

**CIVIL SOCIETY JOINT REPORT ON
VIOLENCE AGAINST WOMEN AND
THE SITUATION OF WOMEN
EMPLOYEES IN INDUSTRIAL PARKS
IN
ETHIOPIA**

CSOs Parallel Report

April, 2019

3rd Cycle UPR Pre-sessions

Situation in Ethiopia: Violence Against Women

- to continue efforts to combat violence against women (Recommendation given by Governments)
- New developments:
- The second Growth and Transformation Plan (GTP II)
- second National Human Rights Action Plan (NHRAP II)
- The Women's Development and Change Strategy introduced in 2017 , address VAW as their priorities and provide measures to be taken to eliminate GBV and HTP's
- The National Human Rights Action Plan Coordination Office has finalized drafting a National Legal Aid Strategy which aims to bring together and harmonize the current fragmented legal aid provision in the country which will have significant impact in ensuring access to justice for victims of GBV.

Violence Against Women...

- New needs:
- it is not certain that the plans were fully implemented as envisaged. There is no clear follow-up report and documentation.
- The rate of GBV still remains to be high in the country.
- There is low level of reporting and high number of acquittals due to lack of evidence and decisions not to prosecute
- The Ethiopian Criminal law needs to be revised on defining domestic violence (narrow definition), absence of procedural protections such as restraining orders, that provide safeguards to women at risk of imminent violence.

Recommendations

- The GoE shall:
- Fully implement the measures identified in the Women's Strategy and NHRAPII
- Assess and strengthen the implementation of the strategic plan of NCB;
- Make available a national data on non-partner sexual violence;
- Operationalize the implementation of the national legal aid strategy;

Recommendations...

- Enhance GBV reporting mechanism throughout the country.
- Strengthen and expand special investigation and prosecution units(Training for staff, allocate adequate budget)
- Improve evidence gathering techniques to decrease the number of acquittals.

Condition In Ethiopia: The Situation of Women Employees in Industrial Parks

- The report focuses on the situation of women workers in industrial parks with the view to bring to the attention of the UPR third cycle review the major developments and concerns in this respect
- New Developments:
- The economic rationale for “Export Processing Zones” EPZs is to attract foreign direct investment This is especially relevant for women who are highly concentrated in the unemployed and low-skilled segment of the labor force.
- This is a positive development for Ethiopian women in terms of increasing their access to the labor market.

The Situation of Women Employees In Industrial parks...

- New Needs:
- Wages are generally low in the industrial parks and female workers receive lower wages in comparison with their male counterparts
- The majority of the factories in the industrial parks do not provide housing allowances. As a result, workers are forced to share a room with co-workers. Female workers are often pushed to cohabit with male workers exposing them to unplanned pregnancy, STDs and HIV/AIDS which impose additional gender based constraints on their economic advancement.
- Women are also less likely to be promoted to higher positions compared to men.
- Women face sexual harassment from co-workers and management.
- There is also a high turnover of female workers due to inflexible working conditions. Turnover is especially high among pregnant women and women who have recently given birth.

Recommendations

The Government of Ethiopia should design policy interventions that should be aimed at:

- Specifically addressing and regulating low wage problems for women employees in industrial parks
- Enhancing educational, training and career development opportunities both for current female employees and future recruits;
- Supporting the establishment of gender structures and services in industrial zones and companies, creating awareness of gender issues, policies and legal frameworks among workers and management ;

Recommendations...

- Putting in place incentives and targets to increase women's participation in male dominated technical fields and management positions,
- Improving enforcement of labor law especially in areas of discrimination based on pregnancy and marital status;
- promoting gender friendly working environments (including mandating child care services ; flexible working hours for mothers, pregnant and nursing women,
- Putting in place procedures for sexual violence reporting and accountability mechanisms for sexual harassment and sexual violence at workplace

Thank You

To all the membres of Our coalition:

- Ethiopia Women Lawyers Association (EWLA)
- Ethiopian Lawyers Association (ELA)
- Vision Ethiopian Congress for Democracy (VECOD)
- Ethiopian Human Rights Council (HRCO)
- Consortium of Ethiopian Rights Organization (CERO)
- Network of Ethiopian Women's Associations (NEWA)
- Ethiopian Young Lawyers Association (EYLA)
- Transparency Ethiopia (TE)
- Sara Justice from All Women Association (Sara Justice)
- Ethiopian National Association for the Blind (ENAB)
- Advocates Ethiopia (AE)