

INDRA GANDI NATIONAL OPEN UNIVERSITY

School of Social sciences

Masters of Arts (Public Administration)

THE ROLE OF WOMEN'S  
EMPOWERMENT ON GROWTH AND  
TRANSFORMATON PLAN IN ETHIOPIA

Prepared by

TEKLAY MEKONNEN GEBREMEDHIN

Enrollment No: - 109100879

Mobile No: - 251-912-035381

Advisor Dr: - Elias Berhanu

APRIL, 2016

Ethiopia, Addis Ababa

## Declaration

I hereby declare that the dissertation entitled THE ROLE OF WOMEN'S EMPOWERMENT ON GROWTH AND TRANSFORMATON PLAN IN ETHIOPIA Submitted for the partial fulfillment of the Masters of Public Administration to Indira Gandhi National Open University, (IGNOU) is my own original work and has not been submitted earlier either to IGNOU or to any other institution for the fulfillment of the requirement for any course of study. I also declare that no chapter of this manuscript in whole or in part is lifted an incorporated in this report from any earlier work done before by me or others.

Signature\_\_\_\_\_

Enrolment No 109100879

Student Name:

TEKLAY MEKONNEN GEBREMEDHIN

Address ETHIOPIA, ADDIS ABABA

Date\_\_\_\_\_

E-mail [teklaygebremedhin@yahoo.com](mailto:teklaygebremedhin@yahoo.com)

## CERTIFICATE BY THE ACADEMIC SUPERVIOR

### CERTIFICATE

Certified that the project entitled THE ROLE OF WOMEN'S EMPOWERMENT ON GROWTH AND TRANSFORMATON PLAN IN ETHIOPIA submitted by TEKLAY MEKONNEN GEBREMEDHIN is his own work and has been done under my supervision. It is recommended that this project be placed before the examiner for evaluation.

Signature of the Academic supervisor

Name\_\_\_\_\_

Address\_\_\_\_\_

Study Center SAINT MARRY UNIVERSITY

Regional Center SAINT MARRY UNIVERSITY

Date\_\_\_\_\_

## Table of Contents

Acknowledgement-----	III
Aberrations-----	IV
List of Tables-----	VI
Abstract-----	VII
<b>Chapter1: Introduction</b>	
1.1 Background of the Study-----	01
1.2 Statement of the Problem-----	04
1.3 Objectives of the Study-----	04
1.3.1 General Objectives-----	04
1.3.2 Specific Objectives-----	04
1.4 Research Questions-----	05
1.5 Scope of the study-----	05
1.6 Significance of the Study-----	05
1.7 Limitation of the Study-----	06
1.8 Organization of the study-----	06
<b>Chapter 2: Review of Related Literature</b>	
2.1 Understanding Empowerment-----	07
2.2 Concept of Women Empowerment-----	08
2.2.1 Understanding What Women Empowerment is-----	11
2.3 Gender and Women Empowerment in Ethiopia-----	11
2.4 The Condition of Ethiopian Women-----	16
2.4.1 Working Conditions in the Rural Areas-----	15
2.4.2 Working Conditions in the Urban Areas-----	16
2.5 The Growth and transformation Plan-----	17
<b>Chapter 3: Methods and Methodology</b>	
3.1 Methods of Data Collection-----	19
3.2 Research Methods-----	19
3.3 Documents Analysis-----	19
3.4 Research Methodology-----	20
3.5 Research Strategy-----	20

## **Chapter 4: Result and Discussion**

4.1 Gender Gap Analysis-----	22
4.2 Ethiopian women Economic Empowerment-----	28
4.3 Ethiopian Women Political Empowerment-----	30
4.4 Education and Training Attainment of Ethiopian Women-----	32
4.5 Ethiopian Women and Healthy Empowerment-----	38
4.6 Challenges and Identified Gaps in Women Empowerment-----	40
4.7 Ethiopian Women and Growth and Transformation Plan-----	42

## **Chapter 5: Conclusion and Recommendation**

5.1 Conclusion-----	48
5.2 Recommendations-----	49

<b>References-----</b>	<b>50</b>
------------------------	-----------

## Acknowledgment

First of all, thanks to almighty God in which nothing could be fruitful without his good will. Next, I would like to thank My Supervisors Dr, Elias Berhanu for his support on shaping my thesis and has shared more knowledge on how to do thesis and also encourage me at all my effort to complete my thesis. Thirdly I thank more than I can say to all my staff members especially to w/zoro Birhin Abdulwahid, who, support all my writings by Editing and all secretary works. and, all others for their unlimited cooperation in my work in order to focus all my attention on my paper work by cover an ample Time of my responsibility works with full commitment and also more thanks Tigabu Gebru Lecturer of Biology Department at Adi Grat University Ethiopia, Tigray. of his effort to encourage and more support for showing me the pathway how to do Thesis.

## **ABBREVIATIONS**

FDREPCC	Federal Democratic Republic of Ethiopia Population Census Commission
UNFPA	United Nations Fund for Population Activities
UNESCO	United Nations Education, Scientific and Cultural Organization
FDRE	Federal Democratic Republic of Ethiopia
EWP	Ethiopia women's policy.
MOWA	Ministry of Women's Affairs
FCSC	Federal Civil Service Commission
NAP	National Action Plan
NAP-GE	National Action Plan for Gender Equality
GTP	Growth and Transformation Plan.
BOE	Bureau of Education
HIV	Human Immune Virus
WAO	Women's Affairs Office
GOE	Government of Ethiopia
AIDS	Acquired Immune Deficiency Syndrome
BWA	Bureaus of Women's Affairs
CEDA	Convention on the Elimination of all Forms of Discrimination against Women
CRC	Children's Rights Convention
CTE	College of Teachers Education
EHRC	Ethiopian Human Rights Commission
FDR	Federal Democratic Republic of Ethiopia
FGM	Female Genital Mutilation
GER	Gross Enrolment Ratio
HIV	Human Immunodeficiency Virus
HTP	Harmful Traditional Practices
MDG	Millennium Development Goals
MOE	Ministry of Education
DHS	Demography and Healthy Survey

MOH	Ministry of Health
MOLSA	Ministry of Labor and Social Affairs
MWA	Ministry of Women's Affairs
MSE	Micro and Small Enterprises
NPA-GE	National Plan of Action on Gender Equality
NAP-children	National Plan of Action on Children
NGO	Non-governmental Organizations
OVC	Orphan and Vulnerable Children
PASDEP	Plan for Accelerated and Sustained Development to End Poverty
PHC	Primary Health Care
RH	Reproductive Health
SPRP	Sustainable Poverty Reduction Program
UNICEF	United Nations Children's Fund
UNFPA	United Nations Population Fund
VAW	Violence Against women
WAD	Women's Affairs Department
WDCP	Women Development and Change Packages



## List of Tables

4.1. Statistical Figure of Ethiopia Demography and Healthy survey-----	27
4.2. Statistics of Women Participation in Decision Making-----	32
4.3. Education Access for Ethiopian women-----	37
4.4. The Technical and Vocational training Enrollment of women-----	37
4.5. Comparison on participation of women In Education sector between 5 years-----	41
4.6. Comparison on participation of women In Education sector between five year---	46

## Abstract

This study signifies the vital role and contribution of women empowerment that can play on transformation of Ethiopia. And also examine how effective women empowerment strategy can be determinant for social, economic, political, educational transformation of Ethiopia. Most of countries are all conscious of the need to work on gender equality and the empowerment of women. This is a positive start, but in practice it turned out that a lot still needs to be done. Economic activities are not the only vehicle for helping women to escape from poverty and advancing gender equality and empowerment. There needs to be a combination of activities in various spheres of women's. The study analyzes activities in all dimensions which are done to empower women towards contribution for transformation plan in Ethiopia. This study assesses what actions or strategies designed by Ethiopian Government on women empowerment to contribute transformation development of and the effort exerted by the government to empower women's economically and the challenges in the implementation process. Attempted to answer the basic questions of what are the factors that contributed to women's economic dependency, the effort exerted by the government to empower women's economically and the Challenges in the implementation process. Women's empowerment is typically discussed in relation to political, social and economic empowerment, but the economic empowerment of women has received particular attention and is often cited as one of the most important ways to promote gender equality, reduce poverty and improve the well-being of not only women, but children and societies. The intertwined effects of women empowerment in all parts of a society will be analyzed in this study.

# CHAPTER ONE

## Introduction

### 1.1 Background of the study

Women empowerment is a global issue and uplifting women to mainstream is not only a right issue but also a humanitarian issue. In the report of United Nations Population Information Network, Women empowerment is defined as having five components: “women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally” (UNFPA, 1996). Women’s empowerment is the process by which women gain greater control over the circumstances of their lives (Sen., 2000). It is a multidimensional concept, which purposes to measure a woman’s ability to control resources, her ability to choose and control different outcomes, and above all enhance her self-esteem.

The World Bank’s Empowerment and Poverty Reduction: A Sourcebook defines Empowerment in its broadest sense as the “expansion of freedom of choice and action” (Narayan, 2002). United Nations (2001) defines empowerment as the processes by which women take control and ownership of their lives through expansion of their choices. Kabeer’s (1998, 1999) view of empowerment refers to the Processes by which those who have been denied the ability to make choices acquire such ability.

The fundamentals of empowerment have been defined as agency (the ability to define one’s goals and act upon them), awareness of gendered power structures, self-esteem and Self-confidence (Kabeer 2001). Women’s empowerment is extensively acknowledged as a vital aim in development, the concepts related with it differ and standards and yardsticks for logically measuring changes in empowerment are not uniformly accepted. In particular, it is the ability to make and carry out significant decisions affecting one’s own life and the lives of others.

According to Kabeer (1999), empowerment cannot be reduced to a single aspect of process or outcome. How women exercise choice and the actual outcomes will depend on the individual. Choices will vary across class, time and space. In other words, there are Measurement problems in capturing social change because of the unpredictability of human nature. Moreover, impacts on empowerment perceived by outsiders might not necessarily be those most valued by women themselves. As Einstein says, “Not everything that can be counted counts and not everything that counts can be counted”.

Mayoux’s (2000) definition of empowerment relates more directly with power, as “a Multidimensional and interlinked process of change in power relations”. It consists of:(1) ‘Power within’, enabling women to articulate their own aspirations and strategies for change; (2)‘Power to’, enabling women to develop the necessary skills and access the necessary resources to achieve their aspirations; (3) ‘Power with’, enabling women to examine and articulate their collective interests, to organize, to achieve them and to link with other women and men’s organizations for change; and (4)‘Power over’, changing the underlying inequalities in power and resources that constrain women’s aspirations and their ability to achieve them. This power relations operate in different spheres of life (e.g., economic, social, political) and at different levels (e.g., individual, household, community, market, institutional).

Ethiopia is one of the largest populated countries in Africa. The total number of persons enumerated in the third Population and Housing Census in Ethiopia aggregating the May and November data sets was 73,918,505. Of these, 37,296,657 (50.5%) were males and 36,621,848 (49.5%) were females .As a statistical data shows the number of female population is one half of a total population in Ethiopia. Although Ethiopian women comprise the majority of the uneducated &unemployed segment of the population that is hardest hit by poverty.

Ethiopia women are actively involved in all aspects of their society`s life. The fact that women are both producers and procreators, as well as active participants in the social, political and cultural activities of their communities has enabled them to play an all-round role.

Because of the policies and strategies are not implemented effectively and prolonged challenge against implementation process have barred women from enjoying the fruits of their output and playing the crucial role on transformation of society. Also deprived of equal opportunities, they are made to lag behind men in all fields of self-advancement.(EWP).Ethiopia is one of the countries known for gender inequality. The statistical figures of DHS 2005 clearly show this difference. For instance, regarding literacy, sharp disparity is indicated among women and men even though it is low for both sexes. The proportion of illiterate women (who cannot read a whole sentence) was as high as 78.5 % whereas for men it was 53.3 %. By contrast men are more than twice as likely to be literate compared to women, 43.1 % and 21.5 % for men and women, respectively. The difference is found to be statistically significant.

The Federal democratic republic of Ethiopia (FDRE) has declared its commitment to gender equality with the announcement of the national policy on women in 1993; the incorporation of gender issues in different national policies including education and training, health, HIV/AIDS ,population and formulated in the same year as well as adequately addressing women's concerns in the federal constitution of 1995.(National Action plan for gender equality (NAP-GE),2006-2010).Even if the Ethiopian government is exerting an effort to realize the equality of women and men, there is big “gender gap” and less women empowerment awareness or attention from government and every stakeholder. Women are fewer beneficiaries when we see from the different measurement of socio politics structures. Of that needs empowerment of women. (MOWA, 2006)

- Limited land access
- Less ownership
- Position of decision making
- Limited socio-political participation
- Limited access of education.
- Violation of human right.
- More Unemployment victim

## 1.2 Statement of the problem

Ethiopia is predominantly an agricultural country that 85 percent of its population depends on agriculture for their livelihood. Its agriculture is also characterized by low productivity, which can be attributed to shortage of skilled human, lack of good governance and lack of capital that compounded by inaccessibility of the poor to the existing formal financial institutions due to some factors such as high collateral equipment and high transaction cost for small loans. Since poor people were regarded as Credit worthless, access to credit is very limited. As a result about half of 85% of the population is living below the poverty line. These people lack the financial capacity to meet the minimum standard of living. They also suffer from different kind of deprivations such as isolation and powerlessness. Most of these victims are women, Children, elders, disabled, small-scale farmers, unskilled workers (Gebrehiwot, 2002).

Women constitute proportionally a large group of the labor force in various economic sectors. Therefore economic development is unthinkable without the participation of women. However, Ethiopian women have not been able to equally benefit from the nation's wealth, because their labor and their participation in the economy have not been duly valued. (EWP). Women Involvement Participations are less for contributing socio economic development of Ethiopia. (MOWA, 2006)

## 1.3. Objectives of the study

### 1.3.1. General Objectives

Assesses the impact and main role of women empowerment plays for rapid multi-dimensional development on transformation Plan in Ethiopia.

### 1.3.2. Specific objectives

- ❖ To explore impacts of women empowerment strategy towards transformation plan of Ethiopia
- ❖ To identify Problems of gender gaps which pass from generation to generation through them for better redesigning of policy and strategy?
- ❖ To raise consciousness of Women's empowerment to enact collectively and increase the educational, social, economic, and political development.
- ❖ To promote reconsideration of women policy.
- ❖ To examine the extent of the gender gap in terms of some socio-economic and within society

## 1.4 Research Questions

According to the stated objectives of the study, the following research questions are designed for investigation.

1. How Women empowerment can be determinant for the Transformation of a nation?
2. What are the major challenges for women contribution in Growth and Development plan?
3. What awareness must set in related women empowerment?
4. Who is stakeholder for responsible women empowerment strategy?

## 1.5 Scope of the study

The study focuses on the role of women empowerment in Ethiopia in growth and transformation plan, the time frame is guided between 2003-2015 that efforts begun with the introducing the concept and mainstreaming of gender national development plans as PASDEP and GTP as Growth and transformation plan.

## 1.6 Significance of the study

Women inequality is entrenched in social, economic, cultural and political structure and thus closely intertwined with every development challenge ranging from the elimination of poverty to the promotion of Peace and democracy. The product of this research examines the major role of women's empowering that contributes for the faster development of socio-economic, political and cultural factors in relation to transformation of Ethiopia.

The study has the following significances.

The outcome of this study can affect the contribution for the understanding of women empowerment and by empowering them to be major factors on socioeconomic Transformation of Ethiopia.

- I. To Increase Women's participation and empowerment in transformational plan in Ethiopia.
- II. It increases women's empowerment awareness for every stakeholders
- III. Since more is not written in this area, it will also be add to the existing of literature.
- IV. It can be as input on vital point of women empowerment the policy responses to enhance active women participation to be assessed.

## **1.7 Limitation of the study**

The thesis work faced more difficulties of Fund and time which was the major limitation to carry out all my work smoothly to some extent, to find documented current research literature regarding to Women's empowerment In Ethiopia Growth and transformation plan is also the other difficulties which made to limit the study.

## **1.8 organization of the study**

The first chapter the thesis is introduced background, objectives scope and significances of the women empowerment of the study. Chapter two defined Review of Related Literature to The study. Chapter three clarified Methods and methodology of the study. And chapter Four Describes the result and Discussion of The study, Finally Chapter Five provides conclusion and recommendation on the basis of the result and discussion made on the preceding chapter.



## CHAPTER TWO

### Review of Related Literature

#### 2.1. Understanding of Empowerment:

The concept of empowerment was the outcome of several important critiques and debates generated by women's movement throughout the world, and particularly in the Third World (Wickramasinghe, 2000). The term empowerment is used to refer to self-reliance and self-respect in order tenable each person reach his/her God given potential (Cheston and Kuhn, 2002). According to Rowlands (1995), the definition of empowerment is bringing people on the outside of a decision process into it. It is also considered as the ability to obtain an income that enables participation in economic decision-making. Individual's become empowered when they obtain the right to control over material and non-material resources to determine choices in their life.

Empowerment is a process of change by which individuals or groups gain power and ability to take control over their lives. It involves increased well-being, access to resources, increased self-confidence, self-esteem and respect, increased participation in decision making and bargaining power and increased control over benefits, resources and own life (Kabeer, 2002). Empowerment process generally involves change at three broad levels: within the household, within the community, and at a broader institutional or policy level (Zafar, 2002). "Empowerment is not a commodity to be acquired, but a transforming process constructed through action" Carr 2002:11). Empowerment as a state: the opportunity set is determined by the combination of structures (formal or informal market, state and social institutions) and endowments (human, financial, social and psychological assets) Empowerment as a process: the agent acts upon his/her opportunity set to affect outcomes through participation in economic, political and social activity. In turn agents, individually and collectively affect the structure of opportunities.

## 2.2 Concept of Women Empowerment.

Women's empowerment is the process by which women gain greater control over the circumstances of their lives (Sen, 2000). It is a multidimensional concept, which purports to measure a woman's ability to control resources, her ability to choose and control different outcomes, and above all enhance her self-esteem. It can be examined based on different indicators. Until recently, variables such as education and employment were commonly used to capture empowerment and other related concepts such as women's autonomy and status. While those proxy measures are important and are ideally associated with empowerment, they may not capture all aspects of the multidimensional concept of empowerment (Joshi, 1999). The Beijing Declaration, as pointed out in Dooren (2007), "Women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace".

The Microcredit Summit Campaign launched for achieving development goals Women empowerment is a global issue and uplifting women to mainstream is not only a right Issue but also a humanitarian issue. In the report of United Nations Population Information Network, Women empowerment is defined as having five components: "women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both Within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally" (UNFPA, 1996P: 4).

Women's empowerment is the process by which women gain greater control over the circumstances of their lives (Sen , 2000). It is a multidimensional concept, which purports to measure a woman's ability to control resources, her ability to choose and control different outcomes, and above all enhance her self-esteem. The World Bank's Empowerment and Poverty Reduction:

A Sourcebook defines Empowerment in its broadest sense as the “expansion of freedom of choice and action” (Narayan, 2002). United Nations (2001) defines empowerment as the processes by which women take control and ownership of their lives through expansion of their choices. Kabeer’s (1998, 1999) view of empowerment refers to the Processes by which those who have been denied the ability to make choices acquire such ability. The fundamentals of empowerment have been defined as agency (the ability to define one’s goals and act upon them), awareness of gendered power structures, self-esteem and self-confidence (Kabeer 2001). Women’s empowerment is extensively acknowledged as a vital aim in development, the concepts related with it differ and standards and yardsticks for logically measuring changes in empowerment are not uniformly accepted. In particular, it is the ability to make and carry out significant decisions affecting one’s own life and the lives of others.

According to Kabeer (1999), empowerment cannot be reduced to a single aspect of process or outcome. How women exercise choice and the actual outcomes will depend on the individual. Choices will vary across class, time and space. In other words, there are measurement problems in capturing social change because of the unpredictability of human nature. Moreover, impacts on empowerment perceived by outsiders might not necessarily be those most valued by women themselves. Einstein says, “Not everything that can be counted counts and not everything that counts can be counted”. Considering the significant qualitative aspects of empowerment this seemed to ring true while selecting a methodology for studying women’s empowerment as a result of their participation in Self Help Groups. Broadly speaking, women can be empowered in several dimensions. Thus, several efforts have been made to draw comprehensive frameworks along which women can be empowered. Accordingly, Jejeebhoy (1995) gave emphasis on knowledge , decision-making, physical, emotional, economic and social autonomy; Kishor (2000a) uses financial autonomy; participation in the modern sector, lifetime exposure to employment, sharing of roles and decision-making, equality in marriage etc and Sen (1999) framework gives emphasis on absence of gender inequality, access to basic facilities such as schooling; access to professional training and higher education; employment and property ownership (see also Malhotra et al. 2002).

Mayoux's (2000) definition of empowerment relates more directly with power, as "multidimensional and interlinked process of change in power relations". It consists of: (1) 'Power within', enabling women to articulate their own aspirations and strategies for change; (2) 'Power to', enabling women to develop the necessary skills and access the necessary resources to achieve their aspirations; (3) 'Power with', enabling women to examine and articulate their collective interests, to organize, to achieve them and to link with other women and men's organizations for change; and (4) 'Power over', changing the underlying inequalities in power and resources that constrain women's aspirations and their ability to achieve them. This power relations operate in different spheres of life (e.g., economic, social, political) and at different levels (e.g., individual, household, community, market, institutional).

The issue of gender equality has become an area of concern in development planning during the last few decades. The marginalization, from development programs, of women for a long period of time is challenged with changing policy perspectives from Women in Development (WID), which aims to include women in development projects in order to make the latter more effective, to Gender and Development (GAD), which aims to address inequalities in women's and men's social roles in relation to development (March et al., 1999). Gender mainstreaming, the integration of gender issues into every aspect of development programs, is aimed at empowering women to enable them participate in and benefit from the programs equally as men, being supported by international and national policies. (In-depth Analysis of the Ethiopian Demographic and Health Survey 2005)

### 2.2.1 Understanding what Women's Empowerment is?

- a. Women's empowerment is typically discussed in relation to political, social and economic empowerment.
- b. Empowerment as a state: the opportunity set is determined by the combination of structures (formal or informal market, state and social institutions) and endowments (human, financial, social and psychological assets)
- c. Empowerment as a process: the agent acts upon his/her opportunity set to affect outcomes through participation in economic, political and social activity. In the case of women's empowerment these power structures often refer to patriarchal systems of control that subordinate women. Most researchers also agree that empowerment is a process and therefore involves changes in existing power structures and a move from a state of disempowerment to empowerment. Finally, researchers agree that empowerment is multidimensional, occurring at different levels, and in different ways depending on individuals and communities and the environments in which they live. (Brooke 2006). "Women's economic empowerment helps to insure gender equality and the well-being of nations. When women become economically empowered and get their own source of income definitely they insure the basic needs of the family" (Blumberg 2006).

### 2.3 Gender and Women empowerment in Ethiopia

The problems of gender inequalities discussed above are very much prevalent in and relevant to Ethiopia. Ethiopia is a patriarchal society that keeps women in a subordinate position (Haregewoin and Emebet, 2003). There is a belief that women are docile, submissive, patient, and tolerant of monotonous work and violence, for which culture is used as a justification (Hirut, 2004). The socialization process, which determines gender roles, is partly responsible for the subjugation of women in the country. Ethiopian society is socialized in such a way that girls are held inferior to boys. In the process of upbringing, boys are expected to learn and become self-reliant, major bread winners, and responsible in different activities, while girls are brought up to conform, be obedient and dependent, and specialize in indoor activities like cooking, washing clothes, fetching water, caring for children, etc. (Haregewoin and Emebet, 2003; Hirut, 2004).

The differences in the ways in which individuals are treated through the socialization process, due mainly to their sex status, leads to the development of real psychological and personality differences between males and females. For instance, a female informant in Arsi stated that a man is a big person who has higher social position and knowledge, who can govern others and think in wider perspectives; while a woman is a person who can serve a man, who is like the husband's object transferred through marriage, and to whom he can do anything he wishes to do (Hirut, 2004).

These socially induced differences between males and females result in discriminatory rewards, statuses, opportunities and roles as shall be discussed below. Low educational level is one of the causes and consequences of females' low socio-economic status. In spite of the fact that significant progress has been realized in girls' education during the last decade, gender gap is still Gender Inequality and Women's Empowerment is observed. According to various statistical abstracts of the Ministry of Education, the share of female students has increased from 21% to 25% between the years 1998/99 and 2002/03. Nevertheless, the sex disaggregated Gross Enrolment Ratio (GER), the ratio of total enrolment at primary or secondary education to the corresponding school age population, shows disparity between the two sexes. Though female GER in primary education has increased from 41% in 1999/2000 to 54% in 2002/03, the respective figures for males are 61% and 75%.

The gender gap is clearly observed when the Gender Parity Index (GPI), the ratio of female to male enrolment, is considered. Between the years 1999 and 2003, GPI was found to be 0.7, indicating that there were only 7 girls enrolled at primary schools for every 10 boys (Federal Civil Service Commission, 2005). This gender gap increases with increasing level of education. Women are underrepresented in the formal sector of employment. The survey conducted by the Central Statistical Authority (CSA, 2004) showed that women account for less than half (43%) of the total employees in the country. Considering the percentage of female employees from the total number of employees 'by employment type, the highest was in domestic activities (78%) and followed by unpaid activities (59.3%). In other types of formal employment (e.g. government, NGOs, private organizations), the percentage of female workers is less than 35%. On the other hand, the survey showed overrepresentation of female workers in the informal sector. About 58% of working women work in the informal sector whereas the percentage of workingmen in the informal sector was 37.7 %.

The breakdown of the federal government employees by occupational groups also indicated gender disparity. From federal government employees found in the clerical and fiscal type of jobs 71.3 % were female, while the percentage of females was slightly more than half (51%) in custodial and manual type of jobs. Women make up 25% and 18% of the administrative and professional and scientific job categories, respectively, indicating that upper and middle level positions are overwhelmingly dominated by men (Federal Civil Service Commission, 2005). This concentration of women in the informal sector and low level positions has implication on their earnings. In this regard, the survey showed four out of ten women civil servants earn Birr 300 a month compared to two out of ten for men (Federal Civil Service Commission, 2005). Ethiopian women's access to mass media is one of the lowest.

In their DHS comparative report, Mukuria et al.(2005) show that, among 25 Sub-Saharan African countries, Ethiopia was the last with respect to percentage of women who have access to newspaper. In the same report it was indicated that in 2000, among women aged 15-49 in Ethiopia, only 1.7% read newspaper at least once a week, compared with 15% in Uganda, 36% in Gabon and 37% in Namibia. Regarding women's access to television, among the 25 countries, Ethiopia was the second from the last with only 4.4% of women aged 15-49 watching television.

At least once a week, surpassing In-depth Analysis of (the Ethiopian Demographic and Health Survey 2005) Women's access to radio was relatively better than access to newspaper and television, with 11% of the women listening to radio at least once a week. It is, however, the lowest compared to other sub-Saharan African countries; 72% for Gabon, 53% for Uganda, 52% for Malawi and 39% for Rwanda. Though women in the country have constitutional rights of participation in decision making, their involvements limited at all levels. For instance, according to the 2004 report of the National Electoral Board of Ethiopia, among 547 seats of the Federal Parliament, only 7.7% of them was occupied by women. At regional and district levels, women constitute only 13% and 14% of council members and elected officials, respectively (Federal Civil Service Commission, 2005). It is also the case that women have little or no power of making decisions on matters related to their own households.

Their decision making power is limited regarding land use in rural areas (Haregewoin and Emebet, 2003) and even on sexual interactions (Adanech and Azeb, 1991). Haregewoin and Emebet noted that less than 25% of women are able to decide by themselves on contraceptive use.

Mostly women in the country have the power to make decisions on issues related to the daily life of their family, but decisions about large household purchases, degree of participation of a woman in social activities, and reproductive health issues are dominated by men.

Women's health problems which were formerly conceived as biological and reproductive issues are nowadays conceptualized to encompass gender issues. This is because reproductive health issues do not give the full picture of the problem as women's health is also embedded in the social and cultural settings. Accordingly, Yegomawork (2005) classified the health problems into two. The first is maternal health problems which are directly related to child bearing complications such as prolonged labor, retained placenta, maternal malnutrition, etc. In this regard, Ethiopia is one of the developing countries with high maternal mortality ratio (871 deaths per 100,000 live births in 2000) (Mukuria, 2005). Although the maternal mortality rate has reportedly decreased since then to 673 deaths per 100,000 live births for the period 2000 to 2005, according to the recent DHS 2005 result, it is still on the higher side. Similarly, among women aged 15 – 49 and with children under three years, 25% have Body Mass Index of below 18.5, a cut-off point used to identify chronic energy deficiency (Mukuria 2005).

The authors also stated, according to the categorization of World Health Organization, this percentage shows a serious nutritional situation in the country.

The other health problem related to the low socio-economic and cultural status of women, are among others, Female Genital Mutilation (FGM), rape, abduction, etc. In Ethiopia, 80% of women (and in some parts of the country up to 100%) are mutilated, as a means of women's loyalty to culture and faith (Haregewoin and Emebet, 2003). It is also estimated that, in each of the 28 woredas in Addis Ababa, three women are raped each day making it a total of 30,660 rape cases every year (Haregewoin and Emebet, 2003). Data compiled Gender Inequality and Women's Empowerment by the Ethiopian Women Lawyers Association from woreda police stations in Addis Ababa showed a 39% and 54% increment of abduction and assault and bodily injury to women and young girls between 1999 and 2001 (Federal Civil Service Commission, 2005).



To summarize, the above documented facts regarding the status of women in Ethiopia in terms of social, economic and cultural profiles in the society revealed the appalling situation women are in, and called for more serious and joint efforts by all concerned to bring about the much expected improvement and change towards gender equality.

Since the establishment of federal state in 1995 and the formulation of the new constitution in Ethiopia, women rights have become a hot agendum that has got greater attention and focus from government and non-government organizations. Among a number of fundamental rights conferred upon women, the Constitution of Ethiopia (1995) ensures this right as Ethiopia is also a signatory to various international laws of human rights. Therefore, both under national as well as international human rights law, the state is obliged to uphold and ensure whether all women are getting equal access and right to involve in development of their country. The constitutions in its article 89 (7) ensured women's right states "government shall ensure the participation of women in equality with men in all economic and social development endeavors." In addition, these commitment and will of the government is explained by its policy documents and in the policy documents promoting gender equality is seen as a priority in order to enhance women' involvement and reduce poverty. Particularly, since then, inclusion of women has become a vital criterion in the assignment of higher positions like ministers and Ambassadors by the government. In addition, beginning from primary to higher education institution, affirmative action was introduced to help women participate in various sectors. In this regard, the incumbent government has shown strong political change and will that has been exhibited empowering women to involve fully in all development areas having the role of empowering and supporting women's struggle in the process of empowerment. By implication, the empowerment of women at higher levels will only be realized whenever there is integrated effort of the poor women and development agencies including the government and other development practitioners.

## 2.4 The working Conditions of Ethiopian Women

### 2.4.1 Working Conditions In the Rural Areas

About 85 percent of Ethiopians live in the rural areas. Because of the rudimentary methods of production used in the rural areas, nearly 85 percent of women's labor is wasted on such arduous activities as farming and animal husbandry activities in which traditional techniques of production are applied. Even though, the division of labor differs from place to place, depending on the climatic conditions, women participate in all types of agricultural work, including weeding, raking, harvesting and preparing threshing fields and grain bins. For instance, women in nomadic societies are entrusted with the responsibility of erecting mobile huts, dismantling them and carrying the parts to the next place of stay, in addition to cattle raising and herding. With respect to house work, rural women have to grind grain, fetch water, gather firewood, prepare cow dung for use, either as a substitute for or as a supplementary to firewood, prepare food and raise children. And they sweat out for about 13 to 17 hours a day. Although rural women's share of the division of labor is by far more tiresome and more time-consuming than that of men, it is derogatorily referred to as "women's work" and is not valued. Rural women have also been barred from access to productive assets, such as ownership and control of property, since their contribution continued to be undervalued. (EWP)

### 2.4.2 Working Conditions in the Urban Areas

Majority of the low wage earners in the urban areas are women. In the factories, for instance, women make up 30 percent of the labor force, whereas their share of total salaries paid is only 21 percent. Although a very small number of women hold high-position jobs that require college training and technological know-how, most Ethiopian women are engaged in all types of odd jobs. These include low-income jobs, such as selling injera (the pancake like traditional food) and tella (the traditionally brewed beer), working as house maids as well as prostitution and brothel or bar management. (EWP) Working as house maid is, of course, the first occupation of the youngest women who move to cities from rural areas in search of a better life. Prostitution, for example, is an occupation frowned upon by all societies, degrading to women, a manifestation of backwardness and a breeding ground for many kinds of diseases and social evils.

Yet a staggeringly large numbers of Ethiopia women derive their livelihood from it, because they have no alternative employment opportunity. To sum up, urban women are engaged in such low paying jobs in the informal sector as well as in the formal sector, such as in factories, offices, hospitals etc.

## 2.5 The Growth and Transformation Plan

The Growth and Transformation Plan (GTP) analyses women's empowerment through their increased ability to improve their income and economic status, and their active participation in the development process. Thus, in relation to natural resource management and rural livelihoods, it states that: "those households that have very small plots, and landless youth and women, will be encouraged to engage in non-farm income generating activities. In addition they will be provided with adequate support to ensure their food security by providing packages of skill and business management training, credit and access to market." (Page 53) Three of the five gender targets in the GTP specifically address women's economic empowerment and target Five, increasing women's participation in decision making, is crucial to enhancing women's empowerment across all activities (page 111).

The targets are:

1. Increase the number of women entrepreneurs that graduate from operating micro enterprises to small and medium businesses.
2. Increase the number of women who receive training in management and entrepreneurship.
3. Increase the number of women beneficiaries of credit and saving services.
4. Reduce the rate of abduction, child marriage and female genital mutilation.
5. Increase the participation of women in decision-making processes.

The three approaches proposed in the GTP for implementing its strategy for women affairs all involve the active role and participation of civil society organizations. They also outline how government can support this participation further:

"The first concerns strengthening women's associations and organizations. Second, a more conducive environment will be created for women to more actively participate in and benefit from development and governance programmers through their associations and organizations. Finally, for the participation of and benefits to women to be effective and sustainable, effective coordination of women's associations and organizations and all other actors is critical." (Page 111) 17 (DAG, 2012).

In Ethiopia, women play an active role in family based agriculture, and female-headed households make up 21% of all households. However, until recently they have had limited public recognitions farmers within the national agricultural development framework. Structural barriers, such as the heavy burden of domestic drudgery, reinforced by local cultural perceptions, have limited women's Participation in official agricultural extension activities to a large extent. In addition, women's lack of access to land, finance, technology and decision making power have critically impeded their ability to take part in profitable market activities. However, more than ever, farmers and particularly women farmers need access to relevant agricultural information to help them plan for and cope with changes and enhance their income and the contribution of agriculture to the overall economic development of the country.

Women entrepreneurs have also demonstrated how ICTs empowered them to participate in other social and economic activities. The Association of Women in Business (AWiB) is a good example of platform for mid-level career women and business owners that have enabled women from diverse backgrounds and with diverse dreams to come together using its dynamic website and to help each other explore their career paths. The online forum facilitates discussions on various topics, which members can participate in from the comfort of their homes or offices. Members of the association are also able to blog on the website, where they share their experiences in business, mostly from a gender perspective, enabling other women in the network to discuss issues that commonly face women and how they can be addressed. To support the skills development of its members, the association is also providing an E-Learning platform where it has successfully launched a 12-week online personal development course led by an internationally certified life coach. It also aims to bring more offerings to its pool of education packages for personal and professional growth.

## CHAPTER THREE

### Methods and Methodology

This chapter describes and justifies the qualitative research methodology used to provide answers to the research questions. The chapter began by recapping the research problem being investigated. It highlighted why qualitative research methods were appropriate to collect data from the respondents and why purposive sampling was the right way to go in terms of selecting interviews. It further described how data was collected mainly from female farmers. Finally, it described the data analysis procedures employed in the research. It must be noted that empowerment is a messy concept and not easily measured so there are inherent weaknesses in any study trying to harness an empirical measure of empowerment. An important issue in measuring empowerment is causality. In empowerment studies, it is difficult to distinguish whether empowerment is a goal in itself or it is a means of achieving other goals. Such distinction is necessary though, in case of empowerment of women in my study being viewed as a means to socio economic outcomes.

#### 3.1 Method of data collection.

The study based up on secondary data and adequately utilized the literature that was already available. Relevant sources from, Social empowerment index, articles, academic literature, reports, policy documents, journals conventions and laws, interviews were reviewed by critically assessing the diverse issues that are in line with women's participation.

#### 3.2 Research Methods.

Qualitative research has ways to collect data that are consistent to its characteristics Objectives. For this research it chosen to use document analysis, interviews by stake holders.

#### 3.3 Documents Analysis.

This method refers to the critical examination of a variety of documents (Bryman, 2002: 381).It is especially useful to establish comparisons and to study in depth variety of material such as: registers, interviews, declarations, policies, strategies, etc.” (Silvente, 2006: 67).

This method “is used especially in sociology, psychology, political sciences and literature and includes normally the assessment of the frequency of certain categories defined beforehand like ideas, expressions, word, or Expressive elements of diverse nature. These categories express the variables or indicators that form part of the research problem” (Silvente et 2006:67).The qualitative nature of the research makes it difficult to infer indicators or strict measurable variables but the documents analyzed made possible “making systematic appreciations about Ideology and political thinking” (Silvente et al., 2006: 67) contained in them. “The main advantage of the document analysis is that it has a clear empirical base perfectly accessible that make it possible to analyze a document with less subjectivity than with other means”(Silvente. 2006:67).The document analysis was a process of interpretation of the documents looking for the information relevant to this study. The document analysis in this research began looking to official documents, publication on women, reports, statistical report, researches. Laws, regulations, and so on.

### **3.4 Research Methodology**

For Gathering Information this Research uses both primary and secondary data. Informal Questioner and published ,unpublished, Such as books, documents, Journals, articles, different past researches, International reports , index, reports of the topics and online material (Internets).

### **3.5 Research Strategy**

The researcher uses both quantitative and qualitative methods. The researcher uses different primary data's, like report, statistical data, index, journals, publications on data analysis process etc. necessarily to use quantitative methods. The researcher interview the higher officials working on women policy and empowerment plan. The research also presents description, exploration and set forward .the researcher findings in deduction method. For the cause of these data analysis method the researcher necessarily deal with qualitative methods. Like we have seen above these research uses mixed research method

## CHAPTER FOUR

### Result and Discussion

The Government of the Federal Democratic Republic of Ethiopia (FDRE) formulated several laws and policies to promote gender equality. Particularly Article 35 of the Constitution of the Federal Democratic Republic of Ethiopia clearly stipulates the rights of women. The government has also been promoting the mainstreaming of gender in all its development policies and strategies to address gender inequality.

The 1994 Constitution of the Federal Democratic Republic of Ethiopia clearly articulated the status of women in the Ethiopian society. Some of the articles directly connected with efforts to reach equality of the sexes included in the constitution are stated as follows:

#### *Article 35 - Rights of Women*

1. Women shall, in the enjoyment of rights and protections provided for by this Constitution, have equal right with men.
2. Women have equal rights with men in marriage.
3. The historical legacy of inequality and discrimination suffered by women in Ethiopia are entitled to affirmative measures. The purpose of such measures shall be to provide special attention to women so as to enable them to compete and to participate, on the basis of equality with men, in political, social and economic life as well as in public and private institutions.
4. The State shall enforce the right of women to eliminate the influences of harmful customs. Laws, customs and practices that oppress or cause bodily or mental harm to women are prohibited.
5. (a) Women have the right to maternity leave with full pay. The duration of maternity leave shall be determined by law taking into account the nature of the work, the health of the mother and the wellbeing of the child and family.(b) Maternity leave may, in accordance with the provisions of law, include prenatal leave with full pay.
6. Women have right to full consultation in the formulation of national development policies, the designing and execution of projects, and particularly in the case of projects affecting the interests of women.

7. Women have the right to acquire, administer, control, use and transfer property. In particular, they have equal rights with men with respect to use, transfer, administration and control of land. They shall also enjoy equal treatment in the inheritance of property.
8. Women shall have a right to equality in employment, promotion, pay and the transfer of pension entitlements.
9. To prevent harm arising from pregnancy and childbirth and in order to safeguard their health, women have the right of access to family planning, education, information and capacity.

*Article 34 - Marital, Personal and Family Rights*

- Men and Women, without any distinction as to race, nation, nationality or religion, who have attained marriageable age as defined by law, have the right to marry and found a family. They have equal rights while entering into, during marriage and at the time of divorce. Laws shall be enacted to ensure the protection of rights and interests of children at the time of divorce.

*Article 42 Rights of Labor*

- Women workers have the right to equal pay for equal work. However, the Civil Code articles are in some respects in contradiction with the Constitution in relation for example to marriage and succession rights.

## 4.1 Gender Gap and Analysis

The Global Gender Gap Index introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education and health criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps. (The Global, Gender Gap Report 2013 world economic Forum).

Gender analysis refers to various methods and techniques that are used to evaluate the income, opportunities, roles, behaviors, activities and control over resources.



Whereas this also seen as their difference the same critical factors as men. The validation of this data must be taken with the socio-economic and cultural settings. Basically the behavior and lifestyle of each gender have forced for the creation different roles and behavior. The empowerment of women is located within the discourse and agenda of gender equality and is increasingly being taken in the agendas of international development organizations, perhaps more as a Means to achieve gender equality than as an end in itself. At the Social Summit in Copenhagen in 1993 and the International Conference on Population and development in Cairo 1994 Governments committed themselves to the empowerment of women.

This Commitment was operational and formulated into a clear action plan at the Fourth World Conference on Women in Beijing 1995 where Governments committed themselves to the “empowerment and advancement of women, including the right to freedom of thought, conscience, religion and belief, thus contributing to the moral, ethical, spiritual and intellectual needs of women and men, individually or in community with others and Thereby guaranteeing them the possibility of realizing their full potential in society and shaping their lives in accordance with their own aspirations.” The questions surrounding women's empowerment the condition and position of women have now become critical to the human rights based approaches to development.

As it was depicted earlier this research is based upon qualitative assessment and critical examination of other studies on the topic in the aim of bringing a vital conclusion towards women empowerment to figure out what women could do in the transformation plan and what are the challenges of women empowerment. This includes the gender inequality in work places and the gender gap in different socio-economic and political decision making, the relative changes over the years of the undergoing transformation plan and actions.

The current status of women participation on the plan is also the other major indicator of what we can conclude. So, we should take some major items to be dealt with as Compared to men. Women in Ethiopia are clearly in a disadvantageous position in all respects; they benefit less from social services and hold inferior positions in all economic, political, social, and cultural affairs.

For example, statistics show the existence of more illiterate women than men (51 per cent men and 66 per cent women) and women are less represented at all levels of education, especially in higher education (Ministry of

Education (MOE), 2007). Regarding employment, data from the Federal Civil Service Agency (FCSA) on federal government employees shows that women occupy only 18.3 per cent of all professional and scientific positions, and 25 per cent of administrative positions, indicating that the upper and middle level positions in the civil service are still overwhelmingly dominated by men. According to the same source, women hold 71 per cent of clerical and fiscal jobs and 51 per cent of the custodial and manual jobs (FCSA, 2007).

There were 12 standing committees, of which two, namely, the Women's Affairs Committee and the Social Affairs Committee, are headed by women. According to data from the FCSA, among the 28 Ministers in 2006 in place, only 2 or 7.1 per cent are women and among the 42 State Ministers, only 14.3 per cent are women (Net Corps Ethiopia, 2006:19). Looking at the health situation of women, it is noted that there are several poverty and cultural factors that negatively affect women's health, as reflected by various health indicators. For example, according to the Demographic Health Survey (DHS), 27 percent of women between the ages of 15 and 49 are severely malnourished (CSA, 2005:163). The maternal mortality rate for the period 1998-2004 is one of the highest in the world (673 per100, 000) (CSA, 2005:233). The contraceptive prevalence for married women is 15 percent (CSA, 2005: 61). The rate of attended deliveries is very low; only 28 per cent of women who gave birth in the 5 years preceding the DHS had received antenatal care (CSA.2005)

Most urban women are engaged in labor-intensive activities that require time, minimum skill or no skill at all .Despite the subordinate status they have in the society, and their exclusion from most of the privileges and opportunities availed to their male counterparts, women's contribution for the survival of the household and economic and social development of the society as producers and reproducers is indispensable.

As mothers, care takers, producers, farmers and household workers the work of women not only support their families and communities but also the nation. Yet throughout the world, the poorest people in the community are predominantly women. Women, on the whole, often work for no pay at all, if they are paid, they usually earn far less than men. Their participation and benefits in basic health services and education have actually not reached the desired level. Though encouraging work is underway, women are the major victims' of social afflictions. They face higher level of violence in their home as well as at work place, based on their sex. Although women's contribution to economic development and the welfare of the society is both significant and multi-faceted, the economic, political and cultural biases against women have hindered them from enjoying the fruits of their contribution, unlike their male counter parts.

According to statistical figure of DHS summarized on Table 1 the proportion of women and men who are in different categories of background and characteristics are listed population. Statistical significance between the proportions were also tested and indicated in the table. It is worth mentioning here that the study group comprised only those in the reproductive age group (15 to 49 for women and 15 to 59 for men) and results can be generalized only within this age frame .Ethiopia is one of the countries known for gender inequality. The statistical figures of DHS 2005 clearly show this difference. For instance, regarding literacy, sharp disparity is indicated among women and men even though it is low for both sex.

The proportion of illiterate women (who cannot read a whole sentence) was as high as 78.5 % whereas for men it was 53.3 %. By contrast men are more than twice as likely to be literate compared to women, 43.1 % and 21.5 % for men and women, respectively. The difference is found to be statistically significant. With regard to educational attainment similar significant inequality is indicated. Educational attainment of women is by far lower than that of men according to the data. The majority of women (65.9%) and 42.9 % of men had no education. During the same year, 19.8 % of men had attained secondary and higher level of education. The percentage was, however, only 11.9% for women. Again the gap is found to be significant .Access to media is one of the areas of gender inequality.

The majority of women (53.7%) did not have access to any media, that newspaper/magazine, radio or television. The figure is 33 % for men. Those who have frequent access to the media ,meaning, who can listen to radio or watch TV or read newspaper magazine at least once a week were 20.5 % and 36.5 % for women and men respectively. The inequality was found to be significant in the test. Radio is the most accessible medium. As far as access to radio is concerned, 31.4% of men listen to radio at least once a week. On the other hand, only 16% of women listen to it at least once a week. In other words men are twice likely to have access to the radio.

Greater difference is also observed between the two sexes in terms of their employment status. About 87.6% of men were working in the last 12 months before the survey in 2005. However, only 35.9% of women were working by then. Among respondents working in the 12 months preceding the survey, agriculture is the main type of occupation for both sexes: 84.6% of men and 52.2% of women, showing overrepresentation of men in agriculture than women. The percentage of women in professional/technical/managerial type of occupation is 3.8% while the figure is only 2.6% for men. But the difference is not found to be statistically significant. More women (32.9%) were engaged in clerical, sales and services than men (6.8%). This is in agreement with the documented fact that working women are over represented in the informal sector. With regard to type of earnings for work, significantly higher percentage of women (39.7%) than men (28.5%) are paid in cash only or in cash and some in kind. On the other hand, more men (20.1%) than women (8%) are paid in kind only. One of the explanations for this could be that most of the men who were working in the agriculture sector were probably self-employed and their earning was expected to be in kind. Interestingly the proportion of unpaid men and women workers was about the same and there is no statistical significance. However, further examination of characteristics of the working group by place of residence, i.e. urban and rural.

Table 4. 1 Statistical Figure of Demography and Healthy survey

Background characteristics	Categories	Proportion of women %	Proportion of men%	Significance in difference of proportion
Literacy	Literate	78.5	53.3	35.2
	Illiterate	21.5	43.5	22
	Total	100	100	
Educational Attainment	No education	65.9	42.9	23
	Primary	22.2	37.3	15.1
	Secondary and Higher	11.9	19.8	7.9
Access to any media TV/radio/news paper	No access	53.7	33.0	20.7
	infrequent access	25.8	30.8	5
	Frequent access	20.5	36.2	15.7
Exposure to family planning radio/TV/newspaper	None	68.7	59.5	9.2
	Heard message	31.3	40.5	9.2
	Total	100	100	
Employment status in the last 12 months	Not employed	64.1	12.4	51.7
	Employed	35.9	87.6	51.7
	Total	100	100	
Type of earning for work	Unpaid	52.5	51.4	1.1
	Cash only or partly in kind	39.7	28.5	11.2
	In kind only	7.8	20.1	12.3
Type of occupation for the employed	Total	100	100	
	Prof/tech/manager.	3.8	2.6	1.2
	Clerical, sales and services	32.9	7.0	25.9
	Agriculture	52.2	84.6	32.4
	Skilled manual	6.1	3.3	2.8
	Unskilled manual	5.0	2.5	2.5
Total	100	100		

Source Demography and Healthy Survey (DHS), 2005.

## 4.2 Ethiopian Women Economic Empowerment

Although women's contribution to their households, food production and national economies is immense, it has not been translated into better access to resources or decision-making powers. As a result, women remained to be the poorest of the poor constituting 70% of the global poor. Women in Ethiopia face similar constraints. Due to the different roles and responsibilities men and women have in the society, the causes and experience of poverty also differs by gender. Rights such as, access to land, credit and other productive resources are difficult for women to attain. To this effect, poverty reduction has been embedded within the overall development agenda of the country. Agriculture Development Led Industrialization (ADLI), reform measures (the liberalization and stabilization efforts and development programs (sector development programs) have been pursued by the government. Like other least developing countries (LDCs), Ethiopia in 2002 also started the preparation of the final draft poverty reduction strategy paper immediately after the approval of the interim poverty reduction strategy paper.

The final document entitled "sustainable Development and Poverty Reduction Program(SDPRP) provides a sound basis to continue the implementation of the sustainable development and poverty reduction program activities in the country. Given poverty reduction will continue to be the core of the agenda of the country's development, the strategy is built on four pillars (building blocks). These are, Agriculture development led Industrialization (ADLI), Justice System and Civil Service Reform, decentralization and Empowerment and Capacity building in public and private sector In spite of the various measures taken up by the government to empower Ethiopian women still they haven't been fully empowered let discuss on the main pillars of Empowerment directions as follows.

In the first GTP EFDRE has planned 13,100,972 women to involve on Agricultural & non Agricultural works; only 11.5 million women could be participant in this program. (Ministry of women and Children, 2015).

The five years GTP has shown a remarkable success in the participation and benefited women and youth in particular. In the aim of improving the economic advantage of women a lot of work has been done in increasing work opportunity and clearing their views about their surroundings.

So,13,100,972 women were planned to be indulged in both the agricultural and non-agricultural sector and 11.5 million were succeeded that's about 87.7% of the plan (Women and Youth minister Report 2015). As to confirming women right to benefit from land 10,205,000 were planned to get certificate of land beneficiary and 11.11 million women have got the certificate that is 108% above the plan (2 million households and 9.11 million together) (women & youth minister report 2015). The increment in the participation of the agricultural sector, per capital income and the confirmation of to own and accumulate wealth shows there is a positive growth in women advantageous. In addition to minimize the energy and time women on different workloads 3,969,940 were planned to be included in alternative energy and adaptable technologies where 3.9 million (98.2) were succeeded. (Women & youth minister report 2015). However their some drawbacks as listed below,

- Lack of trainings and input in agricultural extension service to increase their product and productivity.
- Low focus in introduction of technology advancements. The uncomfortably of the current technology in the reduction of workload and product processing.
- Women losing their lands due to different reasons are some of the major Women participation in the industrial sector has also grown where there is a general increment in the industrial sector women income also have shown increment. These have led to improved family status and have created energy to manage their family respectively. However some of the problems with women in the industrial sector are;
- Lesser power to stand for their rights.
- The safety and healthiness of work places
- Place to put their kids.

1,711,474 women were planned to be trained in small scale agricultural sector and commerce where 1,715,274(100%) (Women and Youth Minister Report 2015) which were made to include in different income generating activities. On different empowerment and informative activities 1,746,729 were planned to be included in small scale economic activities and 2,412,978 in self-administered activities where as 2.2 million and 2.4million were succeeded respectively. To increase women benefit from loan different trainings have been carried to improve their saving culture from the income they get with the cooperation of other loan and saving companies; so, 11,933,087 were planned to get the service and 11,617,459(97%).women and youth minister report 2015).In the plan to organize women groups 76,754 were planned and 80,148(104%) were succeeded. These groups took a loan of 2 billion birr and were able to save 2.82 billion birr with the favorable conditions created. In general with the opportunities created in the small scale sector, favorable loan conditions, with the trainings given and the market ties women share have been 41.7%, 40.8%, 39.7%and 36.1% in order, Women participation in house development programs have also reached 50% due to the affirmative actions taken. While there is this positive side there are also vital problems like; As of October 2008, there were 647 cooperative societies formed solely by rural women with a capital of Birr 9,450,170 (Federal Cooperative Agency, 2009/10) various interventions and initiatives aimed have been implemented to alleviate the burden on women's time created by domestic work. Those interventions and initiatives support women's participation in income generating scheme by improving access to portable water, energy and other technologies and services.(gtp revised sep6)

#### 4.3 Ethiopian women *Political Empowerment*

In Ethiopia societies, men and women have clearly defined roles that are dictated by the dominant ideology which is patriarchy, most of the time men are taken as breadwinners; head of the house hold, who has the authority to represent the family outside of the home, since housework is solely the responsibility of women, a man never cooks even he has no choice but cook to satisfy his hunger pang. The federal democratic republic of Ethiopia has declared its commitment to gender equality with the announcement of the national policy on women in 199 the incorporation of gender issues in different national policies including education and training, healthy,



HIV/AIDS, population and formulated in the same year as well as adequately addressing women's concerns in the federal constitution of 1995.( National Action Plan for gender Equality(NAP\_GE)2006-2010.the different measures of socio- politics structures of the needs of empowerment of women(MOWA,2006).

Article Three of the Constitution provides equal opportunity for women to participate in the decision making process by giving them the right to vote and be elected, in this regard a number of measures have been taken in terms on advocacy, lobbying and awareness creation in order to increase the participation of women in decision making structures of the country. Though much still remains to be done, there is noticeable achievement in the participation of women particularly in the parliament as well as in regional councils.

As it mentioned in table 4. 2 below Women members of the house of representative was 7.6% in 2000 and rose to 38.8% in 2015 it is expected to achieve to 50% at the end of GTP 2, and many women are taking over senior posts at various government positions, although what is being witnessed is dramatic as far as women participation in politics is concerned, given their contribution. With respect to increase women political participation in federal level decision making brought about significant improvements of women in power and decision making positions. Of late Ethiopia's newly formed government has announced members of its new cabinet. This time the country has four women securing ministerial positions more than any other time before, though some argue the figure should have increased a bit. The government has pressed ahead with its ongoing efforts to empower women and also to bring many more women to Ministerial portfolio (Ethiopian herald Newspaper February 2016 Edition). The representation of women at regional council is reached up to 48%. The figure is above 30% in six of the nine regional states, besides women representation reach up to 50% in words and kebele councils as the participation of women in higher education is increasing. This is expected to contribute to improving women's representation in decisions making, with in the executive women's representation is 34% and in the judiciary women consisted 20.6% of judges in 2015.

The establishment of Women Parliamentarians Caucus and National & Regional Women Federation will become one of the driving forces for mobilizing women for advancement Women representation in government decision making at Federal executive body is 19.4% 10.5% (2 females; 19 males) Ministerial level, 16% (5 females; 31 males) State Minister, 50 %( 4 females; 4 males) Commissioners and deputy commissioners, 12.5% (5 females; 40 males) Ambassador. There are also positions held by women at regional and international high level representations. Women participation in Judiciary decision making is 19. *In* addition to this the participation in house of federation is also rose in the same fashion.

Table 4.2 the statistics of fifteen years women participation in different decision making structures.

Government body	2000		2005		2010		2015	
	men	women	men	women	men	women	men	women
House of representative	505	42	430	117	413	116	335	212
House of federation	110	7	91	21	-	-	104	49

Source GTP 1 and House of Representation of Ethiopia

#### 4.4 Education and Training Attainments of women

The trends in educational attainment by successive age groups indicate the long-term trend of empowering women through access to education as well as providing them with physical and financial resources are crucial to the long-term development of the country. As women become more educated, they can influence resource allocation, delay marriage and reduce fertility rates and thereby positively influence the health and education of their children. Education is a powerful tool of social transformation. Hence, education for Women has to be paid special attention. Greater access for women to education must be ensured in the educational system. Gender sensitivity must be developed. A watch has to be kept on dropout rate of girls and corrective measures should be taken to check the dropout rates.

As ministry of Women Affair describe the determinant that Women's participation in education is constrained by economic, socio-cultural, familial, personal and school factors. The economic problems relate to parents' inability to send girl children to school especially if schools are far, or dropout due to lack of finances. The problem is more serious in rural areas; particularly in pastoralist regions. (NAP-GE, MOWA).

Education of women and girls is the key to their empowerment. Thus, the major government intervention is implementation of the FDRE Education Policy through Education Sector Development Programs ESDP I, ESDP II and ESDP III which mainly target to ensure equality of female participation in all education and training programs. Especially "Education for All" (EFA) initiative are being implemented throughout the country with the objective of achieving gender equality in education by 2015.

These government initiatives have recorded progress in ensuring gender equality at lower level of education. There is also improvement at secondary and tertiary levels; although gender gaps still persist.

The major achievements are:-

- Primary school (1-4) girls enrolment has reached 95% in 2007/08,
- Primary school /Grade 1-8/ girls enrolment rate 1990/91 16% grow up to 90.5 /2007/08,
- Secondary school participation (9-10) has grew from 35.6 % in 2005/06 to 41.9% in 2007/08
- In preparatory school, girls participation is 30 % in 2007/08
- Women participation in University education has increased from 24% in 2005/06 to 29.3% in 2007/08
- Affirmative Action in education for girls in entrance to higher education including CTEs is one major achievement in promoting female education.
- Tutorial class, science field streamline, girls club and financial assistance financial assistance to needy females, strategies are ongoing); sensitization and increasing women teachers are ongoing as one strategy.

- TVET enrolment increase from 34,785 in 2002/03 to 110,129 in 2007/08, and 48% in 2009/10.
- Enrolment in Alternative Basic Education: - 175,120 in 2003/04 grow to 287,380 in 2007/08/: 13.2% F and 12.9% M. This has played a great role in reducing illiteracy.(MoE Annual statistics,2007/08)
- Affirmative Action for training 30% for scholarship is on implementation in all sector ministries, as well as considering gender balance for internal capacity building trainings.

Ethiopia women are actively involved in all aspects of their society`s life. The fact that women are producers and procreators, as well as active participants in the social, political and cultural activities of their communities has enabled them to play an all-round role. The discriminatory political, economic and social rules and regulations prevailing in the country which constitute discrimination against women have barred women from

Enjoying the fruits of their labor. Thus, deprived of equal opportunities, they are made to lag behind men in all fields of self-advancement. Women constitute proportionally a large group of the labor force in various economic sectors. Therefore economic development is unthinkable without the participation of women. However, to date.

- Tutorial class, science field streamline, girls club and financial assistance to needy females, strategies are ongoing); sensitization and increasing women teachers are ongoing as one strategy.
- TVET enrolment increase from 34,785 in 2002/03 to 110,129 in 2007/08, and 48% in 2009/10.
- Enrolment in Alternative Basic Education: - 175,120 in 2003/04 grow to 287,380 in 2007/08/: 13.2% F and 12.9%M. This has played a great role in reducing illiteracy.(MoE Annual statistics,2007/08).
- Affirmative Action for training 30% for scholarship is on implementation in all sector ministries, as well as considering gender balance for internal capacity building trainings.

Whereas education as seen with respect to gender based disparity, the Ethiopian government has committed itself to various national, regional, and international initiatives to eliminate gender-based disparity in terms of access to education. Progress has been made with regard to achieving the MDGs (“Goal 2: Achieve Universal Primary Education” and “Goal 3: Promote Gender Equality and Empower Women) and implementing the Beijing commitments.

The National Education Policy, which is prepared in the spirit of achieving the Universal Primary Education by 2015, recognizes the importance of affirmative action in enhancing girls'/ women's participation in decision-making. Education Sector Development Programs, which are prepared on the basis of the "Education for All" (EFA) initiative formulated at the Jomtien (Thailand) World Conference, are being implemented throughout the country with the objective of achieving gender equality in education by 2015. The government’s dedicated efforts have led to progress in reducing gender disparity in education

The following are some of the major achievements:

- The establishment of women's affairs departments, within the Ministry of Education and at regional level, has facilitated the coordination and follow-up of the implementation of gender mainstreaming. This has not only prevented social and cultural barriers to women's education but has also created a women-friendly
- Environment. Furthermore, it has helped to diffuse curricular textbooks and teaching materials that are free of gender based discrimination.
- Guidelines, which encourage the participation of the community in the decentralized education system, have been drafted and implemented to promote the education of girls. The education board, with members drawn from teachers, Parents, women and youth associations, was established at the grass roots level. Guideline for integrating gender issues in the preparation of the teaching-learning materials has also been developed and the curriculum is being reviewed every two years to ensure that gender issues are included.
- Trainings have been provided to the professionals of the education sector on gender and related matters. This has contributed to the effective implementation of gender mainstreaming.

- Notable sensitization and advocacy activities were undertaken at all levels in order to abolish cultural discriminatory practices. Some types of discriminations, on which greater focus was made, were the preference of sons over daughters and traditional practices like early marriage, widely practiced abduction and rape.
- Different guidelines, checklist and training manuals related to gender Mainstreaming, have been prepared and disseminated to schools in order to promote a female-students' friendly environment in schools. Most Regional Administrations have also developed five-year strategic frameworks to increase the enrollment of girls in higher educational institutions. Gender focal points have also been established to assist and encourage girls to join gender-stereotype fields of study such as science.
- Strategy has been formulated to increase the school enrollment of girls in pastoral areas. The committee, which has been set up at the House of Peoples' Representatives to follow up the implementation of the development program Undertaken in pastoral areas, has also contributed to girls' education in pastoral areas.
- Efforts were made to encourage women participate in informal education programs. However, participation was lower than expected and women's heavy and tedious workload has been noted as the major factor.
- Activities are underway to provide financial assistance to needy females. The concerted effort of the government and non-governmental organizations has
- Resulted in an increase in the level of girls' primary school enrollment, which was only 19% 15 years ago. The following data indicates the growth in girl's enrollment in schools.

The government has been working on giving education on different opportunities and stages. On a different level for 2.94 million people of different community has been given growing awareness Education. (Ministry of women, 2015).

**Table 4. 3: Access of Education at various levels**

Indicator	2002/2003		2008/2009		2012/2013	
	Male	Female	male	Female	Male	Female
GER at Primary (1-8) in %	74.6	53.8	77.4	90.7	88	92.4
GER at Secondary(9-10)	24	14	28.2	32.1	34.6	36.9
Secondary cycle(11-12 )preparatory				3.5		8.5

Source; Ministry of Education Ethiopia

The main challenges in those above mention level is related to socio economic factors such as poverty , burden of house hold chores for girls early marriage, intuitional factors in terms of school distance for secondary education and school related gender based violence are some challenges

**Table 4. 4: the technical and vocational training enrollment of women**

indicator	2008/9	2010/11	2011/2012	2012/2013
TVET enrollment%	50.3	48	46.2	51.2
Under graduate level %	27	28		30
Post graduate%	11.3	13.8	20.2	19.5

Source Ministry of Education of Ethiopia

The underlying reasons for this are related to culture and low level of awareness as well as the feeling among women that they may not be successful in hard sciences.

Special support awarding prizes in the hard science and technology encouraging and enabling female students as they choose to do so. Ethiopian women were compelled to play a unique role during the civil war, which was instigated by the previous regimes as well as during the famine, displacement and drought conditions. The unique role women played thus, far has managed to create the impetus towards giving special attention to women, and provide the opportunity to actively participate in the national development, and to guarantee women their right to enjoy the fruits of their labor. It has also created a model operation which is free from any form of partiality and sexual discrimination more than ever before.

## 4.5 Ethiopian Women and Healthy Empowerment.

Ethiopia has made great progress in health over the last ten years. From 2005 - 2015, contraceptive prevalence increased from 14.7% to 28.6%. However, there is still much work to be done. Maternal mortality has remained unchanged at 676 per 100,000 live births over the same time period; still only 9.9% of women are delivering in a health facility. Achieving the goal of 65% contraceptive prevalence and a maternal mortality ratio of 267 per 100 000 births will require approaches that address the root causes of women not delivering in health facilities and accessing family planning services. currently, 25% of women who want to space their births or have no more children, are not using a modern method of family planning.

These women, referred to as having an unmet need for family planning, are not using modern contraceptives for a variety of reasons, and the 2011 Ethiopian Demographic Health Survey identified the highest unmet need among the youngest women and women in rural areas. Healthy sector development programme IV is designed in line with the overall direction of the government for next five years, the most priority areas of the healthy sector development program will be material and new born care, child healthy, halt and reverse the spread of major communicable disease such as HIV/AIDS, TB and malaria. Only 10 percent of Ethiopian births are attended by skilled birth attendants. Maternal mortality is 673/100,000, and infant mortality is 77/1,000 live births. Most of these deaths are preventable with knowledge that precipitates changes impersonal and health-seeking behavior, as well as access to medical services. To bring quality RH and FP services to all women in the country, Pathfinder has addressed the social and cultural barriers that prevent men and women from understanding the medical, psychological, and social consequences of strongly-held beliefs and practices. In a culture where a child's illness or mother's death in childbirth is most often attributed to God, fate, or the "evil eye," Pathfinder fosters a popular understanding that everyone can protect their Health sector has serve more to women a new life comes through woman .on GTP report, 2015 states women become beneficiary from aspect decreasing of death of mothers, it shows 420/1000.family planning program succeed 60%. Pre-birth service beneficiaries of women reaches 98%.



Even if this improvement exhibited there are challenges faced by the health officers .some of these, The protection and promotion of the reproductive rights of women, health and HIV/AIDS is supported by the legal and policy framework and Gender mainstreaming in the health sector has been given due attention .

Ethiopia's Growth and Transformation Plan (GTP) 2011-2015 has been designed to maintain the rapid and broad-based economic growth enjoyed by Ethiopia in the recent past and eventually to end poverty (MOFED, 2010). The Health Sector Development Program (HSDP) is a key component of the GTP and its primary objective is to improve the health of the population through the promotion of preventive, curative and rehabilitative health services by:

- Improving access to affordable health services; and
- Improving the quality of health services
- Difficulty of creating awareness towards changing harmful traditional practices.
- Lack of confidence for decision making.
- Lack of transportation around rural area.

The health policy in Ethiopia also takes into account broader issues such as population dynamics, food availability, acceptable living conditions, and other essentials of better health. (Ethiopia Mini Demographic and Health Survey, 2014).

The Ethiopian policies and programs provide for women's right to health and access to health facilities are:-

- The National Health Policy
- The Health Sector Strategy
- The Developmental Social Welfare Policy
- The National Reproductive Health Strategy (2006-2015)
- National Adolescent and Youth Reproductive Health Strategy
- Health Sector Development Program
- Population policy

Health Sector Development Plan (HSDP) every five-years and the third HSDP (2005/6-2010/11) aims to effectively address primary health care (improve maternal health, reduce child mortality and combating HIV/AIDs, malaria) by focusing on prevention through community participation.

- ❖ Access to Primary Health Care (PHC) has been decentralized. Antenatal (ANC) coverage has increased to 59% in 2007/08 from 52% in 2006/07.
- ❖ Postnatal coverage has reached to 25% in 2007/08 from 19% in 2006/07
- ❖ MOH trained above 32,000 (beyond 80%) women Health extension workers and deployed at grass root level,
- ❖ The proportion of supervised deliveries rose from 16.4% in 2006/07 to 20.3% in 2007/08. And 60.7% in 2015
- ❖ The contraceptive acceptance rate increased from 33% in 2006/07 to 51% in 2007/08.
- ❖ Maternal mortality ratio is declined from 871/100,000 live birth in 2000 to 637/100,000 in 2005 and 420/100.000 in 2015.
- ❖ Child mortality decreased from 200/1000 in 2000 to 123/1000 in 2005 and to 85 /1000 in 2009 (MoH , MoFED ,2007/08/09)

**Table4.5. Comparison of Healthy Access of Ethiopian Women B/n 10 years**

	2005	2010	2015	Remarks
Maternal mortality/100,000/	871	590	267	
Child mortality rate/1000/	123	101	67	
Contraceptive users in %	15	55	80	
Supervised deliveries in %	9	25	60	

- ❖ Source GTP I Report and Ministry Of Healthy (2015)

#### **4.6. Challenges and Identified gaps In women Empowerment**

However, despite positive government legislative, policy and programme initiatives, gender equality is far from being realized. This is evident in that Ethiopia ranked 72nd out of 93 countries according to the United Nations Development Programme(UNDP) Gender Empowerment Measure(GEM), which focuses on women’s and men’s capacities to engage actively in the economic and political sphere. Violence against women will not be eradicated without political will and commitment at the highest levels to make it a priority locally, nationally, regionally and internationally. Political will is expressed in variety of ways, including legislation, national plans of action, adequate resource allocation, location of mechanisms to address violence against women at the highest levels, efforts to overcome impunity, visible condemnation of this violence, and sustained support by leaders and opinion makers of efforts to eradicate it.

Creating an environment conducive to the effective functioning of NGOs working on this issue and collaboration with them are also indications of political will. Promoting and protecting the human rights of women and strengthening efforts to achieve substantive equality between women and men are key to preventing violence against women. Structural imbalances of power and inequality between women and men are both the context and causes of violence against women.

As the present study makes clear, the elimination of violence and discrimination against women in all spheres requires a comprehensive, coordinated and sustained effort. It requires action in different arenas, including legislation; the criminal justice sector; economic and social policies; services; awareness-raising and education particularly problematic challenge is the elimination of discriminatory socio-cultural attitudes and economic inequalities that reinforce women's subordinate place in society. Male violence against women is generated by socio-cultural Attitudes and cultures of violence in all parts of the world, and especially by norms about the control of female reproduction and sexuality Furthermore, violence against women intersects with other factors, such as race and class, and with other forms of violence, including ethnic conflict. One of the two objectives of the GEWE JP is to support the achievement of national goals for women's and girls' optimal participation in and benefit from national development. The 2011 Global Gender Gap Report ranks Ethiopia as 116th out of 135 countries, indicative of the existence of significant gender disparities in the country. The entire JP is responsive to the Growth and Transformation Programme (GTP 2010-2015) of the GoE with particular reference to Pillar 7 whose focus is women and youth. Although discriminatory laws and policies have been abrogated over time, the challenge to fully and effectively realize gender equality and child rights still remains a challenge due to deep rooted traditional values and attitudes.

As a result, emphasis has been given to the promotion of awareness and mobilization about women's rights and child rights issues at all level with focus on communities and public authorities. Though encouraging efforts are being made in Ethiopia in the sphere of gender mainstreaming, there are also a number of limitations that need to be addressed, such as the lack of an all-embracing and coherent process of gender mainstreaming. For gender mainstreaming to be effective, it has to address all issues in the organizations, including structural issues, policy issues, plans and programmes, budgeting and monitoring and evaluation.

However, what we observe in this assessment is a fragmented gender mainstreaming process. For example, there is no time when the WADs deal with structural issues to ensure that both men and women occupy decision-making positions, except encouraging them to participate in committees, as witnessed in the Ministry of Mines and Energy and MoWUD. Many of the WADs are also not involved in the process of gender budgeting. The only effort seen in this direction is the gender budgeting guideline prepared by the MoFED, but it includes mention of monitoring and evaluation that would help with programme evaluation from a gender perspective.

The implementation of the sector programs monitored and evaluated at annual national review and mid-term review meetings Challenges In spite of the priority and focus given to health in general, reproductive and child health in particular; the progress is slow and has many challenges. Some of them are: Although the health service availability increased it doesn't guarantee the availability of emergency obstetrics due to lack of skilled human resources and equipment; 40% of population, mainly the rural population, are still without access to health service; Health facility expansion was not accompanied with quality improvements, that. Health facilities built are not fully staffed and properly equipped (HSDP implementation report) although awareness on HIV/AIDS, is high attitudinal change is low and women's low economic level and their limited decision making power in their reproductive health has made them still vulnerable to the infection;

#### **4.7 Ethiopian women and Growth and Transformation Plan**

The country's vision, the achievements of PASDEP, and the lessons drawn from its implementation, were the basis for formulation of the previous five year (2010/11 – 2014/15) Growth and Transformation Plan (GTP). Factors which constrained growth and external shocks were taken into account in the formulation of the GTP. The main objectives for gender and development under the GTP were to ensure Women's active participation in the country's economic, social development and political processes. As with all sectors, the achievement of the GTP targets on gender development and children's affairs requires the commitment of government and its civil society partners and integration and collaboration among many stakeholders. Ethiopian women need to have access to social services such as education, health, and nutrition to gain benefits such as high life expectancy, reduced maternal mortality, etc.

They also have be empowered to challenge and to change the prevailing culture, such as HTPs, gap in education, low access to decision-making. Further more women should lead life free from violence and exploitation and women should fully participate in the political and society decision-making processes and should get control over resources (gtp Revisedsep6).concerning to this the result of the First Growth and Transformation plan was compared from the years before as follows on all sector detail.

The preparatory education (grad 11-12) GER increased from 7 percent (male 8.9 percent, female 5 percent)in 2009/10 to 10 percent (male 10.7 percent, female 9.1 percent) in 2013/14 and estimated to reach 19.8 percent in 2014/15. The achievement is higher than the targets set for the end of the GTP period. Increased investment in the preparatory school construction and upgrading the first cycle secondary schools through the construction of additional class rooms contributed to the remarkable GER achievement at preparatory level. During the GTP implementation period, huge public resource has been allocated to expand higher education. The GER of higher education increased from 5.3% in 2009/10 to 9 percent in 2014/15. The share of female students in undergraduate and postgraduate reached 32% and 19% respectively. (GTP 01 Implementation and Evaluation Report)

To provide basic health services in an equitable manner to the rural and urban population, Health Extension Program (HEP) has been designed and is being implemented throughout the country. Regarding maternal and children health care, under five child mortality rate (U5CMR) was reduced from204/1000 in 1990 to 64/1000 in 2013/14. Improvements in nutrition, effective implementation of the disease prevention programs and first stage medical treatment and changes in economic and social development have resulted in improvements in child health and the reduction in U5CMR. In addition to this, the implementation of the integrated treatment of infants at health post and health centers, malaria control and prevention, improvements in vaccination coverage, implementation of community based nutrition program have contributed to improvements in child health. In addition, the maternal mortality rate (MMR) in 1990has declined by 69 percent and during the last four year GTP implementation period, it has been declining by 11 percent per annum. In some districts, all child deliveries are being conducted at health facilities as a result of the implementation of the community based health development army and the close follow-up by health teams that contributed to improved maternal health.

Thus, encouraging results have been registered towards achieving the millennium development goals such as reducing less than 5 child mortality rate and maternal mortality rate, combat HIV/AIDS, malaria and tuberculosis. The U5CMR was reduced from 204/1000 in 1989/90 to 64 in 2013/14. Therefore, Ethiopia has achieved the goal in advance and become one of the countries that achieved MDG 4. It was targeted to reduce the MMR from 1400/100,000 in 1989/90 by three-fourth at the end of 2014/15. Until 2013/14, the MMR was reduced by 69 percent. The performance indicated that, it is likely that Ethiopia would achieve the planned target (75 percent reduction in MMR) by 2014/15. On the other hand, the number of newly HIV/AIDS infected persons was reduced significantly. The death rate caused by malaria has declined to zero percent and no malaria epidemic has been witnessed for the last six years. With regard to preventing tuberculosis, encouraging result has been registered that indicates to the achievement of the millennium development goals in the health sector.

At the end of GTP 01(2014/2015) 6.62 million women and 80.148 women cooperatives benefited from credit and saving services by gaining a total of 2 billion birr credit and invest in different productive sectors then saving 2.82 billion birr. In addition 1.13, 2.2 and 1.8 million women were trained and had got basic skills in commercial leadership, small business concepts and on self-support methods respectively.

Women play a vital role on decision-Making on every aspect in society activities. In a different sector of government & non-government organization women participation has becoming increased. Affirmative action has been encouraging in that it is elevating women to important public office positions through recruitments, transfers and promotions. Women are also benefiting from capacity-building trainings.

Ethiopia women are actively involved in all aspects of their society`s life. The fact that women are producers and procreators, as well as active participants in the social, political and cultural activities of their communities has enabled them to play an all-round role. their output and playing the crucial role on transformation of society. Also deprived of equal opportunities, they are made to lag behind men in all fields of self-advancement. (Ethiopia women policy). Bringing awareness on women deserves equal participation with men in every aspect of community activities.

- Places of production and sales shortage.
- Loose market ties for their product
- Lower training given to women to improve their technical ability
- Unavailability of loan services
- Poor knowledge on loan and savings
- The lack of special loan for poor women especially in regions where special support is needed.
- The inability for payment of house development programs, where hopefully will gain focus in the next Transformation plan year.

The development of different infrastructure plays a vital role in the general growth of the country. Clean water provisions, electrification of rural areas and telecommunication services, rural road works have indeed benefited women economically and socially. Some of the benefits are;

- Decreasing workloads.
- Creation of work opportunity and strengthen the market ties.
- Schools were around villages whereby increasing women participation in schools.
- To manifest righteousness
- Health services to reduce maternal and child deaths.
- However lack of wide spread of the infrastructure have caused;
- Unnecessary waste of time and energy
- Exposure to different sexual attacks
- Slower response for maternal and child health problems.

Table 4.6: comparison on participation of women In Education sector between five years

Learning Cycles	2010/11	2015	Growth Ratio
Primary(1-8)%	90.7	94	3.3
Secondary(9-10) %	32.1	47.3	15.2
Preparatory %	3.5	44	40.5
Technical Vocational %	48	51.25	3.25
Undergraduate %	28	32	4
Postgraduate %	13.8	19	5.2

Source; Women and Youth Minister Report 2015

In taught of increasing the social benefit of women a lot work have been done in areas of education to change the society attitude up to supporting female students in different situations. For the negative attitude with learning women in the society (the benefit of teaching women, not sending female students to school when reaching school age, making that are learning to abort and not repeat)awareness creation for 2.94 million parts of the Societies have been undertaken. The above Table 5 illustrates the participation of women in different cycles of learning

Gender based differences in education is becoming less and less especially in primary cycle education have met the requirements of the GTP and which must be spread to works on the other cycles too. Some of the problems with educating women are listed as follows;

- The low focus given for educating women in the society.
- Women participation in active action focused elder education is lesser than that who haven't learned.
- Harmful cultural activities.
- Workload in their home.
- Unavailability of secondary school as needed.
- Unsatisfying results of women in higher education.
- Lesser participation of in science and technology streams.
- Lower number of female teachers and administers.

In the health sector maternal death have been 420/100000,family conservation services have been 60%, pre-labor service benefited 98%,41% have delivered with professionals ,post-labor service benefited 66%.Some problems related with this are:

- Unclear view of cultural settings
- Unavailability of health facilities
- Poor decision making power
- Economical dependency
- Rural road unavailability
- Lack of awareness and shortage of information



# CHAPTER FIVE

## Conclusion and Recommendation

### 5.1 Conclusions

Ethiopia's future is bright and full of opportunity. After many years' of poverty and instability the country is making great progress in improving health, alleviating poverty, and investing in future economic growth. Ethiopia's Growth and Transformation Plan (GTP) defines the pathway for Ethiopia to achieve the Millennium Development Goals and sets ambitious targets in the health, environment, energy, and economic growth sectors, among others. These targets are naturally interrelated, and each one contributes to the sustainability of the other. Different conclusion have been able to be reached from the study as far as the research scope and its tendency to support ones knowledge about empowering women within wisely and effectively foster the GTP& challenged towards achieving GTP plan .Some of the conclusions are,

- There is some activities done to change entrenched gender based outlook within the society but they are not reachable to take a part in all parts of the society.
- Most of woman have attitude of doing labor work & undermining jobs, division of work by gender.
- Women structural organization is established separately indifferent sectors, so it causes work load & wastage of time.
- Lack of trainings and input in agricultural extension service to increase their product and productivity.
- Low focus in introduction of technology advancements .The Women uncomfortably respond to current technology in the reduction of workload and product processing.
- Lack of mainstreaming the issues of children and women in all sectors with measurable indicators and targets.
- Lack of Determination change army to forward Decision. And also, there is a gap in departments; understanding& outlook on strategies & policy.
- Lack of structure of Transparency.

- Therefore the execution potential of 2004 of working year have shown increment as of 2003. The first year of the plan 2003 have shown gaps in information flow.
- Between and no checkups on the GTP between regions and federal government so results have diminished.

## 5.2.Recommendation

Within our work of change citizens' agreement charter must be used as a big input to build an army of change work of standardization and checking must continue vigorously. Ensuring gender equality, combating any form of violence against women and children, creating a generation which does not opt for illegal migration would be among the top priorities of the government and the general public in GTP II.

- GTP must Work to bring a cultural revolution towards Woman Empowerment in all aspects. Strategies of such programs should consider region specific problems, causes and traditions in order to be effective.
- By incorporating and taking side by one time jobs with casual ones their incorporation must be checked and their basement must be studied and vivid professional support must be given to re-incorporate them.
- In each sector, vivid reports must be prepared to the plans sent in each step and also by creating transparency monthly checklist must be prepared to be evaluated.
- A sector goal cannot be fully utilized by the action of the sector here sector refers to women, youth and child sector only unless other stakeholders and participating other society wings by giving them missions and evaluating it can only be realized when those society wings with mission start to do work after setting their own role, so the leaders must give special attention with this aspect.
- To clarify and to fasten information transfer continuous relation must be created within stakeholders.
- In those regions where there is limited capacity, support and assessment must be under carried to build their capacity.

- Establish and strengthening link between governmental organizations and non-governmental organizations to foster the GTP.
- On supporting & well introduction of technology that can transform them from Physical related works to Education or training related jobs.
- Other Immediate program which is done has to be held coordinately with regular gtp plan .there has to be a means of structural revision and supportive follow up.

## References

- World Bank, (2002), Empowerment and Poverty Reduction: A sourcebook.
- Central Statistical Agency of Ethiopia (2005), Ethiopian demographic and health Survey
- Sen, and Batliwala,(2000), Empowering Women for Reproductive Rights,-UNFPA, (1996).
- Zafar, (2002).The Signifying Dish: Autobiography and History in Two Black Women's Cookbook.
- Sen, and Batliwala, (2000), the 1996, UNFPA Strategy for Sub-Saharan Africa.
- Gebrehiwot, (2002), Microfinance Institutions in Ethiopia: Issues of Portfolio Risk, Institutional Arrangements and Governance, in Microfinance Theory, Policy an Experience in Zaid N. et al. (eds). Mekelle University: Mekelle, Ethiopia.
- Microfinance Development in Ethiopia,(2005).Impact and Sustainability.
- Narayan,(2002), Empowerment and Poverty Reduction.
- Carolin,Sweetman, Gender Development and Money.
- Naila, kabeer, (2001), Mainstream on Gender in Social Protection for the Informal Economy,
- Linda mayoux, (2000).Micro-finance and the Empowerment of Women: a Review of the key issues.
- Zafar,(2002), Knowledge-based Enterprise Theories and Fundamentals.
- Kidist Gebreselassie, Bamlaku Alamirew and Aragaw Yimmer,CSOs Supporting Women's Economic Empowerment in Ethiopia: Mapping and Case Studies Final Report.
- Wickramasinghe,(2000), cross-linked hetero Aromatic Polymers in Interstellar Dust.
- Cheston and Kuhn, (2002),Women's Empowerment and Microfinance, An Asian IFAD.
- Haregewoin and Emebet, (2003), Gender Inequality and Empowerment.
- Hirut,(2004), Gender Inequality and Empowerment.
- Silvente, Villarroel and-Valdivieso (2006): Women's Empowerment and Education quechua Communities in Villa Charcas, Chuquisaca, Bolivia.
- Women Empowerment: A Challenge of 21<sup>St</sup> Century, Concept Paper on.

Ending Violence against from words to Action, study of Secretary General.

Pathfinder International Ethiopia, (September, 2007). Women's Empowerment in Ethiopia, New Solution to Ancient Problems.

Ministry of Women Affairs, (2006-2010), National Action Plan for Gender Equality in Ethiopia.

Ethiopian Ministry of women Affairs Addis Ababa (2006)

Report of the Federal Democratic Republic of Ethiopia, on the Implementation of the . (2006) AU Solemn Declaration on Gender Equality in Africa).

In-depth Analysis of the Ethiopian Demographic and Healthy Survey, (October 2008).

The Federal Democratic Republic of Ethiopia Growth and Transformation Plan (2010/2011-2014/15).

Overview of Performances under Growth and Transformation Plan I (2010/11-2014/15)

Central statistical agency, Addis Ababa. Ethiopia (2011). Ethiopia Mini Demographic and health survey,

Meeting the Growth and Transformation Plan Targets: The Contribution of the Population, Health and Environment Integration Approach.

Ethiopia Prime Minister office/Women's Affairs Sub Sector (March 2004,). A National Report on Progress Made in the Implementing of Beijing Plat form for Action (of beijing+10).

Ethiopian Federal Democratic Republic House of People's Representative,(2014/2015)

Emebet Mulugeta,(2005), Report on Selected Practices on Gender Mainstreaming of Ethiopia.

Shimelis kassa,(2005),Challenges and Opportunities of Women Political Participation In Ethiopia.

The Federal Democratic Republic of Ethiopia, National Report on The Implementation of The Beijing Declaration And Plat Form For Action(1995) and The Outcome of The 23'rd Special Session of The United Nations Assembly (2000)

Worknesh Keleta, (June, 2010), Women's and Girls' Empowerment program in Ethiopia, path finder.

The Global Gender Gap Report, (2013), World Economic Forum Report.

Preliminary Gender Profile of Ethiopia (November, 2014).

Ethiopian National Planning Commission, (September, 2015), The Growth and Transformation plan, GTP II (2015/16-2019/20).

Education for All..National Review Report, Ethiopia, (2015)

Ethiopian Women National Policy,(1993).

The Free Encyclopedia (February, 2016)..Women's Empowerment Millennium Development Goals, Ethiopia, (1990).

Ethiopian healthy sector development Plan,(HSDP), (2005/6-2010/11).

Ethiopia Ministry of Education, (2013).

Ethiopia Ministry of health, (2015).

The United Nation Convention on the Elimination of All forms Discrimination against Women,(CEDAW, September, 1981).

Ethiopian Herald Newspaper (February, 2016).

Plan Accelerated and Sustainable Development End Poverty, Ministry Finance and Economic Development, (2006).

