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Country Gender Profile:-Ethiopia
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List of Abbreviations

AAU	-	Addis Ababa University
ACW	-	African Center for Women
ACSI	-	Amhara Credit and Savings Institution
ADLI	-	Agricultural Development Led Industrialisation
AIDS	-	Acquired Immune Deficiency
ANNPCAN	-	African Network for the Prevention of and Protection against Child Abuse and Neglect – Ethiopia Syndrome
CBD	-	Community Based Distribution
CEDAW	-	Convention on the Elimination of All forms of Discrimination Against Women
CERWID	-	Center for Research, Training and Information on women In Development
CIDA	-	Canadian International Development Agency
CRDA	-	Christian Relief and Development Association
CRC	-	Convention on the Rights of the Child
CSA	-	Central Statistical Authority
DCSI	-	Dedebit Credit and Savings Institution
DEDAW	-	Declaration on the Elimination of Discrimination Against Women
DEVAW	-	Declaration on the Elimination of Violence Against Women
DPPC	-	Disaster Prevention and Preparedness Commission
EMWA		Ethiopian Media Women's Association
ENA	-	Ethiopian News Agency
EPRDF	-	Ethiopian Peoples' Revolutionary Democratic Front
EPTP	-	Economic Policy for the Transitional Period
ESDP	-	Educational Sector Development Programme
ESLC	-	Ethiopian School Leaving Certificate
EWEA	-	Ethiopian Women Entrepreneurs Association
EWLA		Ethiopian Women Lawyers Association
FAO	-	Food and Agriculture Organisation
FDRE	-	Federal Democratic Republic of Ethiopia
FGM	-	Female Genital Mutilation
FHHs	-	Female Headed Households
FP	-	Family Planning
GAD	-	Gender And Development
GDP	-	Gross Domestic Product
GNP	-	Gross National Product
HIV	-	Human Immune Virus
HTPs	-	Harmful Traditional Practices

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ICPD	-	International Conference on Population and Development
ILO	-	International labour Organization
JASPA	-	Jobs And Skills Program for Africa
MEDAC	-	Ministry of Economic Development and Cooperation
MFIs	-	Micro-Finance Institutions
MHH	-	Male Headed Households
MOA	-	Ministry of Agriculture
MOE	-	Ministry of Education
MOH	-	Ministry of Health
MOIC	-	Ministry of Information and Culture
MOLSA	-	Ministry of Labour and Social Affairs
MOJ	-	Ministry of Justice
MOTI		Ministry of Trade and Industry
MOWRD	-	Ministry of Water Resource Development
MSEs	-	Micro and Small Enterprises
NBE	-	National Bank of Ethiopia
NCTPE	-	National Committee on Traditional Practices of Ethiopia
NDPMP	-	National Disaster Prevention and Management Policy
NGOs	-	Non-Governmental Organisations
NOP	-	National Office of Population
NPA	-	National Plan of Action
OCSA	-	Oromo Credit and Savings Association
OCSI	-	Omo Credit and Savings Institution
PHRD	-	Policy and Human Resources Development
PMO	-	Prime Minister's Office
RRC	-	Relief and Rehabilitation Commission
SAP	-	Structural Adjustment Program
SDCs	-	Skills Development Centres
SFPI	-	Specialised Financial and Promotional Institution
SIDA	-	Swedish International Development Cupertino Agency
SMFI	-	Sidama Micro-Finance Institution
SNNPR	-	Southern Nations, Nationalities and Peoples' Region
STDs	-	Sexually Transmitted Diseases
TBAs	-	Traditional Birth Attendants
TGE	-	Transitional Government of Ethiopia
TTIs	-	Teacher Training Institutions

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UN	-	United Nations
UNDP	-	United Nations Development Programme
UNFPA	-	United Nations Fund for Population Activities
UNICEF	-	United Nations Fund for Children
US	-	United States
USAID	-	United States Agency for International Development
WAB	-	Women's Affairs Bureau
WAD	-	Women's Affairs Department
WAO	-	Women's Affairs Office
WFP	-	World Food Programme
WHO	-	World Health Organization
WID	-	Women In Development

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BACKGROUND

1.1 Introduction

opian Women who constitute about half of the country's population have been for years deprived of their al, economic and political rights and this was due to discriminatory laws of the previous regimes and the old backward cultural beliefs and practices of the society. Women have been considered as second s citizens, having no access to and control over resources and were made to accept that they are inferior be subordinate to men. The situation of women in rural areas, where more than 85 per cent of the ulation lives is even worse since basic social services such as health, education, etc., are scarce or non-tent in most places. Among others, preventive and curative diseases, malnutrition and illiteracy have wide spread and it is mostly women and children who are seriously affected by these problems.

men in Ethiopia have also been vulnerable to violent crimes and Harmful Traditional Practices (HTPs) rmed under the pretext of religion and preservation of culture. It is the girl child who is the victim of the tices such the Female Genital Mutilation (FGM) and early marriage, and these are said to be some of the r causes of health problems to women. The majority of Ethiopian women have also been victims of rrent drought and famine, prolonged civil war, displacement, broken families, unemployment, etc., and efore subjected to unbearable misery and poverty.

previous governments have been giving little attention to the situation of women and their multi-faceted blems. Although women actively participate in agricultural production, their contribution has been ermined and not given economic value. Several studies have shown that women who perform ductive, reproductive and community roles toil from 13 to 17 hours a day and the variation is due to the eak and peak seasons. The centrally planned development programs and projects, without recognizing contribution of women to the national economy, have failed to properly and adequately incorporate their es and concerns. Consequently, Ethiopian women were left out from being active participants in the elopment process and hence could not benefit from the fruits of their labor.

Transitional Government of Ethiopia (TGE), which took power upon the downfall of the dergue in 1991, later on the Federal Democratic Republic of Ethiopia (FDRE), established in 1995, have been since giving attention to the preservation of human rights and eradication of poverty of the majority of the population eventual attainment of meaningful development in the country. Among other things, polices which fully rporated gender issues and concerns were issued and effective strategies mapped out for their ementation. Moreover, the FDRE Constitution adopted in 1995 has properly dealt with the issue of der equality, equity and human rights in several articles while a separate Articles (35), has been included the view to addressing the specific needs and problems of women.

Government of Ethiopia has incorporated the United Nations (UN) declarations and conventions adopted ratified so far, into the Constitution, legal provisions and other documents, as guiding principles of the ocratic system. Some of these are the Universal Declaration of Human Rights, Convention on the ination of all forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the d (CRC). It has also been trying to translate into deeds the commitments it entered at different forums by ementing the resolutions adopted and recommendations made accordingly. These includes: the United ons Conference on Environment and Development (1992), the World Conference on Human Rights 3), International Conference on Population and Development (ICPD) (1994), the Fifth African Regional ference on Women (1994), World Summit for Social Development (1995) and the Fourth World ference on Women: Action for Equality, Development and Peace (1995).

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Ethiopia mobilizes and appreciates external assistance to supplement costs for its development endeavors as well as emergency situations. Among the traditional bi-lateral development cooperation partners of Ethiopia is the Swedish International Development Cooperation Agency (sida), which has been operating in the country for more than 30 years. The main areas of cooperation on which sida focuses on are education, health, agricultural and infrastructure development. In view of the current global concerns and the ever-increasing commitment of governments for the promotion of gender equality in their respective countries, the Swedish Parliament has passed a Bill in 1996, endorsing a promotional plan for the equality of men and women in partner countries. To effectuate this by incorporating it with other development cooperation programs, sida has formulated a five-year action program covering the year 1997 to 2001. In order to determine the extent of its cooperation regarding the promotion of gender equality, sida has commissioned a consultant to prepare a Country Gender Profile: Ethiopia.

The profile document contains 14 chapters focusing on issues related to the equality between men and women in Ethiopia. The consultancy work was meant to be a desk study and utmost efforts were made to consider the different topics outlined in the terms of reference. It is worth noting that inconsistencies can be seen as regards to the depth and scope of subject matters dealt with and this is due to the scarcity of information and data to that effect. However, this document is believed to show a general picture on the status of gender equality in the country as will be stated hereunder.

1.2 General Information on Ethiopia

Ethiopia is a country located in the Horn of Africa, said to be the second most populous, with a population growth rate of 2.6 per cent and fourth largest in size in the Sub-Saharan Africa. According to the 1994 Population and Housing Census of Ethiopia, the 1998 population of the country is estimated to be 59,882,000 and the labor force makes up 48 per cent of the total. Out of the total population 50.3 per cent are males and 49.7 females. When we see the projected population for the years 1995 to 2000, the rate shows an increasing tendency (see Table 1). The same census indicates that Orthodox Christians constitute 50.6 per cent, Moslems 32.8 per cent and followers of other religions 16.6 per cent. The country has an area of 1,112,000 Sq. kms, with a cultural diversity having over 70 ethnic groups speaking their own vernaculars.

According to the United Nations Development Program (UNDP) 1996 report, Ethiopia is categorized as one of the least developed countries in the world with a Gross National Product (GNP) per capita income of 110 United States (US) dollars. Poverty in Ethiopia is mainly chronic due to limitations of rural land holding and other factors associated with it and high ratio of unemployment in the urban areas. Transitory poverty is also experienced as the result of calamities such as drought and displacement. The level of poverty in the rural areas is manifested by high prevalence of mal nutrition, illiteracy, low primary school enrolment, poor health and sanitation, inadequate housing and other social services, high population growth, high infant, child and maternal morbidity and mortality rates, low life expectancy, etc. The UNDP assessment revealed that more than 50 per cent of the country's population lives below the poverty line.

The majority of the rural population are victims of poverty and the situation has been aggravated by inappropriate agricultural policies and poor performance of the sector, lack of credit services, recurrent drought, prolonged civil war, displacement, marginalization of women, etc. Rural women who are vulnerable to all sorts of disasters, particularly household heads are most affected by chronic poverty, as bread winners for their family members without having access to resources and services in their areas. According to the May 1998 survey conducted by Action Aid-Ethiopia, poverty increased for both rural and urban households during the period between 1994 to 1995. However, it was indicated that there was a slight decline for urban households in the year 1997. Another study conducted on urban poverty by Addis Ababa University (AAU) economists and Action Aid – Ethiopia in September 1998 confirmed that there was a marginal decline but mostly remained unchanged. The study noted that in general, Female Headed Households (FHHs) experience higher incidence of absolute poverty.

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Agriculture is the mainstay of the country's economy, accounting for 85 per cent of export and total employment having a 50 per cent share of the Gross Domestic Product (GDP), and the industrial sector has only 10 per cent. It is well conceived that agricultural development is the main tool for the eradication of poverty in Ethiopia and hence the Agricultural Development Led Industrialization (ADLI) Strategy has been mapped out to that effect. The country's development potentials are its huge human power, arable land, natural resources and the immense and untapped minerals while its livestock population is said to be the largest in Africa. The government has therefore launched a five-year Program on Development, Peace and Democracy in 1995, having a rural-centered strategy with view to increasing agricultural productivity, improve the living standard of the rural people and enable the urban population benefit from it. The development activities are designed to be community based/people-centered and would involve the direct participation of the rural population in a democratic way. The program which aims at attaining economic growth and eradication of poverty would equally benefit poor women who are the prime victims of the problem.

Ethiopia has embarked upon a democratic path and formed an elected government comprising of different political parties. There are 14 main political parties, having many organizations affiliated to them. The leading party is the Ethiopian Peoples' Revolutionary Democratic Front (EPRDF), which had waged a liberation struggle for 17 years and dismantled the dergue and its huge army in 1991. The highest political body is the parliament, composed of the House of Peoples' Representatives and the House of Federation, whose members have been democratically elected from all nations and nationalities starting from the kebele (lowest administrative unit) level. The country has been restructured into nine federal regional states and two administrations governed by their respective councils, which enjoy autonomy and democratic rights, effected by the decentralization and devolution of power by the central government.

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As part of the democratization process, the country has adopted a free market economy in replacement of the centrally planned command economy of the previous regime. The Economic Policy of the Transitional Period (EPTP) launched in November 1991, by the TGE is the springboard for all the sectoral policies issued and the strategies mapped out. Among the major ones are the ADLI Strategy and the Stabilization and Structural Adjustment Program (SAP). At present, the government has created a favorable condition for private investors both local and foreign, with the view to making them partners in and contributors to the economic development of the country.

According to the August 1998 socio-economic survey conducted by the Ministry of Economic Development and Cooperation (MEDAC), economic stability and recovery was achieved during the reform period from 1992/93 to 1997/98. The average growth rate of the real GDP was reported to be six per cent. It was, however, noted that the change of climate in the country, (because of EL Nino) has affected the agricultural sector and this has a great impact on the overall economic growth. Despite this, inflation was reduced from 10 to 3.6 per cent, external debt servicing from 82.1 to 45.8 per cent and government revenue increased from 10.7 to 19.1 per cent. Besides, recurrent defense expenditure decreased from 48.7 to 13.8 per cent, budget deficit from 10.9 to six per cent, growth in money supply from 19.6 to 10 per cent while social service expenditure increased from 14.3 to 24.4 per cent. The November 1998 issue of the quarterly magazine of MEDAC, has indicated that the FDRE's capital budget for the fiscal year of 1998/99, is 49.8 per cent for road construction, 13.7 transport and communication, 10.1 agriculture, 6.9 education, 6.3 energy and 13.2 per cent for others.

During the reform period, external financial resources have been properly mobilized and utilized for rehabilitation and reconstruction programs. In the private sector development program, 3,631 projects with an investment capital of 27.42 billion Birr have been licensed and are expected to create employment opportunities to 215,216 persons and women job seekers are believed to benefit from such undertakings. In line with the commitment entered for the privatization of some economic sectors, about 152 enterprises have also been privatized in three years time. As regards the financial sector development, four banks and seven

resources coupled with inadequate and/or non-existence of basic social services, cultural stereotypes, lack of education and skills, information, etc., makes the majority of the female population in the rural areas to be the poorest of the poor. Although poverty affects the household as a whole, it is the woman who suffers most and this due to the socially prescribed tasks that she is supposed to perform.

In consideration to the above situation and other related issues, the newly formulated policies and proclamations have given Ethiopian women equal opportunities with men in having access to and control over resources. The National Policy on Ethiopian Women issued in 1993 notes that no discrimination will be made on the basis of sex and rural women will be given special attention so that their particular problems would be properly addressed. Article 35 (7) of the Constitution states that: "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". The 1997 National Policy and Strategy on the Use and Management of Rural Lands has also stated that any Ethiopian male or female who is above the age of 18 and who wants to live as a farmer independently is entitled to use rural lands. One of the key guiding principles of the 1997 Environmental Policy states: "as key actors in natural resources use and management, women shall be treated equally with men and empowered to be totally involved in policy, program and project design, decision making and implementation". Similarly the National Soil and Water Conservation Policy and Strategy has underlined women's rights to the use and management of these important resources. Furthermore, one of the specific objectives of the Ethiopian Forest Policy issued in 1997 is to ensure the ownership of the forest resources by women. It also focuses on reduction of women's workload and dependency on fuel wood and improve household energy by efficiently using alternative technological resources.

The FDRE government has also issued a Rural Land Administration Proclamation No. 89/1997 and one of the conditions state that "The land administration law of a region shall confirm the equal rights of women in respect of the use, administration and control of land as well as in respect of transferring and bequeathing of holding rights". Some of the contents of the land administration law obliges each regional council to enact laws which shall "ensure free assignment of holding rights both to peasants and nomads, without differentiation of the sexes.....", allow women to use hired labor on their holdings or to, otherwise, make agreements thereto and lay down a system based upon transparency, fairness as well as the participation of peasants, especially women, for purposes of assigning holding rights and carrying out distribution of holdings".

As a result of this, the Women's Affairs Bureau (WAB) of the Amhara Regional State, reported that a land redistribution exercise was carried out in 1997 and some 129,667 poor rural women became landowners . Although data could not be available, a similar exercise had been made during the liberation struggle in Tigray Regional State to enable women own land and play their rightful role as producers and beneficiaries from agricultural production. Other regions as well are expected to carry out the exercise after formulating their specific laws in line with the Constitution and proclamation. Nevertheless, since Ethiopia is a traditional society, its population indiscriminately adheres to and maintains cultural beliefs and traditional practices. Some of these practices still affect the power relations between men and women at household and community levels. Even if there is the legal support to women's access to and control over productive resource, this may not be fully translated into actual deeds with immediate effect. Therefore, there is a need for making continued efforts by the government, NGOs, professionals, etc., to change the attitude and practice of the population and bring about gender equity and equality at all levels.

2.3 Appropriate Technology

In order to enable rural women actively participate in development activities, the introduction and expansion of appropriate technology, for reducing the time and energy spent in performing household chores, food processing and preservation, etc., need to be adequately addressed by research and extension services.

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Although the Ministry of Agriculture (MOA) has made some efforts earlier, to introduce time and labor saving devices such as improved stoves, to rural communities, the scope of the distribution was very limited and existence short lived. Therefore, the expansion of such devices/tools requires due consideration, in light of reducing the workload of women and depletion of forest for the purpose of firewood. The situation of women in enset growing areas mostly in the Southern Nations, Nationalities and Peoples' Regional (SNNPR) State is worst when seen from the food processing perspective since scratching the plant is time taking and very tedious task. The production of the enset decortification tool by the Appropriate Technology Center of the MOA needs to be encouraged and expanded to the said areas and relieve women from the back breaking task.

As part of easing the workload of women within the household, the establishment of clean water supply system at the nearest places possible and other basic social services require utmost attention. Overcoming these and other constraints, would enable rural women actively participate in and benefit from agricultural development thereby improving their living condition. The introduction and expansion of time and labor saving technology, and other essential services are like wise believed to relieve the girl child from the household chores and get the chance to go to school.

2.4 Extension Program

It is known that the first phase of the National Extension program/package has been focusing on increasing crop production and targeted the rich and resourceful farmers who are mostly men. According to the report presented to the Forum of Women Parliamentarians, women in Tigray Regional State own land and about 16,300 of them have benefited from extension services during the period from 1994/95 to 1995/96. As regards other regions, there was no data available at the national level to show the number of beneficiaries of the extension package. The discrepancy that existed has been fully realized and the second and current phase of the National Extension Program has therefore given emphasis to integrated farming systems and reaching the small holder subsistent farmers, who are over two-third of the farming population in the country. The strategies mapped out are aimed at reaching among others, female farmers both household heads and married women and are believed to benefit from these programs.

2.5 Food Security

In most rural areas of Ethiopia, women play a major role in securing food for the family. They continue to feed the population, despite deteriorating agro-ecological conditions and their lack of access to improved technologies. They produce, process and market food with limited external assistance individually or collectively utilizing their traditional skills. Thus, their knowledge and experiences in food production, processing and marketing play a crucial role in household food security. However, rural households and women in particular have been in the past food insecure although continued efforts were made to overcome the problem. The main causes of food insecurity in Ethiopia are poor performance in agriculture and recurrent drought. Rural women are victims of chronic food insecurity, because most of them have no land and lack access to extension services. They are also affected by transitory food insecurity since it is them who are most affected by drought, displacement and other human made calamities. According to the Nov. 1998 study conducted by the Department of Economics of the AAU, a good harvest was reported for the year 1996 but the food gap for 1995/96 was still 2.6 million tons. It was also indicated that the food intake per person was 225 kgs per annum.

Food security issues and the agriculture sector have been now given priority attention by the national development program. According to the 1996 Food Security Strategy, a number of factors have been identified as major causes for food insecurity. Some of these are the capacity of households to purchase and consume food, the health and nutritional well being of households as well as their members and gender-based differences within rural households that affect food security. Furthermore, the issue of access to

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productive resources, control over family labor and the inequalities in the division of labor in caring for the family and children and in the consumption of food as well as the discrepancy in responsibility of household expenditure are factors which result in food insecurity.

The FDRE Government has therefore mapped out the strategy to effectively over come the problems stated above. The strategy noted that as a result of the problems mentioned above, 52 per cent of the population are food insecure, the majority being women and children. The implementers of this strategy were expected to be the relevant sectors while the MOA and Regional Agriculture Bureaus would play a major role to that effect. One of the areas of focus of the strategy is to address the food security needs of poor households and vulnerable groups through safety net programs targeting women. Another step taken by the government to reduce vulnerability, eliminate famine and food insecurity has been the designing of a National Disaster Prevention and Management Policy (NDPMP). This has led to the reorganization of the previous Relief and Rehabilitation Commission (RRC) later named as the Disaster Prevention and Preparedness Commission (DPPC). The DPPC among other things gives emphasis to the strengthening of its capacity in food reserve and minimizing storage losses.

2.6 Rural Credit for Women

The 1997 survey on cottage/handicraft manufacturing industries conducted by the Central Statistical Authority (CSA), in both rural and urban areas of the country states that, out of the total 1,311,745 persons engaged in the sector, 57.78 per cent were in rural areas. The survey also indicates that 64.50 per cent of those operating the industries are females. Those involved in the sector have enumerated their problems in carrying out their businesses, the major one being lack of working capital. Rural women are very much in need of working capital or credit to carry out income generating activities to earn a living and/or augment family income. As the result of the scarcity of resources, market out let, skills, etc., the tasks undertaken usually focuses on small scale businesses and petty trading which have very limited economic returns.

The strengthening and expansion of services to rural areas by the newly created Micro-Finance Institutions (MFIs) is believed to minimize the problems of initial capital generation particularly that of women, whose majority are in the category of the poorest of the poor. Rural women engaged in income generating activities have also indicated market out let for their produce as one of their major problems. Due to the triple roles they perform, women could not go far away from home to sell their produce in markets and this adversely affects the promotion of their businesses and increase of income. Another initiative for resolving the social and economic problems of the rural people is the issuance of the 1996 Farmers Service Cooperatives Proclamation. The strategy underlines equal and voluntary participation of male and female farmers in agricultural cooperatives, established in line with international principles of cooperatives formation. It has stressed the importance of establishing strong producers cooperatives which facilitates farmers access to agricultural technologies, credit, training and information and other production inputs.

The UNDP through its special program of support to agricultural development had streamlined fund for the delivery of credit services particularly to poor women in the regions. According to its report of 1997, some 1,640 rural women received loan between 1996 and 1997 and invested on dairy farm and small animal production such as goats, sheep and poultry. Women beneficiaries were also given training on bee keeping, nutrition and improved technologies. The UNDP credit programs have confirmed that women are more credit worthy since they repay their loans on time and their repayment rate proved to be higher than that of men.

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3. TRADE and INDUSTRY

3.1 Informal Sector

According to the 1993 sample survey conducted by the International Labor Organization (ILO) and the Jobs And Skills Program for Africa (JASPA), the number of people in Ethiopia that depend on urban informal sector employment as their main source of livelihood was estimated to be between 1.4 and 1.7 million. It also stated that women constitute the largest segment of the work force, which was 52 per cent. Likewise, the 1996 sample survey conducted by the CSA, in urban centers of nine regional states and an administration, indicates that out of the 584, 911, informal sector operators, 65.57 per cent were women. The total work force employed in the sector was 730, 969, out of which 474, 570 were females and this makes up 64.92 per cent. The two major activities for employment are manufacturing which constitutes to 48. 55 per cent while trade, hotels and restaurants make up 40.41 per cent.

The survey on cottage/handicrafts industries mentioned earlier also notes that the three main activities carried out are manufacturing of food products and beverages, textiles and non-metallic mineral products like pottery making and these three comprise 88.20 per cent of the total. The findings of the surveys as well as other case studies have shown that the main sources of working capital by those engaged in the mentioned sectors are personal savings, borrowing from friends and relatives and/or assistance from same. The surveys have indicated that the major bottlenecks to be engaged in these sectors are lack of initial capital, market out let for products, skills to promote business and working places. These problems affect women most since have no access to and control over resources. Furthermore, the attitude of society towards women and household responsibilities are hindrances to their engagement in business activities.

It is known that the low level of the socio-economic situation in the country could not allow the formal sector to accommodate as more job seekers as desired. Therefore, the growth of the informal sector as an alternative employment creation has become a blessing. The majority of Ethiopian women who have no formal education and skills, engage themselves in the informal sector mostly in petty trading, food preparation, etc., which they can start with little or no capital or skill and combine easily with their family and household duties. It was pointed out that there is a high demand for such basic products and services particularly by the majority of low-income group.

The government has fully realized the role that Micro and Small Enterprises (MSEs) could play in addressing the challenges of unemployment and bringing about economic growth and equity. The Ministry of Trade and Industry (MOTI) on the basis of the findings of the1996 survey conducted by CSA has mapped out a National MSEs Development Strategy aimed at facilitating the growth of the sector. One of the fundamental principles of the 1997 strategy is giving emphasis to the advancement of women, and among the target measures and beneficiaries to be considered for support are start-ups and expanding firms with particular emphasis to those owned by women. The establishment of the Micro and Small Enterprises Development Agency recently, under Proclamation No. 33/1998 is an additional step for giving emphasis to the MSEs sector.

The MOTI strategy has underlined the need for an intervention to secure working capital and thereby ease the financial problem of those who want to carry out MSEs businesses. It has been stated that there is a great commitment on the government's side to create and strengthen linkages between the MSEs and the existing MFIs. The delivery of credit services such as quasi – credit programs from NGOs or formal credit institutions like banks, micro finance institutions, and saving and credit cooperatives will be of paramount importance.

According to the Ethio-Micro-Financing Newsletter, Vol. 1 Nos. 1 to 3 published by Redd Barna-Ethiopia, the National Bank of Ethiopia (NBE), has issued a Proclamation No.40/1996 on the licensing and supervision of MFIs and directives given for the registration and official operation of these institutions. As stated in the

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proclamation, the objective of the MFIs is to give credit to farmers and/or urban poor, who have no asset base. Consequently, MFIs with voluntary or compulsory savings as one of their underlining principles have been established and registered as per the requirements of the NBE and hence are operating in both rural and urban areas. Among these institutions are the Dedebit Credit and Savings Institution (DCSI) in Tigray Regional State, Amhara Credit and Savings Institution (ACSI), Oromo Credit and Savings Association (OCSA), Sidama Micro - Finance Institution (SMFI) and the Omo Credit and Savings Institution (OCSI). The Specialized Financial and Promotional Institution (SFPI) which is like wise registered and operating since 1997 in Addis Ababa and its environs has plans to eventually cover rural areas as well.

Almost all these institutions have targeted women to be equal beneficiaries with men. To mention few, a project document of 1998 prepared by ACSI and submitted to sida indicated that credit has been disbursed to 66,788 clients out of which 50 per cent were women. Similarly, the 1998 report of the WAB of the SNNPR State confirmed that out of the 15,156 clients of OMFI, 37.4 per cent were women. The SMFI is currently having 70 per cent women clients and prior to its registration as an MFI in August 1998, it has been disbursing credit to rural women in the area funded by the Irish Aid in Ethiopia. Experiences of MFIs have shown that repayment rate of women is very high and an improvement in the lives of those who received credit has been noticed. There are also other NGOs previously engaged in the disbursement of credit to both rural and urban poor. These organizations are currently in the process of being registered on the basis of the proclamation and expanding their coverage to reach more needy people.

A survey made by SFPI on some women entrepreneurs in Addis Ababa in 1997 pointed out that more than 87% of those women engaged in the informal sector and interviewed appreciated credit but wanted it to be available at a fairly closer distance to their businesses. Since banks could not open branches in all areas where the informal sector exists, the option is to make women in the informal sector users of credit from MFIs. Concurrently, MFIs need to incorporate skills training programs including literacy and numeracy in order to empower their clients and make their businesses productive and sustainable. The Fifth Biennial Meeting of African Employment Planners held in Pretoria, in January 1997 has underlined the need for adopting employment promotion strategies such as the development of entrepreneurship, cooperatives, credit and financial schemes as well as skills training programs. This seems to be one of the practical remedies for challenging unemployment both in rural and urban Ethiopia and therefore any effort towards this need to be supported and encouraged.

The Ethiopian Women Entrepreneurs Association (EWEA has an objective of improving and promoting the quality of life of women entrepreneurs and to organise those with the potential. EWEA and other similar organisations have therefore a great role to play in motivating, informing and educating women who want to engage in the informal sector since most of them are poor and uneducated.

4. EMPLOYMENT and LABOUR

In Ethiopia, a country which emerged from decades long armed conflict, and recurrently hit by drought and other natural calamities, unemployment is rampant and acute. The high population growth, increased rural–urban migration, the demobilization of the dergue soldiers and repatriation of Ethiopian refugees are the main causes attributed to the increase of unemployment in the country. Employment is one of the opportunities in which Ethiopian women have been highly deprived of, starting from recruitment to discrimination in work places and inequality in the rate of payment, promotion and other benefits as compared with their men counter parts. The 1993 survey conducted by the ILO and JASPA notes that, women's employment in the formal public sector comprise only 23 per cent and in the public and private industries 32 per cent. The 1994 Census indicates that out of the total population between 15 to 64 years old, 25,883,199 were economically active of which 11,171,938 were women and hence make up 43.16 per cent. Out of the total number of economically active, 23,616,974 were rural and 2,266,217 urban. It was pointed out

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that the unemployment rate of the total population of the county was 3.1 per cent for males and 3.4 per cent for females.

As a member of the ILO since 1923, Ethiopia has ratified 15 conventions of which two are regarding women's employment: convention No. 111 concerning discrimination in respect to employment and occupation and convention No. 156 on equal opportunities and treatment for men and women workers and those with family responsibilities. These two conventions are reflected in the Ethiopian Labor Proclamation issued in 1993 as will be stated in the chapter under legal and human rights.

The FDRE Constitution has given special emphasis to women's equality with men counterparts in all spheres of life in the country. Article 35 (8) states that "women shall have a right to equality in employment, promotion, pay and the transfer of pension entitlements". Article 42 (1) (d) further notes that "women workers have the right to equal pay for equal work". Like wise, the National Policy on Ethiopian Women also aims at "facilitating conditions conducive to speeding up of equality between men and women so that women can participate in the political, social and economic life of their country on equal terms with men...." The Developmental Social Welfare Policy issued in November 1996 has like wise given emphasis to gender equality by incorporating women's welfare in its areas of focus. Among others, it underlines the elimination of discrimination against women as regards access to technical training, formal employment as well as in working places. It further states that assistance will be rendered to reduce the workload of low-income women and enable them actively participate in social, economic and political life of the country.

Women in the civil service have been given due attention in relation to their rights, on equal basis with fellow men. To effectuate this, the Public Service Regulations of 1962 has been amended and replaced by Public Service Regulations of 1998, as will be discussed in chapter seven. In addition, directives have been issued and circulated to government offices, for immediate action to be taken, with the view to improving the employment status of women. More directives which could further guarantee the equal rights of and opportunities for women are also expected in line with the newly initiated Human Resources Management Program of the Civil Service Reform.

4.1 Formal Sector

Despite the above-mentioned favourable conditions, the employment of women is by far less than that of men in both the civil service and industrial sector. Although job opportunities are very limited in general, priority has been given to males during placement even if both sexes have equal educational background and seek the same type of occupation. If we see Tables 2 and 3, on employment at the federal and regional levels from 1994/95 to 1996/97, more professional, administrative and sub-professional jobs are given to men. On the other hand, the number of female employees relatively increased in clerical and fiscal as well as custodial and manual jobs. However, it is undeniable that the total number of employees of both sexes has shown a steady increase during the years under review. The same holds true in the industrial sector, and if we compare the number of those registered job seekers in Table 4, both male and female, having the same educational background/qualification with that of the placement in Table 5, the discrepancy is vividly shown there. Like wise, registration and placement on the basis of occupation also followed the same pattern as shown in Tables 6 and 7.

According to the census, there were 6,767,068 migrants in 1994 out of which 3,535,475 were females, constituting 53.8 per cent of the total. The number of women migrants both in the urban and rural areas is greater than that of men and this could be due to the level of poverty and vulnerability of the female population. This is particularly true of rural women who flee to the urban centers to look for jobs and mostly work as housemaids, bar attendants or prostitutes. The same census has indicated that there were 11,077,705 heads of households in both urban and rural areas and out of this, 2,460,142 were FHHs and this is 22.21 per cent of the total.

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However, when seen separately, girls' enrolment shows an increase of 18.2 per cent, the average enrolment being 44.8 per cent.

5.1.3 Senior Secondary Education (9-12)

Table 11 shows the number of senior secondary schools (9-12) enrolment during the years under consideration and total enrolment has increased by 17.2 per cent while that of girls alone by 7.05 per cent. But if enrolment of girls is compared with that of boys, it has decreased by 8.5 per cent over the years. On the other hand, the average enrolment of girls during the five years period was 43.92 per cent.

5.1.4 Higher Education

From Table 12, it can be observed that the proportion of female students in Higher Education Institutions is higher in evening than in a regular or summer (kiremt) programs. Enrolment of female students in these institutions during the period of four years clearly shows that the average percentage is 13 in regular, 29.4 in evening and 5.8 in summer programs.

5.1.5 Technical and Vocational Training

Table 13 shows that the total enrolment in technical and vocational schools has increased by 13.2 per cent during the period covering from 1993/94 to 1996/97. It is also indicated that enrolment of male students has increased by 18.9 per cent, but that of girls decreased by 12.07 per cent, having an average enrolment of 16.4 per cent. Traditionally technical schools have been mainly open to male students and girls were encouraged to join separate fields of study set aside for women only, such as secretarial and other specific vocations. There were also fields in secondary schools specifically meant for girls like accounting, secretarial courses and home economics, whereas technical subjects such as industrial arts, mechanical drawing, auto mechanics, electricity and the like were meant for boys. Consequently, the attitude and values with regard to male/female dichotomy of career development have inhibited girls to enroll and parents to encourage their daughters to join technical vocational schools in general. The technical vocational schools do not provide lodging facilities and parents have been reluctant to send their daughters far away from home. In these schools, usually situated at zonal or regional towns, accommodation and other facilities were not easily available. There were few girl role models in vocational education and women teachers are still concentrated in home sciences and secretarial courses only.

At present, there are 25 Skills Development Centers (SDCs) in Tigray, Amhara, Oromia and SNNP Regional States, giving opportunities for those who completed secondary schooling and could not continue higher education. Girls are now encouraged to join these centers and the admission criteria have being improved and courses prepared in such a way that they accommodate a variety of skills to enable students join according to their interests and availability of jobs in the market. These opportunities are expected to gradually raise the number of women trainers and thereby encourage more female trainees to join. Table 14 shows the enrolment of trainees by region and field of specialization in the 25 SDCs. As shown in the table, the total number of trainees in 1997/98 was 4,229 and female students constitute 31 per cent. The number of female trainees is low when compared to that of boys in all the regions except Amhara where the percentage of females in building technology was 64 per cent.

5.1. 6 Teacher Training Institutions

In order to encourage more female trainees to attend Teacher Training Institutes (TTIs), special criteria were set to that effect. TTIs reserve 30 per cent of the admission space for female trainees while guidance and counseling as well as tutorial support are provided at the institutes to avoid attrition. Consequently, the participation of females in primary school TTIs has reached 35 per cent. On the other hand, more female

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head teachers are being assigned in schools using an affirmative action in order to encourage their attendance in schools at the higher levels. As shown in Table 15, the percentage of female trainees in Jimma, Awassa and Gambella TTIs for the year 1995/96 was 49, 40 and 40 respectively. Furthermore, grade point average at the Ethiopian School Leaving Certificate Examination (ESLCE), one of the entrance requirements to higher institutions has been reduced for girls and this mechanism has raised the number of female students in universities and colleges.

5.1.7 Rural and Urban Enrolment

The ESDP action Plan indicated that urban centers have a higher proportion of children enrolled in primary schools than do rural areas and the ratios vary widely by region, from 83 per cent in Addis Ababa to only eight per cent in the nomadic and semi-nomadic Afar Regional State for the year 1995/96. Rural girls are less likely to be enrolled than boys in their areas and females in the urban centers. This is due to lack of access to schools at the nearest places in rural communities and fear of parents of their daughter's abduction, attitude of society towards girls education, the need for child labor in the household particularly that of the female, etc.

5.2 Repetition Rate of Female Students

According to the Education Statistics Annual Abstract for 1996/97, the percentage of repeaters for girls was higher than that of boys in all grades and regions. The rate of repeaters increased sharply after grade six for both boys and girls. During the period from 1992/93 to 1995/96, percentage of girls' repeaters decreased by 10.3 per cent in primary, 7.1 per cent in junior and 4.5 per cent in senior secondary schools. The percentage of girls' repeaters was also higher as we go up the ladder (see Table 16).

5.3 Non-formal Basic Education (Literacy)

As stipulated in the UN Declaration of Human Rights, women have as equal right to education as men, and this basic provision has been incorporated in the FDRE Constitution as well as the Education and Training Policy. In reality, however, females are still marginalized segments of the society having by far less access to education than their male counterparts. According to the 1994 census, the national average literacy rate for males' 10 years old and above was 30 per cent, while the rate for females of the same age was only 17 per cent and 23 per cent for both sexes. It is known that educating women has a great impact on the welfare of the family as whole. Some studies have confirmed that children with educated mothers are healthier and better achievers in school than those of uneducated mothers. Furthermore, educated women are said to have more planned families than those uneducated. Women's education is indispensable to the attainment of meaningful development and anything towards this endeavor need to be given top priority.

In Ethiopia like in many developing countries, non-formal basic education is one of the practical means for promoting adult education particularly that of women. The decentralization and democratization process that has been going on in Ethiopia has created favorable conditions, since nine regions have been implementing non-formal basic education programs in their respective areas. Table 17 provides a four-year data on the number of youth and adults who were made literate through these endeavors. It is observed that the number of those who completed basic education program during the years has been increasing. Nevertheless, disparity between the male and female participation is manifested since the average per cent of female literates in four years was only 34.9 per cent. Secondly, the average annual growth rate of male literates was 49.4 per cent while that of females 39.5 per cent and the gap widened from year to year, especially in the first three years. Therefore, there is a need for devising mechanisms to enhance women's participation in the programs and bridge the prevailing gap between the sexes.

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5.4 Female Teachers at Different Levels of Education

Table 18 shows that the participation of female teachers in primary and senior secondary schools increased by 46.2 and 47.2 per cent respectively. The number of primary and junior secondary female teachers on the average increased by about 10 per cent and that of primary schools alone increased by 46 per cent. Despite this, the number of female teachers in the TTIs decreased by 43.5 percent during the five years under review. Although the number of female teachers was relatively low in 1992/93, steady increase was noticed during the years that followed. Percentage of female teachers, though relatively low when compared with that of males, shows an increase of 10 per cent and the average increase was 27.06 per cent over the years (see Table 19).

At the junior secondary level, the number of female teachers has like wise increased by 47 per cent during the same period of time. Although percentage of female teachers as compared to that of males was relatively low, gradual increase can be seen from the figures in Table 20. The female percentage has increased by 20.1 per cent while the average increase was 11.6 per cent. On the other hand, the number of senior secondary female teachers has decreased by 1.8 per cent. As shown in Table 21, percentage of female teachers in senior secondary schools was lower than that of males. In the Higher Education Institutions, the percentage of female teachers was on the average 5.7 per cent. Out of the total number of teachers in the institutions, 6.8 per cent were expatriates (see Table 22). As mentioned above, the number of male teachers at all levels was higher than that of females and the numerical superiority is felt more in both the junior and senior secondary schools. Moreover, the number of female teachers was higher at the primary than both the junior and senior levels.

5.5 Problems Pertinent to Female Education

Several studies have indicated that parents will not be comfortable with their daughters' security if the latter have to travel long distances and this affects enrolment and attendance dramatically. It has been pointed out that girls do better and stay in school longer when they are taught by female teachers. Teacher experience, attitude and teaching style are some of the major contributing factors to girls' persistence and achievement. Cost of girls' education due to poverty has been a major bottleneck to female participation in education. Since girls are often involved in household duties, such as caring for younger siblings, food preparation, fetching water, collecting firewood, they are less likely to attend schools as the opportunity cost to the family is greater. It can be clearly observed that the socio-cultural and socio-economic factors that constrain girls' education at the household and community levels are closely interwoven. Quite a large number of families, particularly in the rural areas give priority to girls' future roles as mothers and wives, rather than sending them to formal schooling. The effects of these and other factors on girls' education are far reaching and affect the performance and persistence of those girls who remain in schools.

6. HEALTH

According to the1998 Health and Health Related Indicators published by the Ministry Of Health (MOH), the national indicators for the years 1995 to 2000 have been presented as follows: crude birth rate is 40.5 per 1,000; crude death rate, 14.8 per 1,000; total fertility rate, 6.1 children per woman; infant mortality rate, 105 per 1,000; under five mortality rate, 72 per 1,000 and maternal mortality rate, 560 to 850 per 100,000. The life expectancy at birth for the years under review is 50.9 years, 49.7 for males and 52.4 for females. As regards the health facilities: one hospital is for 658,305 people, a hospital bed for 4,900 patients, and a health center for 222,350 and a health station for 27,456 population. The ratio of health professionals to the population is also below the standard: one physician to 38,619, a nurse to 13,920, a pharmacist to 3,671,327 patients, a mid-wife to 53,238 reproductive women, a technician to 50,638 and a health assistant to 5,390 people. Due to lack of educational opportunities and cultural constraints, the number of female professionals is lower than

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that of males and the only available desegregated data in this regard is that for the year 1996/97 (see Table 23).

6.1 Main Health Problems of Women

Women in Ethiopia like in many other underdeveloped countries are mostly deployed in laborious, strenuous and demanding tasks. Their exposure to such situations as well as natural and human-made hazards have made them vulnerable to many health and health related risks and threats. One of the main causes for the above is low socio-economic development, which is also the reason for the drawbacks in laying adequate social and economic infrastructure including that of health services. As indicated earlier, over 85 per cent of the total women population live in the rural areas where basic social services like education and health are not yet adequate and accessible. It is known that the multiple tasks/responsibilities of women have negative bearing both on their health and the well being of their children.

The National Programme of Action (NPA) for children and women covering the period between 1996 to 2000 notes that Ethiopian women are in a particularly difficult situation because of the country's economic backwardness as well as their disadvantaged position in terms of access to resources and opportunities. It goes on to underline that "the typical Ethiopian woman is impoverished, living on the brink of subsistence, mostly in rural areas. She is given in marriage early, bears many children with out benefit of family planning advice, and lacks education or information about hygiene and nutrition. Lack of education, high fertility, infant mortality and morbidity and generally poor health conditions are obviously inter-related factors constraining women's productivity and welfare."

The NPA indicates that about 53 per cent of all maternal deaths are caused by direct obstetrical problems, such as abortion, hemorrhage and hypertension pregnancy disease and obstructed labor, mainly ruptured uterus. The other 47 per cent are caused by indirect obstetric causes, mainly infectious viral hepatitis, anemia and others. Besides, high prevalence of maternal malnutrition which is 27 per cent and specific micro-nutrients deficiencies such as iron and iodine deficiencies contribute to disorders in the reproduction capacity and the health of off springs. Total fertility for an average woman is high (6.1 children/woman) with a contraceptive prevalence rate of 11 per cent. It was learnt that the percentage of women of child bearing age 15 to 49 years old makes up 23.26 per cent of the total population. Consequently, there is a risk of morbidity and mortality, since the ante-natal and delivery services are in many places inaccessible and inadequate.

In general, the major health problems and underlying causes pertaining to all, and particularly to women and children are communicable diseases and malnutrition; poor environmental condition and sanitation; rapid population growth; inaccessible and inadequate health facilities and resources. The low health coverage or absence of quality service compounded with other health related factors greatly contribute to the prevailing high morbidity and mortality among children and mothers. The 1998 health and health related indicators pointed out that the health services and sanitation coverage for the year 1996/97 was 48.5 and 10 per cent respectively. According to the Ministry of Water Resources Development (MOWRD) 1997 study, the estimated average rural water supply coverage without displacement factors was 26.46 per cent while for the urban without reliability factors 28.51 per cent. On the other hand, the estimated average water supply coverage for both rural and urban areas, without displacement and reliability factors was 26.72 per cent.

The Guidelines for Family Planning (FP) Services in Ethiopia prepared by the MOH in 1996 which incorporated the principles of the primary health care and the concerns of the ICPD, has become the basis for the delivery of reproductive health care and implementation of the National Population Policy issued in 1993. Some of the objectives of the guidelines are to expand and improve the quality of FP services and standardize its various components at all levels. The services rendered include: counseling, provision of contraceptives, screening for gynecological malignancies, education on, screening and treatment of

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Sexually Transmitted Diseases (STDs) and prevention and management of infertility. According to the guidelines, the modalities for FP service delivery are Community Based Distribution (CBD); facility and work place based as well as outreach services and social marketing. Despite this, due to the socio-cultural issues particularly in the rural areas, the pace for the implementation of the population policy seems to be slow and the change of attitude of the society alongside the expansion of the services is of paramount importance. As stated in the ICPD Program of Action, issues like the reproductive rights and responsibilities of men and women in parenting, sexual and reproductive behavior including FP, prevention of STDs, unwanted and high risk pregnancies need to be inculcated among the society in general.

The 1998 MOH published magazine on AIDS in Ethiopia indicates the presence of 5,178 reported and 400,000 actual Acquired Human Immune Deficiency Syndrome (AIDS) cases. It is also noted tat there are some 2.5 million people infected with Human Immune Deficiency Virus (HIV) and about 150,000 are children. The prevalence of HIV among pregnant women for the years 1984 through 1997 has reached 18 per cent of the total. The age and sex distribution of reported AIDS cases for years 1986 to 1996 indicate that 90 per cent were adults between the ages 20 to 49, which are economically productive group whereby the disease and deaths have a serious economic impact. The number of male and female cases was said to be equal while number of orphans from AIDS parents has also been on the increase. This is another social sector problem, putting pressure on the existing and yet inadequate health services and AIDS will have strong budgetary implication as the cost of treating a patient is estimated to range from US$ 85 to US$ 628.

The FDRE Government has issued a Policy in August 1998, in order to control the spread of the deadly disease, HIV/AIDS. One of the specific objectives of the policy is to empower women, youth and other vulnerable groups to take action to protect themselves against HIV/AIDs. Like wise, some of the strategies states that adequate emphasis shall be given to women, children and youth as a priority focus for health promotion related to HIV/AIDs. It also underlines that women shall be empowered to decide and negotiate for safer sex and use of condoms when necessary. However, unless some laws are promulgated to this effect, women particularly those engaged in prostitution are being exposed to the danger of the disease since male partners most of the time refuse to cautionary means.

In consideration to the situation mentioned above, the policies issued on women, population and health, etc., have given focus to alleviate health problems in the country and eventually eradicate the sufferings of the society at large. One of the objectives of the National Policy on Ethiopian women, is "facilitating the necessary condition where by rural women can have access to basic social services..." One of the strategies of the policy states that "the government shall ensure to women the right to have easy access to basic health care facilities, information about traditional and modern family planning methods including suckling and other services." The National Population Policy has also specific objectives which focus on the reduction of fertility rate, increasing contraceptive use, reducing maternal, infant and child morbidity as well as mortality. Like wise the National Health Policy issued in 1993 among others, focuses on the democratization and decentralization of the health service system, the development of the preventive and promotive components of health care, as well as an equitable and acceptable standard of health services that will reach all segments of the population.

Furthermore, one of the areas of focus of the Developmental Social Welfare Policy states that arrangements shall be made to enable women receive appropriate pre-natal, peri-natal and post-natal care. Article 41 (4) of the FDRE Constitution also stressed by saying: "The state has the obligation to allocate ever increasing resources to provide to the public health, education and other social services". Although the enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being, it requires the fulfillment of a variety and combination of the social, economic, cultural, political environmental issues. Therefore, the implementation of the different policies which have incorporated gender issues and concerns need to be coordinated in order to avoid overlapping of efforts and wastage of resources and thereby attain tangible results.

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7. LEGAL and HUMAN RIGHTS

In Ethiopia, laws enacted prior to 1991 contain very many discriminatory provisions against women. One of the objectives of the National Policy on Ethiopian Women, is to modify or abolish existing laws, which aggravate discrimination against women. Among the strategies to implement the policy is making legislation since law is taken as a means of social change. To effectuate this, the Ethiopian Government has shown its commitment to the revision of the existing laws, to have conformity with the Constitution as well as international conventions and declarations and hence concrete steps have started to be taken accordingly.

7.1 International Instruments on the Rights of Women

The principles of equality and the prohibition of discrimination on the ground of sex are provided in a number of general international instruments such as: the Universal Declaration of Human Rights and the African Charter on Human and Peoples' Rights. There are also declarations and conventions which are entirely devoted to women's equality as well as the promotion and protection of their rights, such as the Declaration on the Elimination of Discrimination Against Women (DEDAW) and CEDAW. There are other international conventions as well, which deal with specific problems of women. Ethiopia has also ratified the International Covenant on Civil and Political Rights, the Convention for the Suppression of Traffic in Person and the Exploitation of Prostitution of others. Consequently, it has made the provisions of these conventions an integral part of the law of the land as contained in Article 9 (4) of the Constitution. Article 13 ensures that all fundamental rights granted are to be interpreted in conformity with the principles of the above-mentioned conventions and declarations.

7.2 Inheritance

Article 837 of the Civil Code states that "the sex, age and nationality of the heir shall not affect in any way the ascertainment of the right to succession." It is stressed that females and males are entitled to pass their property, both movable and immovable by inheritance and are free and equal to make testaments. Correspondingly, Article 35 (7) of the Constitution provides that women shall enjoy equal treatment in the inheritance of property. The provisions of the Civil Code and Constitution treats men and women equally regarding succession and therefore there was no need for amendment of the provision. However, the extent of fair execution of the law in the male dominated society has yet to be assessed.

7.3 Family Law

The Family law is part of the Civil Code of Ethiopia comprising of Articles 550 to 825 promulgated in 1960. Considering the discriminatory nature of some laws and the urgency for their removal, a committee of experts has been formed in the Ministry of Justice (MOJ), and has been working on the revision since last year. It was learnt that the revised family law was drafted and recently submitted to the Prime Minister's Office (PMO) for assessment and endorsement. It was noted that since the subject is very vast, priority was given to the amendment of the discriminatory provisions and other problems encountered by courts. In order to show the actual changes made, the highlights of the laws amended during the revision process are elaborated hereunder.

Article 16 (1) of CEDAW imposes duty on the state parties to take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations. Similarly, Article 34 (1) of the Constitution provides that men and women have equal rights while entering into, during marriage and at the time of divorce. Article 586 of the Civil Code prohibits marriage by representation and states that

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marriage requires the personal consent of the spouses. As indicated in the different articles, consent is the basic requirement for marriage and it has to be free from any type of violence. Therefore, the revised family law has retained the provisions and only emphasis is conferred.

Like wise, Article 16 (2) of CEDAW states that marriage of a child shall have no legal effects. Article (1) of the CRC defines child as a human being below the age of 18 years. Although the FDRE Constitution has included Article 36 on the rights of children, it does not, however, specify the minimum age for marriage. The Civil Code sets minimum age for marriage of a woman 15 years and of a man 18 years, Article 581 (1). In the same Article (2) it is stated that the emperor has the power to grant dispensation up to two years, making marriageable age of a girl 13 and of a boy 16 years. This provision makes distinction and victimizes the girl who could not be neither biologically mature to conceive nor psychologically capable of handling family matters at that age. Considering all this situation and in view of the international standards, it is proposed in the revised family law that the minimum age requirement for marriage to both females and males be 18 years.

Marriage under the Civil Code of Ethiopia can be concluded in either of the three forms: before the officer of the civil status which is known as civil marriage, according to the religion of the parties or local customs, Article 577. The Civil Code obliges spouses to regulate their personal and pecuniary relationship by contract of marriage. The contract may be concluded before or after their marriage, as indicated in Articles 627 and 633 respectively. Where there is no contract of marriage or its provisions are not valid, the legal regime of the Civil Code applies. This indicates that the conditions for all forms of marriage, their personal and pecuniary effects and the grounds for dissolution are similar as provided under the code.

According to Articles 118, 605 (3) and 606 (3), making declaration and drawing up of record of marriage is mandatory for all kinds of marriages. The declaration and the record of marriage have to be made by office of civil status. The rules regarding this civil status office have been promulgated and provided under Articles 47 to 153 of the Civil Code. However, these provisions were suspended by Article 3361 of the Code and the office of civil status was never established. On the other hand, the same article provides that act of notoriety should replace records of civil status for the proof of birth, marriage and death until the suspended provisions came into force but the office of notaries never existed in Ethiopia. Due to the absence of these offices, marriage was not registered and there is no government organ which controls and checks whether the conditions of marriage are fulfilled or not.

The Civil Code regulates personal relationship and states that the husband is the head of the family, and the wife owes him obedience in all lawful things which he orders, Article 635. The spouse shall cooperate under the guidance of the husband in the interest of the family to ensure the moral and material direction of the family, Article 637. The husband has the right and power to choose the common residence, Article 641. The husband protects his wife and watches her relationships, Article 644, and where the husband is not in a position to provide his wife with servants, she is bound to attend to the household duties herself, Article 645. On the other hand, the Civil Code provides that the spouses owe each other respect, support and assistance, Article 637. Where one of the spouses is under disability, the other shall carry out the management of the house, Article 638. The wife owes fidelity to her husband and the husband owes fidelity to his wife, Article 643.

In accordance with the articles contained in CEDAW and the FDRE Constitution, the revised family law provides that the spouses shall have equal rights and act jointly in the management of their home and family and choose their common residence by mutual agreement. It is also stated in the revised law that, each of the spouses will have the right to control and guide the conduct of one another, provided it is in the interest of the family. It has been pointed out that the other discriminatory provisions in this connection have been deleted. According to the Civil Code, the property of spouses is either personal or common. The property possessed by the spouses on the day of their marriage or acquired after marriage by succession or donation

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is personal property, Article 647. Property acquired through the exchange of personal property is also personal one, Article 648. Each spouse as an owner, administers his/her personal property and receive the income thereof and has a full right to dispose of it as well.

Article 652 states that common property of the spouses consists of the salaries and income of the spouses, property acquired by it during marriage and property donated or bequeathed conjointly to the two spouses. According to the article, common property other than earnings, salaries and income of the wife shall be administered by the husband. Nevertheless, alienating a common movable and immovable property, valued at more than 500 Birr or securities registered in the name of both spouses, contracting loan exceeding 1,000 Birr, making donation of more than 100 Birr, standing security for a debt of third party in an amount exceeding 100 Birr requires the agreement of both spouses. Although this part of the family law does not discriminate women totally, it does not guarantee their equality in full. In principle, administration of common property has to be done by both spouses and therefore, the revised family law provides that common property shall be administered jointly by the spouses and allows both sides to expend on acts of every day life without requiring the consent of one another.

Under the Civil Code, marriage can be terminated by death of one of the spouses, or as a sanction of violation of one of the conditions of marriage and by divorce and these are the same for both sexes. Despite this, the Civil Code does not consider physical, psychological and sexual violence against women as serious ground for divorce. In the revised family law, cruelty against the spouses is considered as serious ground for divorce. In spite of this, the type and extent of cruelty need to be specified so as loopholes or distortion could not be created in the process of the enforcement of the law particularly with regards to the rights and/or protection of women. The Civil Code does not make any discrimination on the division of property, as well as with the custody of children. In principle the mother and the father are responsible for the child, Article 204. However, unless incapacitated, the function of guardianship is vested on the father and he alone exercises such function. The provision therefore denies the right of a woman to be equal with the man on the upbringing of her child.

7.3.1 Family Arbitration

Under the Civil Code disputes concerning the family is entrusted to family arbitrators. It is known that family arbitration as an institution has a long history in Ethiopia. Family arbitrators are those persons who were witnesses to the marriage, Article 725. In the absence of these persons, the husband and wife appoint arbitrators by themselves and where the spouses can not agree on the appointment of the umpire, the court appoints for them. The family arbitrators have extensive power regarding the family and can even decide on divorce and partition of property. Arbitrators, who are close relatives of the spouses and elders, are more capable of adjudicating and settling family matters despite their lack of modern legal education. The judge is more skilful in legal technicalities than in solving family problems. The arbitrators are believed to keep family secrets, conduct reconciliation, which cannot be done by the courts and give decisions on cases within short period of time. It is provided in the code that the family arbitrators are paid for the services they render.

The Ethiopian Women Lawyers Association (EWLA) sponsored study of 1997 has strongly criticised the institution and has recommended for its immediate elimination. According to the study, arbitrators particularly in urban centres are said to demand extremely high remuneration, take long time to reach decisions, refuse to accept the revocation of their appointment, do not succeed in reconciliation, etc. Although cases and incidences of the said situation were cited in the study, this does not cover or represent the rural areas where the majority of the population live and will be difficult to generalise or reach into the above mentioned conclusions. Therefore, more research works with a wider coverage must be conducted on the bases of samples from every section of the society, including the rural areas where the majority of women, who have no access to adequate basic services live.

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To nullify these problems, the revised family law has proposed amendments on the powers, duties and remuneration of the family arbitrators and time to be taken in making decisions. Under the revised law, the power of the family arbitrators is limited to only making reconciliation between the spouses and the time limit for this is a maximum of six months. The revised law prohibits the payment for rendering reconciliation services and where the family arbitrators fail to reconcile the spouses; they have to report to the court immediately. In this case it is only the court that shall give judgement on divorce. The amended law is expected to solve the problem in the family arbitration controversy and maintain the institution, as it would help minimise the number of divorce cases and reduce congestion of courts. Moreover, the rural people would benefit more from the maintenance of this institution since they have no access to structured courts, which are established up to the woreda (district) level only.

7.4 Employment Law

There are a number of ILO and UN conventions, which are concerned, with various aspect of women's employment. Among others, Article (11) of CEDAW imposes obligation on state parties to take all appropriate measures to eliminate discrimination against women in the field of employment, and to ensure the same rights with men. Article 35 (5) of the Constitution provides that "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 well-being of the child and family." The provision further reads "maternity leave may, in accordance with the provisions of law, include pre-natal leave with full pay". According to Article 35 (8) of the Constitution "Women shall have a right to equality in employment, promotion, pay and transfer of pension entitlements".

The Labor Proclamation No. 42/1993 has fully considered the situation of women and formulated its articles in conformity with the basic principles of CEDAW and the FDRE Constitution. Article 87 (1) of the Proclamation clearly outlaws discrimination against women on grounds of sex in employment and payment. Article 87 (2) protects women from working on conditions harmful to their health while Articles 87 (3) (b) and 88 prohibit the assignment of a pregnant woman on night or overtime work and outside her permanent place of work. Article 87 (5) prohibits the dismissal of a woman during pregnancy and until four months of her confinement. Article 29 (3) states that expectant mothers will be the last to be affected in case of reduction in the work place. Furthermore, Article 88 entitles a pregnant woman paid time-off for medical examination connected with her pregnancy and paid leave upon the recommendation of a medical doctor. In addition, this provision grants the pregnant woman a 30 days paid pre-natal leave, preceding the date of her confinement and 60 days of post-natal leave.

In Ethiopia, there are three categories of employees governed by different laws. Those persons employed in commercial, industrial or public enterprises as well as other lawful activities and governed by the Labor Proclamation No. 42/1993, constitute the first category. The second category embrace employees of state administration and governed by Public Service Regulations No. 1/1962, while the third category include those persons who hold managerial posts in various commercial and industrial entities and governed by Title XVI of the Civil Code of 1960. Article (48) of the Public Service Regulations provides that "the pay for men and women under the same conditions of service and in the same position shall be equal." With respect to maternity leave, the said regulations has been amended by Public Service Regulations No. 32/1998. Article (2) of the new regulations has repealed Article 38 (1) and (2) of the previous one and replaced a new sub-article. The new sub-article grants a pregnant civil servant paid leave for medical examination and before delivery upon recommendation of medical doctor and 30 days pre-natal and 60 days post-natal paid leave. Therefore, all the articles are in conformity with Constitution as well as other provisions.

Articles 2512 to 2593 under the Title XVI of the Civil Code are still applicable to those employees who are not governed by Labor Proclamation and Public Service Regulations. Article 2566 (1) states that an employee who expects a child shall be entitled to one month leave during the period of her confinement. With regard to

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the payment, this provision provides that "the employer shall pay half of her salary, during this leave". This provision fails to protect the right of the mother which is granted by the Constitution and other laws of the land which regulate employment relationships and hence requires a remedy.

Article 11 (1) (e) of CEDAW grants women equal rights with men in "the rights to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work..." Although the FDRE Constitution prohibits any discrimination against women, it is, however, silent on matters like the age limit for pension of both sexes. At present, the pension scheme in Ethiopia covers public servants and employees of publicly owned enterprises only, as it is extended by Proclamation Nos. 49 of 1978 and this needs to be revised in order to set a nation wide standard of pension rights and benefits. According to this Proclamation, personable age or age of retirement for both male and female employees is 55. However, a female public servant is precluded from making her husband a beneficiary of her pension rights and this therefore requires an amendment in accordance with Article 35 (8) of the Constitution.

7.5 Violence Against Women

As illustrated in Article (2), of the Declaration on the Elimination of Violence Against Women (DEVAW), there are three categories of violence namely: those occurring in the family; within the general community/public and violence perpetrated or condoned by the state wherever it occurs. Violence occurring in the family includes, battering, sexual abuse of female children in the household, dowry-related violence, marital rape, FGM and other traditional practices harmful to women, non-spousal violence and violence related to exploitation. On the other hand, violence occurring within the general public includes rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution. The declaration does not ,however, list or illustrate the violence perpetrated or condoned by the state. Despite this, there are other types of violence against women which are not included in the list. In the Ethiopian case, there is no separate section on violence against women in the Penal Code of 1957 and this also needs to be looked into, define the crimes and set the standard punishment accordingly.

7. 5.1 Battery and Female Genital Mutilation

Articles 537 to 544 of the Ethiopian Penal Code are on offences against persons and apply to "whosoever intentionally or by negligence causes bodily injury to another to impair his health, by any means ------". Article 538 also emphasizes on grave willful injury but these provisions apply to any individual irrespective of sex. The woman victim of domestic violence or battering has established her case to these provisions. In principle, it can also be applicable to FGM because it is an act of maiming an essential organ of the body. These provisions apply to all situations be it serious or minor, but are not effectively used to prevent wife battering and FGM, since such acts are customarily considered lawful. Therefore, there is an urgent need for the Penal Code to incorporate wife battering and FGM as specific and serious offences and protect women and the girl child from such crimes.

7.5.2 Rape and Other Sexual Offences

Another form of violence against women which occur in the family and within the community is rape. Article 619 of the Ethiopian Penal Code defines rape as an act of compelling a woman to submit to sexual intercourse outside wedlock, by the use of violence such as grave intimidation, after having rendered her unconscious or when is incapable of resisting. This offence is punishable with a maximum of 10 years rigorous imprisonment and this may be extended up to 15 years where aggravating circumstances exist. These include: where rape is committed on a child under the age of 15, or on inmate of hospital, asylum or educational establishments, where the offence is committed by a person in a position of supervision or

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control. If rape is committed by a person acting in concert, it makes the punishment more rigorous. Under Article 589 of the Penal Code, marital rape is excluded whereas in DEVAW, it is regarded as a form of violence against women. However, in the context of the Ethiopian culture and socio-economic situation, should marital rape be included under Article 589 of the Penal Code or any other law will be debatable. This issue needs to be seen in light of the present situation particularly the alarming spread of HIV/AIDS.

Other sexual offences are also listed under Articles 591 to 595 in the Penal Code and these are sexual outrage accompanied by violence, Article 590. Sexual outrage on unconscious or deluded persons or on persons incapable of resisting, Article 591; persons in hospital interned or under detention, Article 591; the procurement of sexual intercourse of other indecent act from a woman by taking advantage of her distress or dependence, Article 593; infants or young persons, Article 594 are violence against both sexes. Article 591 states that merely having sexual intercourse or other indecent act with an idiot or any person incapable of understanding the nature of the act is an offence and this may be committed by both sexes.

Another sexual offence in the Penal Code is the act of abduction defined under Article 558 as the "carrying of a woman by violence or after having rendered her consent to abduction, intimidation or violent trickery or deceit," and the maximum penalty for committing the offence is three years rigorous imprisonment. If the woman concludes marriage with her abductor, proceedings will not be instituted unless the marriage is annulled by law. The Penal Code does not, however, deal with sexual harassment in work place or educational institutions as specific offence. Like wise exploitation of the immorality of others is an offence under the Penal Code, Articles 604 to 607. Article 604 provides that those who make a profession of love by procuring or on the prostitution of others are punishable. Whereas prostitution or consensual sex for pay is not an offence under the Code while traffic in women, infants and young persons is a serious offence under Article 605. Traffic under this article constitutes, seducing, enticing or forcing women, infants or young persons to engage in prostitution or otherwise inducing them to be engaged therein even with their consent.

In Ethiopia, there is no compiled data concerning violence against women in general. Case reporting system and official statistical record on such cases is not in place and if there is any, it does not show the true picture of the situation. The main reason for this is that the problem of violence against women is closed behind doors. Moreover, neither the courts nor other law enforcing agencies keep systematic records on such cases and if they have any, it is not given out for public consumption.

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7.6 Ownership of Property

Article 40 (3) of the FDRE Constitution states that the right to ownership of rural and urban land is exclusively vested in the state and the people of Ethiopia. The same constitutional provision affirms that land is a common property of the nations and peoples of Ethiopia and shall not be subject to other means of exchange. Article 35 (7) of the Constitution states that women have equal rights with men with respect to the use, transfer, administration and control of land. Under the Civil Code, the only restriction to own immovable property is imposed on foreigners, other wise every Ethiopian citizen has the right to own property and transfer it. Apart from the 1975 proclamation that nationalized rural and urban lands, there were no specific laws as to the utilization of land in Ethiopia. However, the Federal Rural Land Administration Proclamation of 1997 has elaborated on the distribution, utilization and transfer of land as already stated in chapter two.

7.7 Law of Nationality

Article 9 (1) of CEDAW imposes on state parties to grant women "equal rights with men to acquire, change or retain their nationality". The FDRE Constitution provides in Article 6 (1), that any person of either sex shall be an Ethiopian National, where both or either parents are Ethiopian. In addition, Article 33 (1) reads " No Ethiopian National shall be deprived of his or her Ethiopian Nationality against his or her will". Marriage of

an Ethiopian National of either sex to a foreign national shall not annul his or her Ethiopian Nationality. The Constitution provides under Article 6 (3) that, "Particulars relating to nationality shall be determined by law", however, the one still in force is the Ethiopian Nationality law of 1930. According to Article 1 of this law, " Any person born in Ethiopia or abroad, whose mother or father is Ethiopian is an Ethiopian subject." Following this principle, the Nationality law, Article 6 reads that a child born in a lawful mixed marriage from an Ethiopian and a foreigner follows nationality of its father. In other words, the child cannot have the nationality of his or her mother.

The other gender based discriminations in the Ethiopian Nationality law of 1930 are the provisions under Article 4 which states that the conclusion of a lawful marriage by an Ethiopian woman with a foreigner deprives her Ethiopian Nationality and Article 11, which notes that one of the loses of Ethiopian Nationality is marriage to a foreigner. These provisions violates Articles 6 and 33 of the FDRE Constitution and Article 9 of CEDAW. Therefore, the Ethiopian Nationality Law has to be revised, so as to ensure the equality of women and by incorporating democratic values and principles.

7.8 Administration of Justice

Ethiopia has a dual system of courts: A Federal Judiciary with the Supreme Court at the top along with a separate judicial system in each regional State. The Federal Supreme Court, the Federal High Court and the Federal First Instance Courts constitute a single Federal Judiciary, having jurisdiction over all cases arising under Federal matters. Likewise, there is similar court structure in each region that has jurisdiction over all regional matters. The Judiciary in Ethiopia has been assigned to play a significant role by dispensing justice between one person and the other as well as between citizens and the state. It has the power and duty to ensure effective and speedy enforcement of the fundamental rights of individuals.

The FDRE Constitution has contained provisions, which guarantee and safeguard the independence of courts. The judges of the Federal Courts are appointed by the House of Peoples' Representatives and the judges of regions are appointed by Regional State Councils. The judiciary in Ethiopia constitutes of a constitutional organ, which acts as a countervailing power to the Executive and legislative Bodies. The court is therefore believed to make utmost efforts to keep a responsible system of government in proper working order and protect the rights of the people. To effectuate this, the courts in Ethiopia have yet to develop full capacity and efforts are being made to this effect. One such effort is focusing on increased recruitment of qualified lawyers, with integrity and honesty for appointment as judges.

8. MASS MEDIA

It is clear that dissemination of information is a process through which relevant data and issues are brought to the attention of the public to suite to its specific needs and interests. Information is in particular needed by Ethiopian women to empower themselves; to actively participate in the development process and concurrently struggle to do away with discriminatory acts and HTPs employed on them. The Ethiopian Mass Media both the electronic which is radio and television (TV) being state owned and the print by both the government as well as private, has been playing the role of educating and entertaining the public, covering various social, economic, political and other issues. As an out come of the democratization endeavor and the issuance of the Proclamation of the Press Law in 1992, very many privately owned newspapers and magazines have been since published in the country, most of them in Addis Ababa.

8.1 Extent of Coverage by the Media

According to the 1994 census, only 15.6 per cent of the urban housing units have radio sets and 6.6 per cent TV sets. In light of the low level of literacy in the country, particularly the rural areas, where backward

cultural beliefs and practices are deep-rooted, and the democratization process that has been going on in the country, a lot remains to be done by the media, in effectively informing and educating the society for exercising human rights and eventually attain meaningful development. As regards current coverage, all three government owned enterprises, namely, the Ethiopian Press, Radio and Television have regular women's programs meant to inform and educate the public on gender issues and concerns. The 1995 opinion survey conducted in this connection by the Women's Affairs Department (WAD) of the Ministry of Information and Culture (MOIC), stated that the programs do not most of the time cover the situation of rural women, who are the majority of the female population, most of them living in the severest form of poverty. The survey result attributed the problem to budgetary constraints, particularly lack of transportation facilities to go to the countryside. Most of the programs are said to highlight the theoretical aspects of issues rather than the practical, and hence are not audience targeted. Those who have an access to the media are mostly urban elite women who could not in anyway reflect the actual needs and interests of rural women. It was further stressed that the programs do not bring men to the forum to make them talk on gender equality and avoid marginalization of issues.

Lack of competence of those responsible for the coordination and production of these programs has been cited and this is due to lack of proper training on both professional and gender. Other problems attributed to the poor quality of the programs are biases in the allocation of resources and lack of commitment of those assigned to do the job. It is, however, undeniable that programs that are women biased or which look down upon the female population are not currently presented as they used to be before. As regards, the other programs in the respective media outlets, they do not seem to be committed to incorporate gender issues extensively. This is very much required since the gender gap is very wide and sensitization on the issue could not be genuinely achieved in a short period of time. Those engaged in the media work are expected to be more gender sensitive so that they could inform and educate the public competently and therefore intensive and proper training need to be given in this regard.

8.2 Human Power Allocation

As shown in Table 24, the number of female journalists during the period covering 1994/95 to 1997/98 was much lower than their male counterparts and this manifests the under-representation of women in the media. Since the employment gap between males and females is wide, one can suggest that recruitment and placement of professional staff need to be examined. The total employment record of the media organizations does not also show significant increase in the period under review and this could be attributed to their restructuring and reorganization at various times. Besides, the employment of free-lance news readers/journalists might also contribute to the creation of less employment opportunities on permanent basis. This in return will have a negative impact on journalistic career development and hence will result in low performance quality. It has been noticed that most of those engaged in the profession have no formal training in journalism but acquired the skill on the–job- training since there was no training institution established in the country until recently and opportunities for training abroad have been very limited. Apart from the government organs, the Ethiopian Journalists' Association does not seem to be active in light of empowering its members and facilitating training programs to the same. The newly established Ethiopian Media Women's Association (EMWA) is expected to contribute its share in empowering its members in all spheres possible and thereby improve the quality of professional services.

9. SOCIO-CULTURAL ISSUES

Ethiopia is a country with rich and age long cultural beliefs and traditional practices. As a traditional society, Ethiopians consider preservation of culture as a portrayal of their identity and expression of national pride. Although the act is in most instances appreciated, a distinction must be made between the negative/backward and positive cultural beliefs and traditional practices. This means that the negative need to be eradicated and replaced with new ones in line with the democratic principles that the country is

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following and maintain and enrich the positive since have a great value to the morality and dignity of the society.

University scholars and researchers have recently conducted a study under the title: Gender and Cross-cultural Dynamics in Ethiopia. The study which covers 11 ethnic groups residing in about 94 per cent of the country has confirmed that Ethiopia is a male dominated or patriarchal and tradition oriented society. It also pointed out that cultural dynamics affect social relations between men and women as well as different ethnic groups. The study further noted that socio-cultural dynamics within the domestic and social spheres determine the status of women and the differential participation of men and women in the public spheres. As stated above, culture is therefore the basis for gender roles and relations.

As a patriarchal society, the attitude towards women is not positive since are looked down upon and considered as second class citizens. Due to the socially prescribed roles, the girl child and women are most of the time made to be confined in doors and this has a great psychological impact on the female population. Females are made to accept that they are inferior to males in many respects and hence most women are subordinate to their men counterparts. This has been like wise endorsed and practiced by religious groups, both Christians and Moslems.

9.1 The Girl Child

According to the 1994 Census, children aged below 14 years old for the year 1998 account for 26,277,185 and this is 43 per cent of the total population of the country. Out of the total number of children, 12,958,722 are females and this also makes up to more than 49 per cent. In the Ethiopian society, the girl child has been discriminated against starting from birth, childhood and this continues during adulthood and womanhood. The deep-rooted cultural attitude and traditional practices preach and perpetuate women's inferiority and this compounded with the discriminatory laws has made the female population to be disadvantaged segments of the society. The female child is discriminated against the male child starting at home by her parents and other members of the family, and outside the home like schools and other institutions.

9.1.1 The Girl Child and Harmful Traditional Practices

Vulnerability towards HTPs in the country is more on the girl child and women. A base line survey conducted by the National Committee on Traditional Practices in Ethiopia (NCTPE), in 1997 indicated that the major and widely practiced harmful act performed on the girl child is the FGM. The age for undergoing the practice ranges from one region to the other but mostly when the child is between one to seven years old. According to the study, 73 per cent of women in Ethiopia have undergone the practice one way or the other. The act is performed under the pretext of fulfillment of religious obligations and preservation of culture. However, FGM is actually done to suppress the sexual desire of the girl child in order to preserve her virginity until marriage and also avoid extra-marital relationship during womanhood. The severest form of FGM is infibulation, which is mainly practiced in Afar, Somali, and Harari Regional States. FGM is performed by untrained persons, mostly Traditional Birth Attendants (TBAs) who earn a living by doing so, under unhygienic conditions and using unsterilized objects and in most cases causes major health problems of females starting from childhood to old age.

As confirmed by medical practitioners, some of the complications of FGM include hemorrhage, infection including AIDS, retention of urine and damage of the uterus which can also cause bleeding and death. Sexual relations, pregnancy and childbirth are mostly experienced in a traumatic manner and the occurrence of vaginal and recto-vaginal fistula is common. Besides, the complication on the uro-genital apparatus often causes sterility in women of childbearing age.

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FGM is an act which violates the human rights of the girl child. Article 24 (3) of the CRC underlines by saying " State parties shall take all effective and appropriate measures with the view to abolishing traditional practices prejudicial to the health of children". In spite of the fact that Ethiopia has included an Article (36) in its Constitution on the rights of children, there is no specific item regarding the girl child and HTPs. However, as mentioned earlier the issue has been dealt with under Article 35 and the National Policy on Ethiopian women. The 1996 Developmental Social Policy issued by the FDRE has in particular considered child welfare as one of the areas of focus of the policy, and among others has given emphasis to the implementation of the international and regional conventions and legal instruments regarding children's rights. Although the family law of Ethiopia has been revised recently, Articles 537 to 544 of the Penal Code which from the start have not treated issues like FGM and wife battering as serious offences have remained unchanged. In line with the magnitude and severity of the problems, the inclusion of separate provisions on FGM and other harmful practices against the girl child need to be seriously considered.

The issue of the girl child has become one of the critical areas of global concern as stressed in both the African and Beijing Platform of Actions and Declarations. Ethiopia as part of the international community and in line with the democratic principles it adopted since 1991, has been making efforts to implement the respective action programs in conformity with the specific conditions in the country. There is a belief that the implementation of these programs, CRC, CEDAW, and other related conventions/declarations need to be coordinated since the issues are inter-connected and it is the girl child who will be the woman of tomorrow and a rightful citizen of the country.

Another harmful traditional practice in the country is early marriage, done without the consent of the girl child. This is done before the girl's body is biologically developed and this leads to early pregnancy and various health complications. Early marriage is practiced mostly in rural areas so as the girl child could be found preserving her virginity. Although efforts have been made by the NTCPE to eradicate these and other harmful practices by awareness raising of the public, a lot more remains to bring about attitudinal change since these practices have been for ages deep-rooted in the society. The family law revised recently has set minimum age for marriage to be 18 years old and the enforcement of the law would help to eventually change the attitude and practice by parents and the society at large.

9.1.2 Violence against the Girl Child

Article (1) of the CRC defines a child as every human being below the age of 18 years. In the Ethiopian context, a child is a person below 14 years of age. The girl child and/or adolescent girls in Ethiopia like in other parts of the world are also victims of sexual exploitation and abuse. The two types of common violence committed against female children are rape and abduction. Although rape has been committed on girls in many parts of the country, the cases were not reported to the police since considered as shameful to the victim and the parents as well and there is no recorded data to show the extent of the problem. Rape which is the violation of the human rights of girls, has been considered as a crime in the Ethiopian Penal Code as stated in chapter seven. Since recently, incidences of the crime are being reported to the police and the mass media and this is attributed to the change of attitude of the society. Article 589 of the Penal Code states that rape is punishable with an imprisonment up to 10 years, but the execution of the punishment varies from one area to the other and this needs to be uniform and specified.

Abduction is considered as one form of traditionally contracting marriage and this is mostly practiced in Oromiya and SNNP Regional States of Ethiopia. There are two versions for the practice: one is that if the would be husband is poor and could not afford to pay the bride price and organize a ceremony during marriage, then he abducts the girl whom he wants to be a wife, against the will of the victim and the parents as well. On the other hand abduction is said to involve the parents of the girl who expect a certain payment from the abductor and hence the act has an economic interest. However, abduction is considered as a crime and punishable as explained in the chapter under legal and human rights. Such acts have a negative impact

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on the enrolment and retention of female students in the rural areas where schools are inadequately and unevenly distributed.

In Ethiopia, child prostitution has been practiced in many areas particularly in the urban centers. A study conducted in 1996, reveals that there were 6,000 child prostitutes in the country and the number was reported to be on the increase. Some recent studies have indicated that girls as old as nine years old are being engaged in the practice and the law enforcing institutions have been reluctant in this case. It has been reported that there are some quarters of the society who hire young girls to be engaged in the act and generate income for them. It is known that sexual exploitation and abuse of young girls is a crime and punishable, according to the Penal Code of the country as elaborated in chapter seven of the document.

Young girls who have made their home in the streets are exposed to rape and sexual exploitation and this leads to varying and complex problems of health such as STDs including AIDS. According to the 1995 study conducted by MOLSA, there were 10,000 street children in 25 urban centers covered during the survey and the number is believed to be on the increase. The main causes for the problems mentioned above are said to be poverty, early marriage, broken families, rape, lack of awareness, displacement, migration, etc. The engagement of young girls in early sexual activities be it forcefully or on their own wish, could lead to unwanted early pregnancy, unsafe abortion, teen motherhood and financial problem for bringing up the child, dropping out from schools, STDs and other health problems. Therefore, counseling and reproductive health education need to be given to adolescent girls and this need be done in schools or by organizing girls' clubs and parents should also play a big role in this regard.

In Ethiopia, like other countries in sub-Saharan Africa, child labor particularly of the girl is utilized to the maximum and this is due to her closeness to the household and of course to the mother who shoulders too many responsibilities, which are socially prescribed. Consequently, the girl child is therefore made to perpetuate what has been experienced by the mother, that is early marriage and pregnancy, harmful traditional practices, performing the heavy workload at home, etc. This situation is common in rural areas where the majority of the population lives and where poverty is chronic and widespread, mostly affecting female headed household.

The Civil and Penal Codes of Ethiopia and the Labor Proclamation No. 42/1993 have provisions which are compatible with that of the CRC regarding child labor and employment. The proclamation prohibits the employment of children under 14 years old. Those within the age limit of 14 to 18 are categorized by the proclamation as young workers and the provisions in this regard states that they are exempted from working more than seven hours a day, overtime and night work and rest on week-ends and public holidays. Despite these provisions, the study conducted by ANNPCAN in 1997 reveals that children are made to be engaged in exploitative works which are determinant to their physical, mental and social development. Under such situations, the girl child is more affected and most of the work done is domestic, non-domestic unpaid work as well as wage labor and marginal activities. The reasons for these are attributable to poverty, lack of educational opportunities; parents' labor needs as well as attitude of society. Therefore, the solution to these and other problems is poverty reduction and its eventual eradication which will be accompanied by expansion of basic social services including education.

9.2 Other Harmful Traditional Practices

The base line survey conducted by the NCTPE recently noted that some 20 types of harmful health-related practices were considered in order to determine the extent of their prevalence in the respective areas. The survey covered nine regions and Addis Ababa Administration, particularly on 65 ethnic groups, 58 zones, 198 woredas, and 22 urban centers in the country. Out of the 20 traditional mal practices, the most wide spread acts are teeth extraction 89 per cent, uvulectomy 84 per cent and FGM 73 per cent. The other types of harmful practices are tonsillectomy, massaging of an abdomen of a pregnant woman during labor,

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...incision of the eye lid brow, scalp or at the back, tattooing for beautification, vein puncture and ...letting, nutritional taboo, etc. Since these and other similar beliefs and practices have been deep ...among the society, and considering the low level of literacy/education of the majority of the people, ...eradication needs a long period of time and immense resources.

...government fully recognizes the dynamism of culture, which is closely related to the daily life of its ...and the role it could play in the national development process. The National Policy on Ethiopian ...has one of its objectives the eradication step by step of prejudices, customary laws and practices ...by male supremacy. It also aims at enabling women to hold higher posts and play part in the ...making processes at every level. The policy has incorporated the following in its strategies: "The ...with cooperation from the peoples of Ethiopia shall facilitate conditions conducive to the ...and educating of concerned communities about such harmful practices as circumcision and the ...of young girls before they reach puberty".

...35 (4) of the constitution notes as follows: "The state shall enforce the right of women to eliminate ...influences of harmful customs. Laws, customs and practices that oppress or cause bodily or mental ...to women are prohibited." Furthermore, the FDRE has issued a Cultural Policy in May 1997 and some ...the policy objectives are to ensure that all citizens could freely, equally and democratically participate in ...cultural activities and to enable them benefit from the sector. It further targets at abolishing harmful ...practices step by step. The Developmental Social Welfare Policy has in its areas of focus the ...of women from social and cultural problems they face on grounds of sexual discrimination. It ...aims at conducting awareness creation programs for the purpose of eliminating HTPs affecting the ...and dignity of women. The task for the elimination of the mentioned and other HTPs is inseparable ...the socio-economic development of the country and this could not be achieved in a very short period of ...Nevertheless, the legal ground for combating the practices is laid down and need to be done with ...or persuasion since our society is still traditional and sensitive to cultural changes.

...POLITICAL PARTICIPATION

...though the right of citizens to vote and be elected to public offices was guaranteed in the 1955 ...Constitution and the Deputies' Electoral Proclamation of 1969, women could not exercise this right since one ...the criteria required was ownership of some form of property and literacy. One can imagine how many ...women then could be literate and have an access to and control over resources. The People's Democratic ...Republic of Ethiopia (PDRE) in its 1987 Constitution, and the subsequently proclaimed Electoral Law had ...guaranteed the equality of Ethiopians, irrespective of sex, religion, nationality, etc., and citizens had the right ...elect and be elected. However, this right was not exercised democratically since the constitution and the ...were mainly meant to be instrumental for the maintenance of the socialist system, not the inalienable ...of the people.

...a remedy to the previous legal mal-practices and denial of human rights, the FDRE Constitution in ...conformity with the provisions contained in CEDAW, has included an Article (38), with regards the right to ...and be elected. It noted that "Every Ethiopian National, without any discrimination, based on color, race, ...nationality, sex, language, religion, political or other opinions or other status, has the right... on the ...attainment of 18 years of age, to vote in accordance with the law; to vote and to be elected at periodic ...elections to any office at any level of government. Like wise the Electoral Law Proclamation of 1993 states in ...Article 14 (2) that "Any Ethiopian whose electoral rights are not legally restricted shall be eligible to elect or ...be elected". Consequently, eligible Ethiopians including women have started to exercise these rights and ...their active participation has been noticed during the 1995 elections.

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Number of Registered Job-Seekers by Education and Sex

Education Level	1993/94		1994/95		1995/96		1996/97	
	M	F	M	F	M	F	M	F
[illegible]	1,613	844	1,516	931	372	220	--	--
[illegible] Write	--	--	164	60	--	--	--	--
[illegible] (1-6)	7,202	3,028	6,469	3,778	2,948	1,523	3,343	1,885
[illegible] Secondary (7-8)	4,425	3,609	5,090	4,509	2,152	1,666	2,448	2,705
[illegible] Secondary (9-12)	21,075	17,929	26,649	21,081	9,089	7,757	11,162	9,855
[illegible] Vocational	2,300	1,638	1,239	809	1,014	475	950	580
[illegible] Incomplete	415	58	388	73	460	74	337	101
[illegible] Complete	489	57	434	74	542	43	399	48
T O T A L	37,519	27,163	41,949	31,315	16,577	11,758	19,173	15,396

Source: Labor Statistics Annual Bulletins 1993/94 – 1996/97

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Enrolment in Skills Development Centres in 1997/98

[illegible] of Trades	Auto		Electrical/ Elem.		Metal Work		Wood Technology		Building Cons.		Building Tech.		Surveying and Draft		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
[illegible]	223	13	125	108	174	31	185	17	205	40	174	59	--	--	1086	268
[illegible]	91	6	85	25	66	18	45	14	94	23	63	40	42	39	486	165
[illegible]	89	20	83	19	92	13	64	10	60	33	36	44	65	22	489	161
[illegible]	216	28	108	138	151	69	93	96	148	80	85	151	75	136	876	698
[illegible]	619	67	401	290	483	131	387	137	507	176	358	294	182	197	2,937	1,292

Source: Evaluation Report of the 25 SDCs TVET Panel (MOE), 1997/98

The report on the proceedings on the Forum for Women Parliamentarians notes that women's participation in voting during the constitutional conference as well as the election at the kebele, woreda and regional levels was very high. Despite this, their representation as candidates to hold office was very low. Consequently, out of the 1,432 Regional Council members, 77 are women. There are also 27 and 4,678 women elected at the zonal and woreda administration councils respectively. Similarly, there are 126 members in the House of Federation out of which only eight are females. The ratio of representation is even worse in the House of Peoples' Representatives where there are only 13 women out of the total which is 548.

Ethiopian women which constitute about half of the total population of the country are under represented in higher positions of the public and government offices. As reported in the same forum, there are only one minister and two others holding ministerial posts, one vice-minister and four ambassadors. As regards other positions, there are 20 department heads, one director and a general manager. This number is, however, insignificant as compared to that of male counterparts. It is women themselves who could speak or explain more about their problems and such a lower representation in government posts particularly at policy formulation, planning and decision making levels would lessen the impact on promoting gender equality as desired.

There is a need to facilitate increased participation of women in the next election and be able hold as many high positions as possible and it is high time now to prepare the ground for the purpose. The mass media and other outlets need to give intensive information and education on the proclamations, policies and above all the Constitution so that society could be well versed about its rights and responsibilities. The different political parties are duty bound to agitate and motivate women members to build confidence in themselves, come to the forefront and actively participate in political elections. Since the negative attitude of society towards women had held them back from public appearance, efforts need to be made to change the image through coordinated information and education programs.

NATIONAL POLICIES' IMPACT on GENDER EQUALITY

As indicated in the chapters above, the government of Ethiopia has been displaying utmost commitment to the improvement of the status of Ethiopian women who have been subjected to untold misery and suffering for so many years. One of the steps taken by the TGE right after its inception, was the formation of the Women's Affairs Office (WAO) in PMO and the eventual issuance of the National Policy on Ethiopian Women. WAO, being supported by the WADs established in the respective ministries and commissions and the WABs in the Regional States have been implementing the objectives of the policy having a set of strategies to that effect. Nevertheless, it is felt that the accountability of the WADs to their respective ministers and commissioners and WABs to the regional councils has isolated WAO from having a direct relationship with these offices and supervise their performances. Even WAO itself is understaffed to discharge the responsibilities entrusted to it.

In 1997, WAO and World Bank have reviewed the institutional and regulatory issues on the implementation of the National Policy on Ethiopian Women. The findings of the study reveal that lack of qualified adequate human power in the WABs and Zonal Women's Affairs Departments is one of the bottlenecks for the implementation of the policy. It has been therefore pointed out that most of the regional development plans have been observed to be gender neutral and poses a danger for economic growth and sustainability. It is known to all that the Women In Development (WID) approach to development has been replaced by the Gender And Development (GAD) so as marginalization could be avoided. Consequently, the mainstreaming of gender to development plans and programs has become the practical approach for the attainment of meaningful development.

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The issue of great concern is that the structure of the women' s affairs stops at the zonal level, and the woredas, which are nearer to the rural areas, are left out. It is the poor rural women, the disadvantaged who need more than any one else empowerment and organization, to enable them collectively struggle towards their emancipation from the yoke of poverty. Lack of organization, information education, etc.; will hold back women from actively participating in the development process on equal footing with their men counterparts. It is felt that women's associations such as the traditional ones like, idir, edub are meant for social activities and some savings respectively, but in the absence of any organization are used as entry points for development activities. At present, it seems that grassroots women are isolated and have no idea what policies or strategies are all about. Therefore, establishing structures up to the lower level of the community, where the majority of women having more complex problems live will be of paramount importance.

As regards the WADs in ministries and commissions is concerned, the 1997 study conducted by researchers sponsored by Friedrich Ebert Foundation has enumerated the problems encountered by most of these departments. The major ones identified during the study were lack of qualified and adequate staff, sufficient budget, lack of acceptance as full-fledged departments and inadequate collaboration from departments or divisions within their respective organizations and insufficient support from WAO. However, it was pointed out that in due course of time, the situation particularly as regards to acceptance and collaboration has improved gradually. Another problem cited was that the WADs have no direct relationship with the sectoral bureaus at the regional levels since are directly accountable to the regional councils. It was noted that the respective departments work by designing their specific objectives in harmony with the objectives of the National Policy on Ethiopian Women and that of their organizations. Most of them said that they have been conducting/coordinating research works like on gender issues visa-vis employment in their organizations.

Realization of the multi-faceted nature of women's problems and the genuine desire for the attainment of gender equality and socio-economic development of the country, the aforementioned and other sectoral policies have been prepared and launched in the last six years. These policies target at bringing about gender equality in all spheres of life and eventually eradicate poverty and attain economic growth as well as sustainable development. The policies issued and strategies mapped out to that effect are based on the democratic principles adopted by the government and in conformity with the international conventions and declarations ratified.

As stated in the different chapters, the critical areas of concern adopted in the Dakar and Beijing conferences, that is women's relations with poverty, education and training, health, violence, armed conflict, economy, power and decision making, human rights, media and environment and the girl child have been incorporated one way or the other in the policies issued and strategies mapped out. To effectuate these, structures were set up and human power recruited and deployed accordingly. Although all these efforts are very much appreciated what matters most is their actual implementation so that they could bring about concrete changes in the lives of the peoples, particularly women. One cannot be ambitious by expecting results overnight or in few months time. But in light of the low level of socio-economic development, low literacy rate; poor infrastructure, etc. intensive orientation and re-orientation on the issues and provision of the necessary resources will be of paramount importance. However, in order to review the process of implementation and identify the pros and cons, a monitoring and evaluation mechanism need to be devised and effected as required.

12. DONORS' ROLE on PROMOTION of GENDER EQUALITY

12.1 Multi-lateral Organizations

It is known that multi-lateral organizations have strong conviction that all development endeavors, be it poverty eradication, exercising of human rights or establishment of a democratic system could not be fully

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realized with out active participation of women in the process on equal footing with men. Consequently they have been streamlining gender issues and concerns in their respective programs and hence such assistance have been benefiting both men and women. In the Ethiopian situation, the main multi-lateral development program partners have been the UNDP, United Nations Fund for Children (UNICEF), United Nations Fund for Population Activities (UNFPA), United Nations Educational, Scientific and Cultural Organization (UNESCO), Food and Agriculture Organization (FAO), World Food Program (WFP), World Health Organization (WHO), World Bank and the ILO.

The cooperation of these organizations mainly focus on poverty reduction through institutional capacity building (technical and material), human resources development (education and training), employment creation/promotion, human rights, provision of credit services, supply of water and sanitation services, population and health programs, survival and protection of children, emergency relief aid, food security, elimination of harmful cultural practices, etc. There are also special programs designed to the improvement of reproductive health of women as well as elimination of HTPs, which mainly affect the female sex.

12.2 Bilateral Agencies /Embassies

Likewise, bi-lateral agencies have been giving emphasis to cooperation programs aimed at benefiting both men and women. The areas of development cooperation were coordinated with secotral ministries mainly focusing on education, health, agriculture, water supply, etc., and Non-Governmental Organizations (NGOs) and this is in harmony with the priority program of the Ethiopian Government. Their specific women programs include credit services and income-generating activities, gender sensitization programs, skills training, reproductive health, etc. The active bi-lateral agencies funding development programs in Ethiopia are the Canadian International Development Agency (CIDA), Embassy of Finland, Irish Aid, Italian Development Cooperation, Norwegian Agency for Development Cooperation (NORAD), the Royal Netherlands Embassy, sida and United States Agency for International Development (USAID).

12.3 Non-Governmental Organizations

There are more than 160 Non-Governmental Organizations (NGOs) in Ethiopia operating under the umbrella of the Christian Relief and Development Association (CRDA). These NGOs have been mainly engaged in relief, rehabilitation and development activities particularly in the rural areas. The programmes/projects of these organizations are said to be gender sensitive having very many integrated programs which benefit women such as health services and water supply schemes. Those NGOs who are said to have specific programs targeted at women, focus on interventions such as the provision of credit schemes and establishing income-generating activities They have also been conducting many gender awareness seminars/workshops, for staff and target beneficiaries. Despite this, the development interventions with regards to gender equality have been insignificant when we consider the number of organizations existing in the country and the potential they have towards that end. Although all the efforts are appreciated, the women specific approach in the development interventions would perpetuate the marginalization of their issues and therefore cannot aim at gender equality.

It is undeniable that the assistance of donors, be it multi-lateral, bi-lateral or NGOs to the country, which has been for many years and still is passing through difficult times, because of natural and human-made calamities, is vital and praiseworthy. In Ethiopia, a country which experienced one of the longest civil wars in Africa and recurrent drought, it is the women and children who suffer most particularly due to displacement, broken families, violent crimes, psychological effects, further deepening the level of poverty. To cite an incidence in this connection, the DPPC February report reveals that the Eritrean war of aggression launched against Ethiopia has so far made 381,677 people displaced, and most of them are women and children and the number includes those expelled from Eritrea. Since these people lost everything they had and their normal life has been disrupted, they are presently forced to be aid recipients. Under these and

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other circumstances, assistance of the donor community towards socio-economic development and rehabilitation efforts of the country is further required. These contributions and interventions would be very much preferred if they are targeted at bringing about gender equality in all spheres.

MAIN PROBLEMS and OPPORTUNITIES VISA-VIS GENDER EQUALITY

In preparing the Country Gender Profile: - Ethiopia, various problems which constrain the equality of men and women have been observed and therefore require utmost attention if a meaningful development is to be attained. The major problems felt are the attitude of society towards women has not changed much, though many people superficially talk about gender equality. It has been clear that there is a great commitment at the leadership level for the attainment of gender equality but there seems to be reluctance at the implementation of policies, strategies, development plans, programs and other relevant decisions at all levels. As stated above, there are very sound and practical policies and strategies launched aimed at the attainment of the equality of men and women in the country. Although the achievements made so far might not be measured properly and adequately, there is a need, however, for conducting an impact evaluation periodically so as the extent of implementation could be realized, problems identified and remedied.

On the other hand, equally important is the need for conducting an intensive and nation wide campaign to step by step bring about attitudinal change of the public at large. What has been done so far as regards to gender sensitization program by organizations whether government of NGOs could not change the attitude of their targets leave alone the public at large. It is known that the problem has been deep-rooted in the society for many years and is inter-related with the socio-economic development of the country and therefore, its eradication would require a long process and a lot of resources. Nevertheless, what is required in this regard is that the information and education campaign need to be properly coordinated and regularly disseminated to the entire public through various means available until a certain stage of development is reached.

One of the problems encountered during the study is the non-existence and/or inadequacy of gender disaggregated information and data on various relevant topics and burning issues. This problem of compiling such information and data has been maintained by many organizations and there is an urgent need to change the situation and it is felt that this needs a high level decision and issuance of standing directives. The culture and practice of compiling information and data on men and women need to be developed and maintained at all levels in order to provide planners and programmers with missing components of their work. The role of researchers or institutions in generating gender specific data and information will be vital and therefore need to be encouraged. Moreover a system for the quantification of women's labor in doing productive reproductive and other economic activities be established and research undertaken to that effect. The need for coordinating research works on important issues need to be thought since would minimize wastage of resources. The Center for Research, Training and Information on Women Development (CERTWID) at the AAU could play the coordination role in this regard.

Due to the decentralization process and accountability of regional bureaus to their respective administration councils, the flow of information and data to federal government ministries has been discontinued. This situation has made the availability of data and information at the central level even worse. Therefore, there is need of devising some sort of alternative, like setting up resource centers at the central level and make easy access of information to researchers or consumers.

In Ethiopia today, more than ever before, there is a fertile ground for the increased and active participation of women in the cultural, social, economic and political life of the country and the eventual attainment of the equality between men and women. This is said because, genuine commitment towards the desired goal has been portrayed by the government leaders and this has been manifested by the practical actions taken from

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me to time. Among these are the policies and strategies issued and the institutionalization of structures nd allocation of human power to that effect. On the other hand, there is a great interest from the donor ommunity, particularly as regards the attainment of equality of men and women in Ethiopia. The role of the rivate sector in setting up social service establishments and other development undertakings need to be urther encouraged since the government alone cannot overcome the long-standing and complex problems isting in the country. The coordination of all these efforts and resources would hopefully bear fruits of ender equality sooner or latter.

SUMMARY and CONCLUSION

ender equality is a new concept to the country and therefore concerted and coordinated efforts are quired in order to fully incorporate it with all development plans and programs and positively implement em at various levels. In the Country Gender Profile:- Ethiopia, 13 chapters dealing with different issues in lation to the equality between men and women have been presented as will be summarized as follows: The st chapter of the document shows the over all situation of women in the past, their lack of access to sources and services, the level of poverty faced by the majority of women, particularly rural, the present vorable conditions for improvement of their status and the reason why sida wanted the profile to be pared are mentioned. Further more the general socio-economic and political situation of the country, in rticular the positive results of the economic reform program and the institutionalization of a democratic stem of government have been highlighted. Chapter two deals with the agricultural sector and the rural cio-economic situation at large, the policies issued and the strategies mapped out to increase productivity d production and improve the status of rural women and attainment of equality with fellow men were austively discussed.

se wise chapters three and four have treated employment issues in relation to gender equality with rticular emphasis to informal sector both in rural and urban areas, the potential of the sector in ployment creation, the constraints for starting the businesses mostly affecting women and the prospects MFIs have been emphasized. As regards the formal sector, discrimination has been observed in the ucement of men and women job seekers both in public and industrial sectors. However, the labor oclamation, Public service regulations and the Constitution in general have all contained articles that uld guarantee the preservation of women's rights equally with men. Chapter five deals with the hievements seen so far in the education sector effected by the Education and Training Policy and strategy d ESDP. The increase of female students enrolment at all levels as well as the number of female teachers s been indicated although the rate as compared with males still remains lower. Besides, recent hievements in non-formal basic education, particularly in the regions and the socio-cultural and economic tors hampering the increased participation of the female population in the learning and teaching process e listed down.

e main health problems and coverage of services in Ethiopia with particular reference to the suffering of males have been elaborated in chapter six. Chapter seven deals with the legal and human rights of women, e amendments of discriminatory laws particularly the family law, on the basis of the FRDE Constitution and ternational legal instruments were elaborated while some provisions of the Penal Code which need to be medied identified. Similarly the role of the mass media in informing and educating the society and the straints they faced have been dealt with in chapter eight. Chapter nine discusses the socio-cultural uation in the country particularly those which have a negative effect on the health of the female population well as the discriminatory customs and attitude towards women were looked into. Like wise, the rticipation of women in the politics of the country has been examined in chapter 10 and the need to ucate and empower them emphasized so as their role could be enhanced in the next election. In chapter e implication of the various policies issued by the government aimed at bringing equality between men women were enumerated and is underlined that every legal support to achieve the goal is in place.

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Annex I

Table 1

Breakdown of Total Population by Sex

(Projected)

Year	Male	Female	Total
1994	26,910,567	26,566,567	53,477,265
1995	27,498,620	27,150,534	54,649,154
1996	28,344,000	28,028,000	56,372,000
1997	29,202,000	28,915,000	58,117,000
1998	30,071,000	29,811,000	59,882,000
1999	30,956,000	30,716,000	61,672,000
2000	31,857,705	31,636,997	63,494,702

Source: 1994 Population and Housing Census

Table 2

Federal Government
Number of Permanent Employees
Hired from 1994/95 -- 1996/97

Type of Service	1994/95		1995/96		1996/97	
	M	F	M	F	M	F
Professional and Scientific	87	11	61	10	161	25
Administrative	10	1	15	1	9	1
Sub-Professional	68	32	51	29	135	34
Clerical and Fiscal	30	56	23	31	45	69
Trades and Crafts	35	37	94	9	170	32
Custodial and Manual	324	226	182	114	321	255
Special Classification	84	6	132	11	70	5
Appointment	9	1	--	--	--	--
Not Stated	46	20	40	23	34	8
T O T A L	693	390	598	228	945	429

Source: Personnel Statistics 1994/95 – 1996/97

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Table 4

Number of Registered Job-Seekers by Education and Sex

Education Level	1993/94		1994/95		1995/96		1996/97	
	M	F	M	F	M	F	M	F
Illiterate	1,613	844	1,516	931	372	220	--	--
Read and Write	--	--	164	60	--	--	--	--
Elementary (1-6)	7,202	3,028	6,469	3,778	2,948	1,523	3,343	1,885
Junior Secondary (7-8)	4,425	3,609	5,090	4,509	2,152	1,666	2,448	2,705
Senior Secondary (9-12)	21,075	17,929	26,649	21,081	9,089	7,757	11,162	9,855
Technical/Vocational	2,300	1,638	1,239	809	1,014	475	950	580
University Incomplete	415	58	388	73	460	74	337	101
University Complete	489	57	434	74	542	43	399	48
T O T A L	37,519	27,163	41,949	31,315	16,577	11,758	19,173	15,396

Source: Labor Statistics Annual Bulletins 1993/94 – 1996/97

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Table 5

Number of Placed Job-Seekers by Education and Sex

Education Level	1993/94		1994/95*		1995/96		1996/97	
	M	F	M	F	M	F	M	F
Illiterate	--	--	39	2	113	2	--	--
Read and Write	--	--	--	--	--	--	837	7
Elementary (1-6)	773	61	779	110	1,088	74	1,597	118
Junior Secondary (7-8)	129	25	169	37	121	12	381	36
Senior Secondary (9-12)	299	151	525	276	606	165	790	490
Technical/Vocational	92	20	81	54	92	27	169	17
University Incomplete	26	8	--	--	46	3	100	9
University Complete	21	2	62	12	46	3	66	6
Not Stated	--	--	--	--	--		88	29
T O T A L	1,340	267	1,696	503	2,088	287	4,029	712

Source: Labor Statistics Annual Bulletins 1993/94 – 1996/97

* There are 23 persons placed but sex is not stated.

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Table 6

Number of Registered Job-Seekers by Occupation and Sex

Occupational Group	1993/94		1994/95		1995/96		1996/97	
	M	F	M	F	M	F	M	F
Professional, Technical and Related Workers	942	365	779	206	846	525	647	173
Administrative and Managerial	79	8	80	5	239	97	55	5
Government Executive Officials and Clerical Workers	23,545	20,910	29,244	24,479	9,327	8,159	12,692	12,642
Sales Workers	64	153	123	194	107	161	115	145
Service Workers	761	483	556	526	2,020	1,514	294	318
Agriculture, Animal Husbandry, Forestry Workers, Fishermen and Hunters	947	504	587	318	274	133	357	138
Transport Equipment Operators and Labourers	A - 2,390 B - 8,791	174 4,566	1,779 8,792	254 5,321	1,782 1,982	189 980	2,355 2,658	334 1,641
T O T A L	37,519	27,519	41,940	31,303	16,577	11,758	19,173	15,396

Source: Labor Statistics Annual Bulletins 1993/94 – 1996/97

N.B. - A stands for skilled and semi-skilled workers and while B is for labourers.
- Classification is done on the basis of the Ethiopian occupation standard.

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Table 7

Number of Placed Job-Seekers by Occupation and Sex

Group Occupational Classification	1993/94		1994/95*		1995/96		1996/97	
	M	F	M	F	M	F	M	F
Professional, Technical and Related Workers	74	6	56	11	171	52	167	24
Administrative and Managerial	4	--	68	5	7	1	7	1
Government Executive Officials and Clerical Workers	252	140	473	150	73	75	255	357*
Sales Workers	4	0	61	68	11	1	7	5
Service Workers	270	64	306	37	303	45	256	210
Agriculture, Animal Husbandry, Forestry Workers, Fishermen and Hunters	35	3	6	1	223	22	593	10
Transport Equipment Operators and Labourers	A - 239 B - 462	29 24	246 461	118 57	180 1,120	14 77	432 2,247	14 91
T O T A L	1,340	267	1,607	447	2,088	287	4,029	712

Source: Labor Statistics Annual Bulletins 1993/94 – 1996/97

N.B. - A stands for skilled and semi-skilled workers and while b is for labourers.
- classification is done on the basis of the Ethiopian occupation standard.

* There are 98 persons placed but sex is not stated

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Table 8

Female Students Enrolment by Level of Education

Level of Education	Year						AAGR
	1992/93	1993/94	1994/95	1995/96	1996/97	AGR	
Primary	757,055	873,073	1,007,757	1,218,313	1,428,861	88.7	17.2
Junior	166,562	165,707	175,182	175,182	196,911	18.2	4.3
Senior	165,236	161,569	174,148	174,148	176,886	7.1	1.7
TTI	1,818	1,865	2,160	2,160	2,160	8.8	4.4
Higher	2,140	2,148	1,858	2,984	2,984	39.4	8.7

Source: Department of Women's Affairs, MOE
AGR = Absolute Growth Rate
AAGR = Annual Average Growth Rate

Table 9

Enrolment in Primary Schools (1-6)

Year	Both	Girls	% Girls
1992/93	1,855,894	757,055	40.8
1993/94	2,283.683	873,077	38.2
1994/95	2,722,192	1,007,757	37
1995/96	3,380,068	1,218,313	36
1996/97	4,005,709	1,428,861	35.7

Source: Education Statistics Annual Abstract 1996/97

Table 10

Enrolment in Junior Secondary Schools (7-8)

Year	Both	Girls	% Girls
1992/93	348,803	166,562	47.8
1993/94	357,428	165,707	46.4
1994/95	376,230	166,890	44.4
1995/96	407,851	175,182	43.0
1996/97	462,586	197,042	42.6

Source: Education Statistics Annual Abstract 1996/97

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Table 11

Enrolment in Senior Secondary Schools (9-12)

Year	Both	Girls	% Girls
1992/93	363,686	165,236	45.4
1993/94	357,194	161,569	54.2
1994/95	370,916	164,454	44.3
1995/96	402,753	174,148	43.2
1996/97	462,495	176,836	41.5

Source: Education Statistics Annual Abstract 1996/97

Table 12

Percentage of Female Students in Higher Education Institutions

Year	Regular	Evening	Summer (Kiremt)
1993/94	13.9	30.5	-
1994/95	12.9	29.8	5.7
1995/96	10.7	21.1	3.4
1996/97	14.1	28.4	8.2

Source: Education Statistics Annual Abstract 1996/97

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Table 13

Number of Students in Technical and Vocational Schools

Year	Male	Female	Total	% Girls
1993/94	2,109	472	2,581	18.29
1994/95	1,779	336	2,115	15.87
1995/96	2,269	475	2,744	17.31
1996/97	2,509	415	2,924	14.19

Source: Technical and Vocational Education Panel, MOE

Table 14

Enrolment in Skills Development Centres in 1997/98

Name of Region	Auto		Electrical/ Elem.		Metal Work		Wood Technology		Building Cons.		Building Tech.		Surveying and Draft		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SNNPR	223	13	125	108	174	31	185	17	205	40	174	59	--	--	1086	268
Oromiya	91	6	85	25	66	18	45	14	94	23	63	40	42	39	486	165
Tigray	89	20	83	19	92	13	64	10	60	33	36	44	65	22	489	161
Amhara	216	28	108	138	151	69	93	96	148	80	85	151	75	136	876	698
TOTAL	619	67	401	290	483	131	387	137	507	176	358	294	182	197	2,937	1,292

Source: Evaluation Report of the 25 SDCs TVET Panel (MOE), 1997/98

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Table 15

Enrolment of Trainees in TTI's in 1995/96

TTI	M	F	Total	% Female
Adwa	386	164	550	30
Arba Minch	378	212	590	36
Awassa	405	265	670	40
Debre Berhan	235	115	350	33
Dessi	254	134	388	35
Gambella	173	115	288	40
Gondar	272	155	427	36
Harrar	250	142	392	36
Jimma	280	270	550	49
Nazareth	347	198	547	36
Nekemte	404	196	600	33
Robe	356	194	550	35
TOTAL	3,742	2,160	5,902	37

Source: Department of Teaching, Educational Management and Staff Development, MOE

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Table 16

Percentage of Girls Repeaters

Level of Education	Year				AGR
	1992/93	1993/94	1994/95	1995/96	
Primary	46	45.9	43.3	41	17.2
Junior	56.5	56.2	53.7	52.5	-7.1
Senior Secondary	59.8	59.2	57.7	57.1	-4.5

Source: Department of Women's Affairs, MOE
AGR = Absolute Growth Rate

Table 17

Basic Education (Literacy Programme) by Sex and Year

Year	Male	Female	Total	% Females
1992/93	76,990	44,997	121,987	36.9
1993/94	86,053	49,139	135,192	36.3
1994/95	193,253	92,041	285,294	32.3
1995/96	21,672	112,384	329,056	34.2

Source: Non-formal Education Panel, Ministry of Education

Table 18

Female Teachers Participation by Level of Education

Level of Education	Year					AGR	AAGR
	1992/93	1993/94	1994/95	1995/96	1996/97		
Primary	17,820	20,162	22,707	24,637	20,050	46.2	10.0
Junior	1,126	1,161	1,372	1,616	1,657	47.2	10.1
Senior	1,010	969	956	1,068	994	-1.6	-0.4
TTI	2.3	24	25	13		-43.5	-13.3
Higher	105	130	123	82	107	0.02	0.5

Source: Department of Women's Affairs, MOE
AGR = Absolute Growth Rate
AAGR = Annual Average Growth Rate

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Table 19

Number of Primary School Teachers over the Period of Five Years

Year	Total	Female	% Females
1992/93	69,743	17,820	52.6
1993/94	75,786	20,162	26.6
1994/95	83,113	22,707	27.3
1995/96	89,189	24,637	27.6
1996/97	92,526	26,050	28.2

Source: Education Statistics Annual Abstract 1996/97

Table 20

Number of Junior Secondary School (7-8) Teachers over the Period of Five Years

Year	Total	Female	% Females
1992/93	10,796	1,126	10.4
1993/94	10,611	1,161	10.9
1994/95	11,544	1,372	11.9
1995/96	12,932	1,61	12.5
1996/97	13,262	1,657	12.5

Source: Education Statistics Annual Abstract 1996/97

Table 21

Number of Senior Secondary School (9-12) Teachers over the Period of Five Years

Year	Total	Female	% Females
1992/93	11,174	1,010	9.0
1993/94	10,987	969	8.8
1994/95	11,235	965	8.5
1995/96	12,143	1,068	8.8
1996/97	12,106	992	8.2

Source: Education Statistics Annual Abstract 1996/97

Table 22

Percentage of Female Teachers in Institutions of Higher Education

Year	Ethiopians	Expatriates	Total
1993/94	5.4	14.2	5.9
1994/95	5.6	17.7	6.4
1995/96	4.7	8.9	4.9
1996/97	5.4	13.7	5.8

Source: Education Statistics Annual Abstract 1996/97

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Table 23

Human Resources Distribution of MOH for 1996/97

Professional Category	Male	Female	Total	% of Female
Physicians	1,279	204	1,483	13.8
Health Officers	26	4	30	13.3
Pharmacist	116	40	156	29.6
Nurses	2,239	1,975	4,114	48
Sanitation	603	54	657	8.2
Lab Technician	509	112	621	18
X-ray Technician	174	19	193	9.8
Pharmacy Technician	247	70	317	22
Health Assistance	7,476	3,149	10,625	29.6

Source: Health and Health related indicators MOH January 1998

Table 24

Number of Media Personnel in Government Organizations

Name of Organization	1994/95		1995/96		1996/97		1997/98	
	M	F	M	F	M	F	M	F
Ethiopian Radio Enterprise	57	15	59	11	49	15	72	21
Ethiopian Television Enterprise	61	19	61	18	62	19	91	26
Ethiopian Press Enterprise	112	35	108	35	98	29	88	30
Ethiopian News Agency	109	23	96	24	110	25	98	25
T O T A L	339	92	324	88	319	88	349	102

Source: Planning Dept. of Respective Enterprise

N.B. Posts of the media personnel stated above ranges from Junior reporter to editor-in-chief

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ANNEX II

List of Organizations Contacted

Government

1. Administration for Refugee and Returnee Affairs (AARA)
2. Center for Research, Training and Information on Women in Development (CERTWID)
3. Central Statistical Authority
4. Ethiopian Civil Service Commission
5. Ethiopian News Agency
6. Ethiopian Press Enterprise
7. Ethiopian Radio Enterprise
8. Ethiopian Television Enterprise
9. Disaster Prevention and Preparedness Commission (DPPC)
10. House of Peoples' Representatives
11. Ministry of Economic Development and Cooperation (MEDAC)
12. Ministry Of Agriculture (MOA)
13. Ministry of Education (MOE)
14. Ministry of Health (MOH)
15. Ministry of Information and Culture (MOIC)
16. Ministry of Justice (MOJ)
17. Ministry of Labour and Social Affairs (MOLSA)
18. Ministry of Trade and Industry (MOTI)
19. Ministry of Water Resources Development (MOWRD)
20. National Office of Population (NOP)
21. Women's Affairs Office (WAO)

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Non-Governmental Organizations

1. Christian Relief and Development Association (CRDA)
2. Ethiopian Women Entrepreneurs Association (EWEA)
3. Ethiopian Women Lawyers Association (EWLA)
4. Forum for Street Children
5. Specialized Financial and Promotional Institute (SFPI)
6. RāddaSwedish Save the Children / Bamey
7. National Committee on Traditional Practices in Ethiopia (NCTPE)

Embassies

1. Canadian International Development Agency (CIDA)
2. The Royal Netherlands Embassy

UN Agencies

1. African Center for Women (ACW)
2. International Labour Organization (ILO)
3. United Nations Development Programme (UNDP)
4. United Nations Fund for Children (UNICEF)
5. United Nations Fund for Population Activities (UNFPA)
6. United Nations High Commissioner for Refugees (UNHCR)
7. World Bank
8. World Food Programme (WFP)
9. World Health Organization (WHO)

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