on early warning and prevention to develop their capacity in early warning and crisis prevention; and also help them to actively participate in peace and security activities. It is reported that more than 400,000 women have participated in such trainings conducted in the past five years. These trainings have not focused only on women and members of the community but also targeted relevant government officers to increase capacity and preparedness at all levels. However, it is difficult to measure the impact of these trainings due to lack of impact assessment or feedback gathered.

The GoE has also taken steps to enhance women's role in conflict prevention and resolution through the design and implementation of gender responsive training manuals and the provision of continuous trainings to leaders of women's associations and women workers. The aim of these trainings is to engage trainees in peace building structures. Accordingly, women's participation has increased in the peace committees established at local levels. Utilizing the current expansion of Women Development Groups to reach the grass root women, efforts are directed towards enhancing women's involvement in peace building.

The deployment of Women Peace Ambassadors highlights the participation of women in this sector during the past one year. Twenty-two Women Peace Ambassadors, who came together from regions



in the country including the two city administrations, were dispatched to promote peace throughout the county. They have been touring across the nation for 2 months promoting peace, tolerance and unity and holding dialogues with top officials in the different regions. The scope and outcome of this intervention is yet to be assessed.

Beyond participation in internal peace building efforts, Ethiopia has a long-standing reputation of deploying peacekeepers to other countries and there are at the present around 600 female peacekeepers serving peacekeeping missions in different areas (though a large minority among the 8,000 Ethiopian peace keepers deployed). The GoE remains committed to enhance the participation of women in the military, police and civilian services of peacekeeping missions.

2.5.2. National Peace and Security Institutions

Peace and security institutions still remain to be seen as male domain marginalizing women and their vital contributions to a great extent. The GoE has put efforts to improve this and promising trends have emerged with regard to women's participation and leadership in national peace and security institutions. Currently, the peace and security sector is headed by a woman with the newly created Minister of Peace position which is under the leadership of a woman minister. Further, women's participation in police and defense forces is significant. This is the result of various capacity building interventions in terms of short term trainings and scholarships. Women are also becoming active participants in community policing at all levels and community conflict resolution structures.

With the view to enhance response to peace and security threats, new institutions have been created to address issues identified as current and imminent challenges. This includes namely the Administrative Borders and Identity Issues Commissions and the Peace and Reconciliation Commission that became operational recently. The Reconciliation Commission is primarily concerned with the restoration of peace and stability in the nation. The Administrative Boundary and Identity Commission aims to study the root causes of different conflicts in different parts of the country often related to boundaries and administrative issues. Prominent figures appointed into these newly created commissions comprise of women though parity has not been achieved. Given the unique and timely mandate of these commissions, there are hopes that they will bring positive results in resolving sensitive national peace and security matters that have been grounds of tension and conflicts in recent years with detrimental effect on women's wellbeing and development.

2.5.3. Awareness on Peace and Security Agenda

Media is one of the main strategic tools used by the Ministry of Peace to increase awareness on peace building. With respect to communication strategies to increase awareness on the women, peace and security agenda, the Ministry of Peace launched media outreach programs both on social



and mainstream media. In collaboration with the Fana Broadcasting Corporation (FBC), a regular weekly program 'peace radio' is transmitted in four local languages. There is also common website and Facebook for the Ministry that disseminates up-to-date information. A number of brochures have been distributed to increase awareness for women in peace building.

The annual Peace Conference on the culture of peace building is also a new initiative under the auspices of the Ministry that aims to facilitate national discourse and increase awareness on peace. This program has a component dealing mainly with women in peace.

Budget constraints hugely affect the implementation of the WPS agenda in the country. Extensive awareness programs are desired to reach the vast majority of the population. Women's organization and mobilization are equally important. Women need support to organize and pursue the WPS agenda and strengthening accountability in its implementation. Resource mobilization and redistribution of funds is required in order to achieve meaningful and enhanced participation for women in peace programs.

2.6. Environmental Conservation, Protection and Rehabilitation

2.6.1. Gender Responsive Environmental Policies

The Environmental Policy of Ethiopia is anchored on a guiding principle that recognizes women as key actors in natural resource use and management. It emphasizes that women shall be treated equally with men and empowered to be fully involved in policy, program and project design, decision-making and implementation. The Policy has also incorporated a dedicated gender focus addressing pertinent issues concerning women which includes formal and informal trainings in environmental and resource management; inclusive environmental awareness and public education program for women and men; participation of women across all relevant initiatives; empowerment of women to fully participation in environmental decision-making, resource ownership and management; and execution of impact assessments of programs and projects to maximize equity for women and socially disadvantaged groups. Specific areas include involving women in water resource and energy management, enhancing access to land and natural resources, increasing the number of women extension agents in the field of natural resource and environmental management. With the view to support Ethiopia's efforts towards green economy development, the Environmental Policy is also complemented by the Climate Resilient Green Economy Strategy (CRGE) and the Forest Development Conservation and Utilization Policy and Strategy and the National Biodiversity policy and Strategy.

Efforts in this sector comprise coordinating and supporting cross sector green economy activities, increasing public awareness and participation on the green economy, facilitating access to and protection of natural resources, and creating green jobs. More than one millions farmers and semi-pastoralists have been engaged in forest development packages and are earning income from forestry and forest products. For example, in the 2016/17 fiscal year, job opportunities for more than 200,000 people (a quarter of whom women) have been created in the sector. The GoE is stepping up efforts to



ensure that women benefit equally from decent jobs in the green economy. Government initiatives over the past years to increase women's access to natural resources included increasing access to and control over land, water, and sustainable energy, among others. The GoE is strongly committed to strengthen women's land rights and has been working extensively towards this (See section 1.1.2 regarding land certification).

Improving access to modern technologies including climate-smart technologies constitutes another strategic focus. Provision of new agricultural technologies were considered as a strategy to change livelihood of smallholder farmer households and thus adoption of labor-saving and energy-efficient technologies on farm and in the house was crucial (see section 1.2.3 concerning rural women). In particular, freeing up women's time within the household by adopting labor-saving technologies such as the use of energy-efficient and environmentally friendly cooking stoves marks an important progress in this area. The distribution of more than 1.3 million efficient and reliable energy saving stoves has been made to the public that significantly benefited women and girls as key users. Studies have shown that energy efficient stoves increase household income of the relatively poor rural population, create an industry and employment, and improve health and gender equality. By curtailing women's dependency on fuel wood usage, it will reduce their disproportionate burden in using labor-intensive energy, and will also significantly reduce forest degradation and improve environmental conservation.

Moreover, the Ministry of Agriculture (MoA) in collaboration with other sectors has engaged in facilitating and mobilizing women and girls training on agricultural production, resource management and conservation. The role of the Women Development Army has proved to be instrumental.

Without prejudice to the promising initiatives and progress in this sector, gaps have been observed in awareness creation and poor feedback among various stakeholders due to lack of skilled professionals and inputs. In order to solve these capacity problems, establishing a close coordination, developing capacity and quality projects, and mobilizing resources should be given emphasis. Moreover, activities undertaken to create societal ownership of environment protection and climate change issues should be strengthened.

2.6.2. Disaster Risk Management

Ethiopia has adopted a national policy and strategy document on Disaster Risk Management (DRM) in 2013 that was implemented throughout the period under review. The policy which focuses on the management of risk rather than crisis takes disaster resilience as a new approach for comprehensive and inclusive disaster risk management in pre, during and post disaster phases. A guideline for mainstreaming disaster risks into development planning has also been introduced. Gender has been integrated as a cross-cutting issue mainstreaming it in all DRM activities in the policy which has laid foundation for gender-sensitive disaster risk reduction approaches and reasserted the commitment of the government for further action. It is also clearly indicated that ensuring all disaster risk related laws, directives, programs and plans should give attention to women and other groups in vulnerable situation which also guides the implementation of the policy.



In collaboration with partners (such as UN Women) awareness raising trainings on gender in emergency and on transformational leadership was given for disaster risk management middle-level managers at the federal level. Further, trainings on the Gender Hand Book for Humanitarian Action have been given for implementers from different sectors to build capacity in gender-responsive disaster risk management.

Additionally, it should be noted that Ethiopia has been faced by an unprecedented humanitarian crisis and associated disaster risk management as a result of the drought, flooding and conflicts that occurred during the current reporting period. Under the coordination of the National Disaster Risk Management Commission (NDRMC), delivery of life-saving and life sustaining humanitarian assistance continued across the country with proper focus given to the gender impacts of the natural and manmade disasters. NDRMC in collaboration with partners provided multi-sector emergency assistance in response to acute needs of the affected population. Considering the different vulnerabilities of women and men and girls and boys, as well as the particular risks facing women and girls, special attention has been given to them. To address the nutrition need of women during allocation humanitarian assistance, supplementary food for pregnant and lactating women, address water shortage, protection risks and other relevant issues were addressed. In particular, in drought affected areas, in addition to the blanket distribution of supplementary food for women that considered their nutritional vulnerability, specialized nutritious supplementary food for pregnant and lactating in hot spot areas has been given in women affected by acute malnutrition. Such emergency assistance has reached millions of women during 2016-2017. GoE exerted seamless efforts to control the adverse effects of malnutrition among women and children, small holder female headed households in drought affected areas were also targeted. In order to address critical water shortage that imposed heavy burden on women and affected them differently, water and sanitation interventions included dignity kits to meet the hygiene needs of displaced women and girls of reproductive age.



Section III- National institutions and process

This section covers available national institutions and structures for the implementation of the BDPFA. It will in particular provide an overview of the national gender machinery, the national gender policy framework, human rights mechanisms at the national level and national SDGs framework.

3.1. National Machinery for GEWE

The Ministry of Women, Children and Youth at the federal level which is represented in the national cabinet and bureaus of women, children and youth at regional, zonal and woreda level make up the national machinery for gender equality. At the federal level, government ministries and agencies have gender directorates and gender units/focal persons at regional level. Among the common powers and duties of all ministries is found addressing women and youth affairs in the preparation of policies, laws and development programs and projects. The mainstreaming gender issues in the respective sector of executive organs forms a strong basis for ensuring accountability as well as in mainstreaming gender perspectives in all laws and policies. The gender sectoral forum is created to ensure horizontal coordination among government organs. It convenes gender directorates of the line ministries and public organizations to report on the integration of gender issues in their respective sectors and the challenges they face. In addition, they submit annual reports regarding the extent to which they have addressed gender issues in their respective sectors. During the reporting period, the Ministry of Women, Children and Youth's mandate has been strengthened through Proclamation No. 1097/2018. This move enables the Ministry to have a more focused mandate of catering for the rights and well-being of women and children.

During the reporting period, there has been an overall increment in the allocation of the budget towards the advancement of women and promotion of gender equality. This is seen in terms of increased allocation of the budget to the Ministry over the years and the resources allocated to gender offices within ministries that have mainstreamed



gender. The introduction of a levelling tool to track and measure the federal sectors' progress and results on gender equality and women empowerment (GEWE) and ensuring institutionalization of GEWE and set up accountability system is an important progress. In addition, the levelling tool gives recognition to those who have shown progress in gender equality and women's empowerment and identifies gaps and needs in those lagging behind to address through supportive monitoring.

The MoWCY still faces challenges regarding the coordination and decentralization of its activities and that its resources and capacity continue to be limited. Strengthening the existing national machinery at all levels by providing it with adequate human, technical and financial resources to increase its effectiveness, including in coordinating and overseeing the preparation and implementation of legislation and policy measures in the field of gender equality and in mainstreaming gender perspectives in all laws and policies, and ensure its coverage of the entire territory; this is a priority for the coming years.

3.2. National Strategy for Gender Equality

The National Policy on Ethiopian Women (1993) is the main national policy framework for gender equality and the advancement of women. It has been in place since the early 1990s being complemented by a number of other specific policy and strategy documents relevant for GEWE.

The Growth and Transformation Plan (GTP II) (2014/15-2019/20) is another relevant policy framework. The GTP II has provided indicators on enhancing the benefit and participation of women in economic, social development.

The Development and Change Strategy (2017), has 4 strategic focus areas namely; bringing attitudinal change; ensuring women's participation and benefit in the political, economic and social spheres; ensuring the rights and benefit of women who need special protection [homeless women, women with disabilities, women living with HIV/AIDS, migrant and returnee women, women in prostitution and women heads of households] and enhancing the participation and benefit of pastoralist and semi-pastoralist women.

3.3. National Human Rights mechanisms

The Ethiopian Human Rights Commission is the national human rights institution mandated for the promotion and protection of human rights in Ethiopia. The Commission has a designated body for women and girls i.e. the Commissioner of Women and Children's Rights. The Human Rights Commission has given adequate attention to the human rights of women and children as reflected in its five years strategic plan.



The Commission jointly with other stakeholder's works on promotion and protection of women's human right with different public and private sectors and organizations. The areas of focus carrying out awareness creation, sensitization programs and trainings for different parts of the society and stakeholders on the elimination of discrimination against women, gender equality, promotion and protection of women's rights and other courses. To ensure the protection of human rights of women, the commission has performed several activities at the grass root level.

The NHRAP Coordination Office under the FAG is a body mandated for monitoring the implementation of the NHRAP and the follow of up of the Universal Periodic Review (UPR) recommendations. Both have a gender equality and empowerment of women (GEWE) focus. Following its second review under the UPR process, the Government proceeded to establish a National Monitoring, Reporting and Follow up Mechanism (NMRF). Accordingly, the Office of the National Human Rights Action Plan within the Federal Attorney General is tasked with the responsibility to coordinate and monitor the implementation of Ethiopia's human rights treaty obligations including the supported UPR recommendations

3.4. National SDGs Framework

Under the guidance of the National Plan and Development Commission (NPDC) (former planning commission), Ethiopia has a fairly long tradition in mainstreaming and integrating global and regional development initiatives (such as the MDGs, the SDGs and Agenda 2063) into its holistic development plans and programs. Progress reviews of such initiatives have been part and parcel of progress reviews of its comprehensive national development plans.

Sustainable development planning and implementation in Ethiopia has been carefully framed in the supreme law of Ethiopia (FDRE Constitution Articles 41, 42, 43, 44). The Federal Government of Ethiopia is responsible for designing and implementing national development plans based on national development needs and priorities, while the regional states and city administrations assume the responsibility of designing and implementing plans and programs that reflect their local objective realities.

According to the constitution of the Federal Democratic Republic of Ethiopia (Article 43, Sub Article 2), Ethiopian Nationals are vested with the right to participate in national development and, in particular, to be consulted with respect to policies, and projects affecting their community." Therefore, in the process of plan formulation, into which the SDGs are mainstreamed, as well as during plan implementation monitoring and evaluation, there is continuous engagement with all the stakeholders across the nation either directly or through their representatives. Ethiopia's experience so far has shown that this approach, in addition to keeping everybody on board with respect to the development agenda, also countries towards achieving better results in terms of implementing development plans, including the SDGs. Indeed Ethiopia was one of 44 countries which undertook and presented a voluntary national



review of progress against select SDGs to the UN's High Level Political Forum on the SDGs in July 2017.

Consultations have been made with all stakeholders (from diverse communities) across the nation either directly or through their representatives on the draft SDG-Integrated GTPII. The country has adopted the SDGs into its development planning and was one of 44 countries which undertook and presented a voluntary national review of progress against selected SDGs to the UN's High Level Political Forum on the SDGs in July 2017.

Overall, Ethiopia has been and is currently pursuing pro-poor policies, implementing development plans and programs within which global development frameworks such as the MDGs, the Brussels Program of Action and its successor the Istanbul Program of Action for Least Developed Countries, the Beijing Declaration and Platform for Action, and the broader agenda 2030 and its SDGs have been mainstreamed and progresses are reviewed semi-annually.

The NPDC plays a principal role in the coordination, integration, and harmonizing of the plan preparation. The NPDC plays this crucial role to ensure the functioning of the national monitoring and evaluation system. The NPDC also plays following-up on the implementation of GTP II and monitoring and evaluating on progresses made. In addition to this, the Central Statistical Agency (CSA) is responsible for supplying socioeconomic and demographic data that are essential for planning, monitoring and evaluating, and reporting.

There is also a mechanism in which all representatives of public wings participate in 'Public-Wings' Organization-forum. This is a platform to engage the private sector, the civil society, professional associations, non-governmental organizations, women and youth associations along with appropriate government organs for the implementation of national plan and moving resources towards the achievements of SDGs.

Ethiopia has given due attention to GEWE. One of the strategic issues that are given key priorities in the national plan is women and girls empowerment. The GTPII has a standalone pillar on women and youth empowerment with the objective of being inclusive and adhering to the SDGs principle of leave no one behind. While having a dedicated pillar for gender equality and empowering women, it has mainstreamed and integrated women's issues in all other pillars as well.

All stakeholders; sectoral ministries, academia and think tanks, civil society organizations, the United Nations System and other development partners, parliamentary committees, private sectors, women and youth organizations, and political parties have participated during the formulation of the SDGs integrated national development plan. Under the guidance of the then NPC, now PDC, a National Sectoral Coordination Committee was established in charge of coordinating the GTP II medium term national plan which is inherently a SDGs coordination mechanism.



Section IV- National Statistics

This section outlines the progress and challenges encountered in the area of national statistics on gender equality and women's empowerment. It highlights efforts in compiling gender statistics; important achievements in this regard as well the major challenges and gaps. It also focuses on the current status of data for measuring progress on the SDGs.

4.1 Gender Statistics

Data compilation and statistics based on a set of gender indicators has been an ongoing process in the country in the past years. It has been taking place at different levels with the instrumental participation of various actors. The first set of data mainly consists of a nationwide survey data initiated by the Central Statistical Agency (CSA) of Ethiopia. The CSA is the official national organization that produces statistics in a range of areas pertinent to numerous disciplines. The CSA collects and compiles various surveys on a regular basis. This includes the national census conducted every ten years, Demographic and Health Survey (DHS) conducted every five years, welfare monitoring survey conducted every five years and the national labor force survey. In addition to conducting surveys and census, the CSA also explores available administrative records. Data is collected, compiled and analyzed before being published and disseminated to end-users through different means, including online publication (<http://www.csa.gov.et>).

Accordingly, in the health sector, the DHS provides rich data on a set of gender indicators: contraceptive prevalence, mortality rate for mothers and children, Antenatal Care Coverage (ANC), skilled birth attendance rate, HIV related data including infection, prevalence and treatment by sex as well as adult mortality rates by sex. In the education sector, the DHS reveals the statistics on education attainment, school attendance, and literacy rate by age and sex. Similarly, in the economic sector as well, national surveys provide sex disaggregated data on labor force participation by sex and age, percentage distribution of employed population by sex, percentage of businesses owned by women, informal employment as percentage of total employment by sex, youth unemployment by sex and wages and the inclusion of GBV module in DHS.



Administrative data comprises the second set of data sources, mainly collected and compiled by the various government sectors. The various ministries have an internal data collection process within their respective sectors though the quality and regularity of their data collection is not uniform across all sectors. Sex-disaggregated data, however, is yet to be compiled in an organized manner for all sectors. Notably, the education and health sectors have a well-established data collection and compiling mechanisms. Accordingly, the important set of gender indicators in the areas of education and health are mostly available from the administrative data of these two sectors. These two sectors have also a public platform for dissemination the data (www.moe.gov.et and www.moh.gov.et)

Important achievements in relation to gender data in the past years include the following:

- The integration of Violence against Women (VAW) module in the EDHS was a remarkable step that resulted in a key indicators report in 2016 through carrying out national data collection on different forms of violence against women. The inclusion of the module is very important since poor data collection and under-reporting of violence against women and girls in Ethiopia has been a challenge for a very long time to have a comprehensive data on the scale of the problem. Given the limitation of administrative data on violence against women (data on reporting and prosecution), the integration of modules on VAW, child marriage and FGM in the EDHS stands as a progressive step in terms of gender statistics (see also section 1.1.5 on achievements with respect to VAW)
- Re-processing existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics has been executed with significant outcomes for gender statistics. One of the important achievements in this regard is the “Gender Statistics Report” issued by the CSA in 2017, a first of its kind that provided comprehensive information on gender. The “Gender Statistics Report: 2017” makes existing gaps between women and men evident, hence offering a viable benchmark on gender status/disparities in all sectors of development. It provides an in-depth look into variables and indicators pertaining to gender equality in order to show the extent and degree of inequalities in key development sectors. The quantitative facts and figures provided therein are vital for development planning, monitoring and evaluation and for shaping evidence based policy debates about gender gaps. This is also complemented by the commencement of a regional level gender disaggregated data mining, analyses and report.
- Additional gender specific surveys are introduced through the CSA’s second National Strategy for the Development of Statistics (NSDS II) in which gender statistics development is a thematic area. In NSDS II, the gender specific surveys planned include Gender Asset Gap survey and Time Use survey. These surveys will be integrated in the upcoming census which is expected to bring informative data from a gender perspective.
- Data quality improvement of the national statistical system (NSS) has been a priority area. The NSS includes all data sources such as data from surveys, censuses and adminis-



trative data bringing the CSA and other sector ministries together. A data quality assessment framework was put in place for the NSS. Accordingly, with the view to enhance the quality of administrative data coming from sector ministries, the CSA undertakes assessment of incoming data by using the data quality assessment framework which was implemented so far for some sectors (see www.csa.gov.et).

- Capacity building programs were implemented to strengthen the use of gender statistics (e.g., statistical trainings). The CSA designed capacity building programs on gender statistics in order to make gender statistics production continuous and institutional. This included participation in advanced international training program on gender statistics between the years 2017 and 2019.

Priorities for strengthening national gender statistics over the next five years are expected to focus on introducing a statistical program or strategy that will promote and institutionalize the development of gender statistics, establishing an inter-agency coordination mechanism on gender statistics to coordinate and improve gender related data, and executing new surveys on asset ownership and time use to produce national baseline information on the already integrated in the NSDS II.

4.2 SDGs Data

The GoE has been able to integrate the SDGs in the national development plan, the GTP II (2015/16-2019/20) at its offset. A GTP II Policy matrix aligning the priority development areas of the national plan with the SDGs at goal level was developed. The policy matrix is designed to serve as a National Monitoring and Evaluation Framework (NMEF) and includes national targets, national indicators, some of the SDG indicators and information on the data source institutions. Even though there is no separate NMEF, given that the SDGs -integrated GTP II identified 86 gender specific indicators, national set of indicators for monitoring progress on SDGs have been defined. The data compilation on gender specific SDGs indicators is also intertwined accordingly with the data collection for GTP II periodic monitoring and evaluation. Ethiopia having participated in the National Voluntary Review of the SDGs, has already started compiling SDGs indicators and data and have reported on progresses.

An assessment of statistical capacity of Ethiopia for SDG monitoring and reporting has been conducted recently which identified gaps in the national system and indicated areas and option for improvement. The assessment shows that the statistical capacity of Ethiopia to compile SDGs indicators and data stands at medium level with a potential to reach high in short or medium term. It was noted that the national system uses a wide range of the data sources which can support compiling the SDG indicators. It also became clear that administrative data are the most important source for the currently available and easily feasible SDG indicators in Ethiopia, followed by statistical sources.



4.3. National Data Gaps

Although national policies show strong commitment to promote gender equality, there is still unavailability of data on gender indicators. Quantitative data providing concrete evidence on gender relations in terms of gender roles, access to asset and resources as well as time use are essential for the development of appropriate and effective economic and social policies at a national level. The country has conducted various household surveys in recent years. These are useful sources for gender statistics. However, there are challenges in using these data sources. The outcomes of these surveys have not always been properly analyzed and utilized to generate the required gender statistics for policy making and subsequent evaluations. There is also limited capacity to utilize raw data within sectors to feed into the policy making process. Further, data generated through household surveys are limited to capturing regional realities and lower administrative levels. This amplifies the need for sex-disaggregated data collection system at lower administrative level.

The problem of data gap extends to sector levels as well. The NPDC has been using a lot of administrative data specially to monitor outcome level indicators of GTP II which includes SDGs as well. However, the development of statistical activities in most sectors is at rudimentary level or weak except for some of the usually known sectors such as health and education, which have the Health Management Information System (HMIS) and Education Management Information System (EMIS) respectively. Most of the other sectors do not have dedicated statistical units, sufficient resources and ICT capacity. This makes the availability of gender disaggregated data that makes accountability for mainstreaming gender concerns limited to few sectors. This absence of baseline data implies that it is challenging for sectors to adequately plan and monitor progress on gender related indicators in their respective sectors. Moreover, the policies and guidelines on the production and use of administrative data are insufficient and weak. This is the reason behind the low feasibility of many currently not available gender as well as SDGs indicators as they heavily depend on the administrative sources of data.

The production and dissemination of timely and reliable sex-disaggregated/gender-related data are particularly important to facilitate evidence-based policies and decision-making. While data quality assurance is one of the CSA's priorities, is less put in practice as many sectors do not have data portals, and do not produce data quality reports. The extent of use and impact of more gender-sensitive data in the formulation of policy and implementation of programs and projects is yet to be studied closely. Moreover, extensive and inclusive capacity building to strengthen the use of gender statistics are desired to improve the use of available data in relation to issues concerning women and girls. The lack of user-friendly reports, policy briefs, research papers or other knowledge products on gender statistics and a centralized web-based database and/or dashboard on gender statistics have been apparent.



Concluding Remarks

The past years under review are indeed marked by notable achievements and progress in the advancement of Ethiopian women and the implementation of the commitments under the BDPFA and the SDGs global frameworks for GEWE. Important milestones were documented in the area of women's political and public participation/leadership mainly in the legislative and executive branches of government; economic empowerment in terms of increased access to productive resources, finance, business and job creation; elimination of violence against women and girls prominently of harmful traditional practices as FGM and child marriage; and improved health services and outcomes in particular in reproductive health sector. Several other encouraging developments and positive trends were noted in the critical areas of concern with respect to GEWE including issues such as education, social protection, poverty reduction, peace and security, environment, etc. The achievements and progresses recorded have effectively integrated an intersectional approach that responds to the needs and concerns of women and girls in vulnerable situations owing to intersecting and multiple forms of discrimination or disadvantage they face. This encompasses women and girls with disabilities, living with HIV, and living in rural and pastoralist areas as well as adolescent girls and young women, and refugee and migrant women among others.

Relevant policy, legal and institutional frameworks have come into play, good practices, opportunities and favorable conditions have emerged, important lessons were learned, and capacities and partnerships became developed. However, the period was also marked by a humanitarian crisis that hit the country hard and affected efforts in the implementation of the BDPFA that was also accompanied by capacity constraints and discriminatory social norms posing major impediments to progress.

The Government of Ethiopia continues reinforcing its seamless commitment to accelerate efforts towards GEWE, and the realization of the promises in the BDPFA and the SDGs by strengthening appropriate legal, policy, institutional and budgetary measures. This will mainly target intensifying economic empowerment initiatives, enhancing social services and protection, solidifying women's political/public participation, representation and leadership, consolidating mechanisms for the elimination of violence, and transforming social norms. These constitute focus areas for the coming years.

The coming years will garner concerted efforts towards maintaining the gains already made, addressing the gaps identified and deepening promising trends and opportunities that appeared. Making the most out of the existing and emerging legal and policy frameworks and initiatives, seizing the unique momentum in the political arena and the impetus for GEWE and the SDGs, Ethiopia is heralding a most opportune era for the advancement of women and girls. The active engagement and



Beijing+25 Report ETHIOPIA - 2019

commitment of all actors, empowered citizens, development partners will remain instrumental in this collective and demanding yet rewarding effort.



References

Advertisement Proclamation No. 755/2004

Central Statistical Agency and ICF, *Ethiopia Demographic and Health Survey*, 2016

Civil Servants Proclamation No. 1064/2017

Ethiopian Biodiversity Institute, *Ethiopia's National Biodiversity Action Plan 2015-2020*, 2015

Ethiopia's Climate-Resilient Green Economy Strategy, 2018

Eighth periodic report submitted by Ethiopia under article 18 of the CEDAW Convention, 2017

Ethiopian Public Health Institute Public Health Emergency Management Center (PHEM) *National Maternal Death Surveillance and Response (MDSR) System Annual Report*, 2010 EFY 2017/2018, January, 2011 E.C

Ethiopia Third Cycle Report to the Universal Periodic Review, 2019 (National report submitted in accordance with paragraph 5 of the annex to Human Rights Council resolution 16/21* Ethiopia)

FDRE National Disaster Risk Management Commission and UNOCHA, *Ethiopia Situation Report No.22*, April 2019

FDRE Proclamation on Definition of Powers and Duties of Executive, Proclamation No. 1097/2018

Federal HIV/AIDS Prevention and Control Office (HAPCO) *HIV Prevention in Ethiopia: National Road Map 2018-2020*, 2018

Federal Job Creation and Food Security Agency, *Second Growth and Transformation Plan (GTP II) performance review 2015/16-2017/2018* (Amharic), 2018

International Monetary Fund (IMF), *FDRE: Women and the Economy in Ethiopia*, 2018

Jimma University, *Education Sector Development Plan V Mid-term Review*, 2019

Labor Proclamation No. 377/2003

Ministry of Labor and Social Affairs, *Labor Inspection Manual*, 2016/17

Ministry of Agriculture and Natural Resources, *Gender Equality Strategy for Ethiopia's Agriculture Sector*, 2017.

Ministry of Agriculture and Natural Resources, UN Women, UNDP and UN Environment, *The Cost of the Gender Gap in Agricultural Productivity in Ethiopia*, 2018

Ministry of Agriculture and Rural Development, *Forest Development, Conservation and Utilization Policy and Strategy*



- Ministry of Education, *Education statistics annual abstract 2017/2018*, 2018
- Ministry of Education, *Ethiopia Education Sector Development Program Action Plan 2015/16-2019/2020*, 2015
- Ministry of Education, *Girl's Education Strategy*
- Ministry of Federal and Pastoral Development Affairs, *Annual GTP Performance Report, 2017/2018*
- Ministry of Health, *Annual Health Sector Performance 2017/2018*, 2018.
- Ministry of Health, *Health Sector Transformation Plan 2015/2016-2018/2019*, 2015.
- Ministry of Health, *National HIV Service Quality Improvement Tool Kit*, 2018
- Ministry of Industry and UNDP, *A Study on Women in Manufacturing in Ethiopia: Opportunities, Challenges and Strategic Intervention*, 2017.
- Ministry of Industry, *Ethiopian Industrial Development Strategic Plan (2013-2025)*, 2013
- Ministry of Urban Development and Housing, Federal Job Creation and Food Security Agency, *Urban Productive Safety Net Project Annual Performance Report 2017/2018*, 2018
- Ministry of Women, Children and Youth Affairs, *GTP II Sector Plan*, 2015
- National Environmental Policy of Ethiopia, 1997
- National Human Rights Action Plan II of the FDRE (2016-2020), 2016
- National Plan and Development Commission, *A Gender Analysis of GTP II 2017/2018 annual performance and 2018/2019 annual plan* (Amharic), 2019
- National Planning Commission and Central Statistical Agency of Ethiopia, *Gender Statistics Report*, 2017
- National Planning Commission, *Growth and Transformation Plan (GTP II) (2015/16-2019/20) Volume II Policy Matrix*, 2016
- National Planning Commission, *Growth and Transformation Plan I 2011-2015*, 2011
- National Planning Commission, *Growth and Transformation Plan II 2015/16-2019/20*, 2015
- National Planning Commission, *Second Growth and Transformation Plan (GTP II) Mid Term Review Report*, 2018
- National Strategy on Harmful Traditional Practices, 2013
- Rural Land Administration and Use Proclamation No. 456/2005, 2005
- The FDRE Constitution, 1995



The Revised Family law, 2000

United Nations Children’s Fund (UNICEF), *Ending Child Marriage: A profile of progress in Ethiopia*, 2018

Annex I

Table 1: Comparison of number of health centers and hospitals between 2014 and 2017/2018

	2014/15 N=3524		2017/18 N=4354	
	#	percent	#	Percent
Focused antenatal care	3524	100	4354	100
Normal delivery	3524	100	4354	100
Postnatal care	3524	100	4240	97
FP services	3524	100	4316	99
Safe abortion	1,367	39	2186	43
Diagnosis and treatment for STIs			4050	92
PMTCT package	2,567	73	3707	85
Adolescent/ youth friendly SRHS			2262	45
Basic Emergency Obstetric and New Care (BEmONC)	1,724	52	3437	87
Comprehensive Emergency Obstetric and New Care (CEmONC)	189	81	269	93

Source: Ministry of Health



Table 2: performance in reproductive health in terms of utilization

Indicators HSTP	2014/15	2017/18
CAR	63 percent	70 percent
ANC 1 coverage	89 percent	99 percent
ANC 4 coverage	67 percent	72 percent
Institutional delivery	41 percent	66 percent
PNC	66 percent	77 percent
Caesarean Section rate	<1 percent	3 percent
Percentage of pregnant women counseled and tested for PMTCT	57.0 percent	92 percent
Pregnant women tested positive for HIV who received ART prevent (MTCT)	60.6 percent	60 percent
comprehensive abortion Care	181,812 clients received	172,296 women received

Source: Ministry of Health



Table 3: Performance of secondary education enrolment (2014/15 to 2016/17)

Indicators	2014/15 (Base year)	2015/16 Actual	2016/17		2019/20
			Target	Actual	Target
Secondary education first cycle (9-10) gross enrolment (percent)	39.8	44.83	55.9	47	79
Gross enrolment of males (percent)	41.3	46.2	58.12	48.9	82
Gross enrolment of females (percent)	38.4	43.4	54.1	45.2	77
Secondary education second cycle (11-12) gross enrollment (percent)	10.6	12.6	11.42 1	12.5	12
Gross enrollment of males (percent)	11.3	13.4	12.12	13.4	12.1 2
Gross enrollment of females (percent)	9.9	11.7	10.50 6	11.5	11
Secondary education (9-12) gross enrolment (percent)	25.61	29.00	--	30.12	--
Gross enrolment of males (percent)	26.64	30.14	--	31.5	--
Gross enrolment of females (percent)	24.56	27.97	--	28.7	-

Source: Ministry of Education



Table 4: Performance of Social Security 2014/15 to 2016/17

Indicators	2014/15 Base year	2015/16 Actual	2016/17			2019/20 Target
			Target	Actual	Actual as percent of target	
Households benefited from safety net program (millions)	3.4 (30percent females)	5	7.8 (10percent females)	7.9 (11percent females)	101.3	8.3
Household heads benefited from family package (number)	233,400	108,228	226,850	112,427	49.56	0
Jobs created by agriculture and allied activities (number)	1,033	792,910 (39.5percent females)	1,015,00 (39.5percent females)	1,575,638 (29percent females)	155	3,195

Source: Ministry of Agriculture and Natural Resources



Table 5: GTP and SDGs link

Link With SDGs	Objectives	Output	Indicators
Agricultural development and rural transformation		Increased crop Productivity of female headed households	Average crop productivity of female headed households (quintal/ha)
Goal 2.1; 2.2; 2.3;2.4	Increasing the access of agriculture extension Service	Improved agriculture extension services	Total number of female-headed rural households ('000)
Goal 2.1; 2.2; 2.3;2.4	Increasing the access of agriculture extension Service		Number of female-headed Pastorals('000)
			Number of female-headed agro-Pastoralists ('000)
Goal 2; 8	Cooperative development and capacity building	Organized and Strengthened Cooperatives	Female members
		Organized and Strengthened Cooperatives	Women member Participation (percent)
Goal 1.4; 2.3; 10.2; 12.2	Establishment of rural landownership, utilization and administration system	Installment of sustainable land administration system	Female-headed households (in mln)
Goal 1.1; 1.2; 1.3; 2.1; 2.2	Ensure food security	Ensured household level food security	Number of female-headed households (in mln)
			Number of female-headed households (in thousands)
Education and training Development			
Goal 4.1, 4.3 and 5.1	Increase pre-school and primary school access and enrolment	Increased in pre-school enrolment	Female enrolment rate (percent)
		Increased in grade 1 gross enrolment	Female gross enrolment rate (percent)
		Increased grade 1 net enrolment	Female net enrolment rate (percent)
		Increased primary school gross enrolment	Female gross enrolment rate (percent) (1-4)
			Female gross enrolment rate (percent) (5-8)
			Female gross enrolment rate (percent)Primary school (1-8)
Goal 4.1, 4.3 & 5.1	Increase primary school net enrolment	Increased primary school net enrolment	Female net enrolment rate (percent)Primary school first cycle /1-4/ net
			Female net enrolment rate (percent)Primary school



Link With SDGs	Objectives	Output	Indicators
			second cycle (5-8) NER Female net enrolment rate (percent) Primary school (1-8) NER (percent)
Goal 4 & 5	Expand adult education	Decreased adult illiteracy rate	Adult Education Enrolment rate (percent) Female gross enrolment rate (percent)
Goal 4.1, 4.3 & 5.1	Increase secondary school enrolment rate	Increased secondary school enrolment	Female gross enrolment rate (percent) for grade 9-10 (percent)
			Female gross enrolment rate in (percent) Gross enrolment rate for grade 11-12 in (percent)
			Ratio of girls admitted to preparatory school (11-12) in (percent)
Goals 4.1, 4.3 & 5.1	Increase middle level trained man power	Increased number of TVET trained professionals	Ratio of girls admitted to TVET in (percent)
Goals 4.1, 4.3 & 5.1	Higher student intake in higher education programs intake capacity	Increased number of graduated students	Ratio of girls admitted to undergraduate degree program in (percent)
			Female graduates in undergraduate (percent)
	Increase post-graduate student intake level of higher education	Increased number of post graduate students	Ratio of Female admitted to postgraduate program in (percent) Female post graduate in number
Goals 4.1 & 4.3	Improve the quality of education	Growth rate of graduated students	Female primary school 1st cycle 4th grade completion rate (percent)



Link With SDGs	Objectives	Output	Indicators		
5.1		High number of school attending students	Female primary school 2nd cycle 8th grade completion rate (percent)		
			Female primary school (1-8) completion rate (percent)		
			Grade 1 girls dropout rate (percent)		
			Grade 8 repetition rate for female (percent)		
			Primary school 1st cycle (1-4) female repetition rate (percent)		
			Primary 2nd cycle (5-8) female repetition rate (percent)		
			Increased female participation in primary and secondary education	Primary School first cycle (1-4) gender parity index	
				Primary School second cycle (5-8) gender parity index	
		Secondary School first cycle (9-10) gender parity index			
		Secondary School second cycle (11-12) gender parity index			
		Ratio of female trainers in TVET institutions (percent)			
		Ratio of female leaders in TVET sector (percent)			
		Health sector development			
		Goal 2.2 3.1	Reducing maternal mortality rate	Reduced maternal mortality	Maternal Mortality Rate per 100,000
Contraceptive prevalence rate (CPR) (percent)					
Total Fertility Rate (percent)					
Antenatal care coverage at least 4 visits (percent)					
Post natal coverage (percent)					
Deliveries attended by skilled					



Link With SDGs	Objectives	Output	Indicators
			health personnel (percent)
Goal 2.2 3.2	Reduce child mortality	Improved child health condition	Prevalent 3 vaccination coverage (percent)
			Measles vaccination coverage (percent)
			Coverage of fully immunized children (percent)
			Reduced Under 5 mortality per 1000 children
			Reduced Under 1 year mortality per 1000 children
			Neonatal mortality rate per 1000 children
	Implementation of child nutrition strategy	Eliminated child malnutrition problem	Under 5 Stunting rate (percent)
			Under 5 wasting rate (percent)
	Reduce Malaria epidemic	Reduced Malaria epidemic	Proportion of pregnant women who slept under ITN (percent)
Proportion of children under 5 sleeping under ITN (percent)			
Goal 3.4	Reduce and halt HIV/AIDS incidence and prevalence	Increased number of ART users	Adult ART coverage (percent)
			Children ART coverage (percent)
			HIV positive pregnant who received ARV (ART per Option B +) to Prevent MTCT of HIV (percent)
Capacity building and good governance			
Goal 5.1, 5.2, 5.3 and 10.2	Mainstreaming cross-cutting issues	Higher education opportunity for women civil servants in emerging regions	Number of women civil servant benefited from higher education opportunity in emerging regions
	Conducive work environment for breast feeding women civil servants		percent of government institutions with child care service
Women and children development			
Goal 1.4 5.1	Increase economic benefit for women.	Better economic benefits for organized women	Number of women benefited from micro and small enterprises



Link With SDGs	Objectives	Output	Indicators
			8.10 10.2
		Better economic benefit for rural women	
		Improved skill and capacity of women	
		Production and market place for women	
		Improved credit and saving services for women	Number of market centers build for women Number of women benefited from saving service Amount of saving by women (in thousands) Number of women benefited from credit service Amount of loan by women
Goal 4.5 5 10.2	Build the capacity of female students	Capacity building of female students	Number of female students associations Number of Hostels (boarding schools) established and strengthened Number of women benefited from vocational adult education program Number of female student clubs (Forums) established and strengthened in educational institutions Number structures in higher education institutions that provide counseling services



Link With SDGs	Objectives	Output	Indicators
			for female students
Goal 5.5 ² 10.2 ² 16.7	Increase women's decision-making	Improvement of women's leadership participation at all levels	Percent of women at parliament
			Decision-making role of women at the Federal Executive bodies (percent)
			Decision making role of women at the judiciary system (percent)
Goal 5.1 ² 5.5 ² 10.2	Increase women's participation in building good governance, democratization and development	Increased women's participation in good governance, democratization and development	Number of women involved in building democratic system, development and good governance
	Institutionalization of women's affairs		Percent of women candidates
			Number of institutions/organizations that institutionalized women's affairs

Source: National Plan and Development Commission



Annex II: Process of the Beijing+25 National Review and Report

Ethiopia's Beijing+25 National Review and Report was coordinated by the Ministry of Women, Children and Youth. The Guideline on the Preparation of the Beijing+25 reports ('The Guideline') requires that the review process be led at the highest level; adopt an all government approach and involve all the relevant stakeholders. As per this guideline, the ministry has established a Steering Committee composed of State Ministers from the ministries of agriculture, health, education, labor and social affairs, foreign affairs and federal attorney general office which provide guidance and leadership for the review process. This was led by H.E Ms. Semegn Wube, State Minister, MoWCY. The Steering Committee is supported by a technical committee composed of experts from relevant government agencies as well as UN Women and UNECA. A National Consultant was hired to support the report preparation process through financial support from UN Women.

With support from technical committee members, both primary and secondary data was collected as per the guideline from relevant stakeholders and a first draft report was prepared. A national consultation was held in which the first draft was presented and valuable inputs collected. The national consultation which was held on April 11, 2019 at Jupiter International Hotel, Addis Ababa and brought together participants from regional states and city administrations from bureaus of education, health, agriculture, women, children and youth, labor and social affairs and attorney general's office as well as from federal government ministries and agencies. Civil society organizations, women and youth associations, representatives from academia and the media and UN agencies were also in attendance.

A final draft of the Beijing+25 national report was prepared incorporating the feedback and input from the national consultation. As per the Guideline, the national report should be validated at high level and launched by the President or Prime Minister of the country. With this in mind, a validation and launching was held on May 17, 2019 at the United Nations Conference Center in the presence of H.E Sahle-work Zewdie, President of the Federal Democratic Republic of Ethiopia. Also in attendance were state ministers who are members of the Steering Committee, heads and deputy heads of government agencies, members of the technical committee and representatives from the UNECA and UN Women.