

**ASSESSMENT OF THE IMPLEMENTATION OF
RECOMMENDATIONS OF THE SECOND CYCLE UPR BY THE
GOVERNMENT OF ETHIOPIA IN THE AREA OF GENDER
EQUALITY AND WOMEN'S RIGHTS**

**A JOINT SUBMISSION BY THE ETHIOPIAN WOMEN LAWYERS
ASSOCIATION, THE NETWORK OF ETHIOPIAN WOMEN'S
ASSOCIATION, HUMAN RIGHTS COUNCIL AND
SARA JUSTICE FROM ALL**

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II. Gender equality and elimination of gender discrimination

1. The Government of Ethiopia (GoE) submitted its report for the second cycle of UPR review process in January 2014. It received a total of 252 recommendations, 188 of which it accepted. GoE received 43 recommendations related to women's rights mainly focusing on women's empowerment, non-discrimination, elimination of violence against women and HTPs, and combating trafficking in women and children. This report mainly focused on selected URR2 recommendations calling for efforts to achieve equality and eliminate discrimination in social, economic, political spheres.

2. This report, prepared by a group of Ethiopian civil society organizations working on women's rights issues with the aim to assess the implementation status of the recommendations the Government of Ethiopia received during the second cycle UPR.

III. Equal Access to Vital Resources and Services

i. Land

Progress and achievements

3. The 2005 Federal Rural Land and Administration and Use Proclamation and regional laws enacted in conformity with the federal proclamation provide for the right of women to get land use right certificates either jointly with their spouse or separately. Under GTPI (2010-2015), according to government figures, 11.1 million women were given land use rights certificates either jointly with their husbands (8.9 million) or separately (2.2. million). Under the GTPII (2015/16-2019/20), the government plans to certify the land use rights of an additional 2,594,135 by 2020. According to government reports, so far under GTPII 2,164,178 women have been given land use certificate rights. 277,880 women received the certificate separately.

Gaps and challenges

4. Despite these considerable gains, gender gaps still exist. According to the 2016 Ethiopia Demographic Health Survey (EDHS 2016), 40% of married women own¹ land as compared to 48% of men, and only one in two of these women say they have a title or deed in their own name for the land. The percentage of women who reported that their name is not in the title deed was also higher (7%) than men (2%).

5. Furthermore, inequality goes deeper than just access to land. Agricultural production and division of labor are governed by local norms and remain highly gendered in Ethiopia. Such norms prohibit women from ploughing their land, thus, privileging male agricultural labor. This means that households lacking adult male labor such as female headed households earn a fraction of the income of households with male labor. Women, therefore, are still dependent on men to gain agricultural income. Restrictions on amount of land that could be leased out and on use of land as collateral under regional rural land laws have limited the ability of female headed

households to earn income from their land. Inequalities also exist in land ownership in polygamous marriages. In view of these gaps, the Government is preparing to amend the current Federal Rural Land Administration and Use Proclamation to maximize benefits to rural women.ⁱⁱ The revised law will permit rural land owners to lease their lands and use them as collateral.ⁱⁱⁱ It will also require men who marry more than one wife to give land to the new bride by splitting his land.^{iv}

Recommendations

6. The GoE should,

- Strengthen efforts to provide women with land use certificates;
- Accelerate the revision of the rural land use and administration law to maximize the benefits women can get from their land, and;
- Enhance efforts to alleviate social or cultural barriers to female agricultural labor and production

ii. Housing

Progress

7. In the urban housing sector, the Government continues to implement a scheme adopted before the reporting period that particularly benefits women. Accordingly, 30% of constructed low cost condominium houses are reserved for women.^v Between 2015/16 and 2017/18, 40,538 low cost condominium houses were distributed to residents of Addis Ababa. The Addis Ababa Housing Development Project Office (AAHDPO) is planning to transfer additional 26,000 housing units through a lottery draw that would give priority to women in September 2018.^{vi}

Gaps and challenges

8. There is an acute housing shortage in urban areas. According to reports, currently there are 1.6 million people living in rental homes in Addis Ababa alone.^{vii} Rent prices have soared in recent years and access to affordable housing is very limited. Only 1 in 5 women own a house in urban areas as compared to 56% of rural women.. The situation is more severe in Addis Ababa where 8 out of 10 women do not own a house. Ironically, home ownership is inversely related with educational status. For example 76% of women with secondary education do not own a house compared to 32% of women with no education. Government efforts to address the housing shortage has had limited impact so far. In the last 13 years, for example, only 175,000 housing units under the 20/80 scheme have been transferred to residents of Addis Ababa.^{viii} There are still 78,000 residents of the city registered for condominium housing in 2005 awaiting transfer of housing units. The construction of the housing units has been severely delayed due to low capacity of contractors, inadequate government supervision, and shortage of foreign currency.

Recommendations

9. The GoE should,

- Take measures to accelerate the delivery of low cost housing units by enhancing its supervision of such projects

iii.. Education

Progress

10. GoE has implemented five successive education sector development plans designed on the basis of 1994 Education and Training Policy. Currently, it is implementing Education Sector Development Program V (ESDP V) developed in line with GTP II. The program gives special attention to realizing universal access to primary education and improving the gender parity index (GPI) at all levels. GTP II and NHRAP II also plan to enhance the enrollment rate and the participation of women and girls at primary and secondary levels. GTP II in particular set the gender parity targets for different levels of education. Accordingly, it plans to increase the GPI in primary school first cycle (1-4 grades) from 0.93 in 2014/15 to 0.99 in 2019/20, primary school second cycle (5-8 grades) from 0.95 in 2014/15 to 0.95 in 2019/20, maintain it at secondary school first cycle (9-10 grades) at 0.94 from 2014/15 to 2019/20, and at secondary school second cycle (11-12 grades) from 0.85 in 2014/15 to 0.92 in 2019/20.

11. GoE continues taking different measures to promote girls' access to education, in particular in rural and pastoralist areas including, girls' scholarships, provision of educational materials and uniforms with the support of NGOs, introduction of girl friendly schools, provision of incentives to parents in pastoralist areas who send their daughters to school and affirmative action to raise the proportion of female teachers at all levels. The Ministry of Education (MoE) also as part of its affirmative action, determines on a yearly basis a lower cut off point for women in national exams. In addition, undergraduate enrolment places are reserved to encourage female students to enter the fields of science and technology.

Gaps and challenges

12. The latest annual education statistics report produced by the government indicates that enrollment rates of female students at all levels, dropout and completion rates especially in primary and first cycle of secondary school levels, and graduation rates at undergraduate and postgraduate levels are lower for women and girls.

13. At the primary level, the GPI stands at 0.90 missing the target of 0.95 for the 2016/17 fiscal year. This figure is influenced by the high figures for the capital, Addis Ababa which stood at 1.18 with more females attending primary school than boys. There are also significant disparities

among different regions states with regard to the GPI. At the secondary level, the GPI target also remains unmet. GPI is higher in the first cycle (9-10 grades) compared to the second cycle (11-12 grades). In higher education, the gender disparity grows wider. At the undergraduate level, both in government and private institutions, the enrollment rate of female students for the 2016/17 was 35.7%, an increase of 1.6% from the previous fiscal year. Despite the gender gap, female undergraduate enrollment has shown a substantial increase growing at an annual average rate of 26.1% between the years 2005 to 2017. Despite a significant increase in postgraduate (Masters and Phd) enrollment in recent years, there is a very high gender gap with only 17.8% of postgraduate students being female. The ratio of female graduates from postgraduate programs stood at 18.3%. Furthermore, the ratio of female academic staff in higher education institutions stands at only 13.4%, with a vast majority employed in government institutions.

14. Even though repetition rates for female students at primary level have historically been lower than boys, female dropout rates have been higher than boys' in the last four fiscal years. Dropout rates for both boys and girls slightly increased in the 2016/17 fiscal year. The survival rate up to grade 5, considered as a prerequisite for a sustainable level of literacy, has slightly increased for both girls in boys in recent years. Gender gaps also exist in completion rates. Between 2009/10 and 2016/17, the completion rate for grade 5 was 81.7% for girls and 88.8% for boys. For grade 8, the completion rate for girls and boys over the same period was 52.2% and 56%, respectively. There are significant regional disparities in survival rates. In 2017/18, women accounted for 33.2% of first degree graduates and 18.3% of graduates from postgraduate programs.

Recommendations

15. The GoE should,

- Strengthen efforts to promote girls and women's education, and
- Take targeted measures to close the gender gap in dropout and completion rates in primary and secondary levels, and;
- Enhance efforts to close the gender parity in enrollment and graduation rates of females at the undergraduate and post graduate levels

iv. Health

Progress

16. During the reporting period, the Government has adopted and started implementing a number of health policies and programs that focus on women's health issues. Under GTPII, the Government set specific targets to be met by 2020. Accordingly, it plans to reduce the 420 maternal mortality rate per 100,000 to 199, reduce the 4.1 total fertility rate to 3, increase the 42 % contraceptive prevalence rate to 55 %, increase the 68% antenatal care coverage of at least 4

visits to 95%, increase the 90 % post natal coverage to 95 %, and increase the 60 % deliveries attended by skilled health personnel to 90% by 2020.

17. The Ministry of Health (MoH) launched a five year Health Sector Transformation Plan (2016-2020) (HSTP) as part of GTPII, which identifies among its focus areas promotion of gender equality, empowerment of women, and increasing the utilization of health services by women. The Ministry also developed the National Reproductive Health Strategy (2016–2020) (NRHS) in order to reduce maternal mortality and promote reproductive health.

18. The National Maternal Death Surveillance and Response and the National Technical Guidance for Maternal and Prenatal Death Surveillance and Response programs have also been with the objective of improving maternal health through collection of death reports and taking measures based upon the identified cause of death.

19. The Government has also commenced Community Based Health Insurance (CBHI) scheme to ensure universal health coverage. The main focus of the CBHI is mobilizing community resources to provide health insurance for its members. The program is designed to benefit women who have limited access to quality health care due to economic, cultural and mobility related constraints. In 2017, the total number of *woredas* with CBHI reached 377 and out of which 248 are providing the necessary health services to their members

20. According to Government reports, facilities providing family planning services have expanded both in terms of number and outreach.^{ix}The Government has also strengthened the implementation of the Health Extension Program (HEP), which deploys tens of thousands health extension workers (HEWs) (98 per cent female) in rural and urban areas to provide door-to-door services in order to facilitate access to quality and affordable health care. The Program gives special attention to mothers and children in rural areas.

21. The Government has increased the number of doctors, nurses, and midwives. Rapid expansion of midwifery education, especially its fast track training program launched in 2012 for midwives has enabled to the government to improve the ration of access to midwives. Under the Sustainable Development Goals, the Government plans to increase the number of midwives from 2050 to 8635. The Higher Education Relevance and Quality Agency (HERQA) is implementing a National Accreditation and Quality Improvement Standards for, among others, mid-wifery so as to address challenges in the area of maternal health associated with professional competence.

22. According to EDHS 2016, the proportion of women age 15-49 who received antenatal care (ANC) from a skilled provider has increased from 27% in 2000 to 34% in 2011, and 62% in 2016. 32% of women had at least four ANC visits during their last pregnancy. Institutional deliveries have also increased to 26% in 2016 while home deliveries have declined from 90% in 2011 to 73% in 2016. Furthermore, 17% of women and 13% of newborns received a postnatal check within the first 2 days of birth.

23. According to figures from EDHS 2016, maternal deaths have also been reduced by 39% from 676 in 2011 to 412 per 100,000 live births in 2016. The actual rate of maternal deaths, however, is not settled and varies from one source to another mainly due to poor vital events reporting.^x The maternal mortality rate in Ethiopia is still one of the highest in the world.^{xi} Delays in health care seeking, accessing (transport) and receiving prompt care at health facilities during obstetric emergencies are major contributing factors for maternal death.

24. Modern contraceptive use by Ethiopian women has increased over the last 15 years, jumping from 6% in 2000 to 35% in 2016 among married women, according to EDHS 2016. 55% of sexually active unmarried women use modern contraceptive methods. The most popular sources of modern contraception are public sector sources with 84% of women reporting accessing contraceptive methods from the public sector. However, 22% of married women have still an unmet need for family planning.

Gaps and Challenges

25. Studies indicate the presence of significant gaps in quality of midwifery education in areas such as obstetric complications, gynecology, public health and prevention of mother-to-child transmission of HIV.^{xii}

26. A very significant proportion of Ethiopian women (32%) had no ANC visits during pregnancy and rural women are more likely to have had no ANC visits than urban women (41% and 10% respectively). Rural women are also less likely to receive any ANC from a skilled provider (90% and 58% respectively). The proportion of Ethiopia women aged 15-49 who receive at least four visits during the length of their pregnancy (32%) one of the lowest in the world and even in comparison with other least developed countries where on average 44% of women receive four ANC visits.^{xiii} Women with low educational attainment, living in rural areas with low quality ANC services are less likely to complete four ANC visits during pregnancy.^{xiv} Pocket studies conducted in different parts of the country also show that the quality ANC service is poor.^{xv} Unavailability of qualified personnel and structured in-service training, lack of guidelines and protocols to on how to manage common pregnancy problems, and unavailability of functional equipments and instruments are the most widely cited factors affecting the quality of ANC services.^{xvi} Poor infrastructure also affects accessibility of health facilities.

27. Furthermore, modern contraceptive use among rural women is significantly lower than urban women. The figures for modern contraceptive use among married urban and rural women are 50% and 32%, respectively. There is also a huge regional disparity in contraceptive use among regions. Afar and Somali regions have the lowest use rates at 1% and 12% respectively while Addis Ababa and Amhara regions have the highest use rates at 50% and 47% respectively. The EDHS findings also show that modern contraceptive use rate significantly increases with education and wealth.

Recommendations

28. The GoE should,

- Strengthen the National Maternal Death Surveillance and Response, and the National Technical Guidance for Maternal and Prenatal Death Surveillance and Response programs to identify and promptly address causes of maternal mortality;
- Improve quality of health care education in general and midwifery in particular;
- Take measures to increase the number of pregnant women who complete four ANC visits by improving quality of ANC service;
- Improve quality of ANC services by increasing the number of qualified personnel, preparing and distributing guidelines and protocols on how to handle pregnancy issues and making available functional equipments and instruments, and;
- Take measures to address unmet contraceptive needs especially among rural and adolescent women.

v. Employment and Income Generating Opportunities

Positive aspects

29. The Ethiopian Constitution, the Civil Servants Proclamation (Proclamation No. 515/2007) and the Labour Proclamation (Proclamation No. 377/2003) ensure for both sexes the right to work including the freedom to choose one's profession, equality and non-discrimination during recruitment, promotion and other aspects of employment based on sex including the right to equal remuneration to work of equal value. The laws governing labor relations in the civil service and private sector also provide for paid maternity leave and guarantee job security during pregnancy and after delivery.

30. Furthermore, both government and private employees are covered by the social security legislation which prohibits non-discrimination on the basis of sex in the payment of social security benefits and transfer of such benefits to survivors.

31. Despite the strong legal framework, gender disparities continue to persist. Even though Ethiopian women and girls have a high level of economic participation, their labor force participation is lower in comparison with men and are more likely to be employed in informal sectors.^{xvii} The unemployment rate is also significantly higher among females.^{xviii} Heavy domestic duties, pregnancy and discrimination are some of the reasons for female unemployment. Ethiopian women also earn less than men.^{xix}

Progress

32. The Government has followed a strategy of expanding educational, employment and income generating opportunities to enhance the employment and income generating prospects of women. The Government has especially targeted the expansion of micro and small enterprises (MSEs) as a strategy to create women entrepreneurs and bolster female employment. The Government facilitates access to finance through credit and saving schemes, and provides capacity building and skills trainings in business and entrepreneurship, and facilitates market access to women entrepreneurs. Considerable achievements have been made in this front under GTPI.^{xx}

33. So far under GTPII, according to government reports, 2,221,366 women entrepreneurs have been organized in groups and set up MSEs. According to annual reports of Ministry of Urban Development and Housing (MoUDH), MSEs engaged in manufacturing, urban agriculture, construction, service and trade sectors have created 3.9 million new jobs between 2014/15 and 2017/18. Of these, 1.9 (48.7%) million were occupied by women. It should be noted that a significant proportion of these jobs are temporary: 28% in 2015/16, 42% in 2016/17 and 33% in 2017/18. Furthermore, 2,714,004 rural women have found new income generating opportunities in agriculture.^{xxi}

34. The government has developed a thirteen year Industrial Strategic Plan (2013-2025) which seeks to increase employment opportunities for Ethiopians. The strategy prioritizes labor intensive, women-dominated sectors such as textile and garment, meat, leather and leather products, and agro-processing, potentially providing increased employment opportunities for women. This is indeed a positive development for Ethiopian women and there are some early positive signs.^{xxii}

35. In the public sector, in recognition of the fact that burdens of child care hold women back in the labor force, the Government has adopted a new strategy of establishing daycare services for female workers. A regulation was passed in 2017 governing the establishment of such daycare centers. The regulation states that daycare centers should be staffed with babysitters and nurses trained to care for children between the six months and five years. Under GTPII, the Government planned to establish 30 such daycare centers. According to news reports, only few institutions have established such daycare centers.^{xxiii}

Gaps and challenges

36. Despite considerable achievements, there are many challenges that the government must tackle. A recent assessment of the status of women's empowerment in micro and small enterprises (MSEs) sector, commissioned by the MoUDH, found that women MSE operators were less empowered compared to their male counterparts.^{xxiv} The study states that a decade of efforts by the government in the MSEs and job creation seems to add little to empowerment and decision making [of women], although it's role in poverty reduction and overall job creation can be applauded at the national level.^{xxv} It also observed that women operators of small enterprises

are more empowered compared to microenterprises emphasizing the need to encourage graduation of firms from micro to small enterprises.^{xxvi}

37. In the medium and large manufacturing sector, women face a number of challenges in accessing and maintaining employment. Limited information about opportunities especially among rural women, low salaries, lack of safe and affordable housing forcing many female employees to cohabit with male partners exposing them to unwanted pregnancies and STDs including HIV/AIDS which enact greater barriers on economic advancement, lack of flexible working conditions and essential facilities, cultural attitudes about gender roles that hinder women from being hired or promoted to positions requiring high technical knowledge and skills, limited reproductive health knowledge and services, and absence of gender structures in most factories were identified as major challenges facing female workers in the manufacturing sector.^{xxvii}

38. Discriminatory recruitment practices against women on grounds of pregnancy and marital status are still prevalent and hamper women's access to employment.^{xxviii} Household duties, educational background, and social norms also continue to affect women's access to employment.

Recommendations

39. GoE should,

- Take targeted measures to empower women in micro and small enterprises by, for example, equipping them with additional skills, providing support packages to improve graduation rates and adopting measures to increase the proportion of permanent positions in jobs created by the sector;
- Facilitate promote the provision of needs based training and continued education opportunities for female employees by companies in the manufacturing sector,
- Enhance efforts to increases women's enrollment and graduation rates in universities and TVET colleges and improve university-industry linkages,
- Improve information and communication of job opportunities for women in rural areas,
- Set up new and strengthen existing gender inclusive structures, rules, incentives and targets, such as day care services, gender friendly working environment, quota for women in high skills jobs, and gender markers as mandatory elements of investment screening and investment agreements in the manufacturing sector, and establish enforcement mechanisms to promote increased women participation and benefits,
- Facilitate provision of quality and sustainable reproductive health services in the manufacturing sector,
- Enact a standalone anti-discrimination law that women can invoke before courts when faced with discriminatory practices, and
- Expand daycare centers in government institutions

IV. Equality in Family Life

40. Accepted Recommendations mainly focus on ensuring equality among women and men in their family relations. The FDRE Constitution, Federal Revised Family Law, and Regional Family Laws guarantee women equal rights in marriage and family life. Women have equal rights when it comes to formation and dissolution of marriage, decisions regarding common property, division of common property upon divorce and inheritance.

Progress

41. Regarding decisions on use of women's earnings, the 2016 EDHS results show that among married women aged 15-49, the majority in both urban and rural areas reported that such decisions are made either by themselves or jointly with their spouses.^{xxix} According to the World Bank's World Development Index 2016, the number of married women who participate in own health care, major household purchase decisions and visiting family is 70.6%. Those that did not participate in any of these decisions stood at 10.3%. Joint husband and wife decision making in own health care was reported to be 66%. Overall, married women's participation in decisions regarding own health care was reported to be 81.4%. The proportion of married women making their own informed decisions regarding sexual relations, contraceptive use and reproductive health care was reported to be 53.4%. EDHS 2016 found that among currently married women using a family planning method, 73% reported that the decision was made jointly with the husband.

Gaps and challenges

42. Despite these legal protections, however, women continue to face discrimination in marriage and family life. Customary and religious traditions, practices, and norms that are deeply patriarchal and discriminatory towards women are prevalent in many parts of the country. Customary and religious norms that regulate the requirements and procedures that need to be met during marriage formation, the role of women during marriage and in cases of marital disputes, remedies during divorce, and inheritance largely tend to discriminate against women.^{xxx}

61. These norms find expression in customary and religious courts which have been recognized under the Constitution to adjudicate disputes relating to personal and family laws.^{xxxii} The Constitution stipulates that both parties to the dispute need to consent for such courts to exercise jurisdiction over the disputed matter. But in a traditionally patriarchal society women's consent to have their cases be entertained by such courts is in many cases cajoled by societal pressure and may be the result of women's lack of resources and knowledge about court proceedings.

43. Customary courts draw on discriminatory norms and values against women that are reflected in their proceedings and judgments.^{xxxii} In many areas in Ethiopia, customary norms that prohibit or restrict the right of women to initiate divorce, limit the rights of women to half of the common property upon divorce and accord them a lesser share of inheritance continue to be enforced by

customary courts.^{xxxiii} Generally speaking Sharia courts also favor the husband upon divorce by considering his property to be wholly his. This is a result of the absence of common property in Islamic Law.^{xxxiv}

44. There are still two regional states that have not yet enacted family laws namely, Afar and Somali regional states. The two regional states are inhabited by pastoralist and semi-pastoralist communities with highly patriarchal social structures and norms, and prevalence of harmful traditional practices. According to the information obtained from the Afar region's women and children affairs bureau, a draft family law has been submitted to the regions' cabinet which is yet to table it for discussion before the state council. It has been reported that there is stiff opposition from religious leaders to many aspects of the draft family law.

Recommendations

45. The GoE should

- Strengthen women's rights in customary and Sharia courts by strengthening awareness raising efforts and tailoring them to issues that involve these courts,
- Create formal structures for supervising the activities of customary and Sharia courts for compliance with human rights norms and standards, and
- Take measures to accelerate the enactment of family laws in Afar and Somali Regional States

V. Women's Participation in Political and Public Life

46. The last UPR had included recommendations concerning the participation of women in political and public life. The relevant recommendations accepted by GoE include: further strengthen measures to enhance the participation of women in decision-making; further its efforts to increase the participation of women in politics through the integration of gender issues into national policies; and further strengthen measures to ensure participation of women in political affairs.

Progress

47. Under the GTPII, the government plans to improve the women's participation in leadership at all levels. Specific targets are set out to increase the percentage of women in parliament from 38.8 to 50%, in leadership positions in the federal executive bodies from 9.2 to 40%, and in the judiciary from 20.6 to 35% by 2020.

48. The number of women MPs both in the federal and regional state parliaments has shown a remarkable rise. The proportion of women MPs in the federal parliament, for instance, was a paltry 2% in 1995. That figure has risen to 38.8% in 2015. In regional councils, it has risen to 49.2%. The current speaker of the federal parliament is female and according to the Government's latest periodic report to the CEDAW Committee, 4 women MPs are chairs of

standing committees; 91 are members of standing committees; 4 are in advisory committees and 9 are members of coordinating committees.

50. In the federal parliament, the 17 member Women's Caucus and the Women and Children's Affairs Standing Committee monitor implementation of gender equality policy objectives by the executive and gender mainstreaming in plans and projects.

51. The National Election Board (NEBE), in accordance with Political Parties Registration Proclamation 573/2008, apportions the support it provides to political parties on the basis of the number of women candidates that political parties nominate for elections. In the last round of national elections in 2015, the Board allocated 15% of its annual budget to meet the 30% threshold for women representation, an increment of 5% from the previous round of elections in 2010. The Board also provided special air time and dedicated 10% of the total print media coverage for female candidates. Furthermore, in the 2015 elections, 40% of the officials responsible for election execution were women.

Gaps and challenges

52. The role of women in the executive body, however, is very limited. There are a very small number of women in high leadership and policy making positions in the executive. Of the 26 members of the current Council of Ministers, the federal executive body, only 9 are women.

53. The above progress noted also must be understood in the context of the narrow political space that has existed in Ethiopia, especially since the much contested 2005 national elections. Since then, the Government has enacted repressive laws which it has employed to silence critics, jail dissidents and muzzle alternative political voices. Following the 2015 national elections, the incumbent, the Ethiopian Peoples' Revolutionary Democratic Party (EPRDF), won 100% of the seats in the federal parliament and overwhelmingly controls all regional legislative councils. Therefore, women who want to get involved in politics have very limited opportunities outside the ruling party's structure. Even their role in the federal parliament and state councils are limited since these legislative bodies are not necessarily genuine avenues for democratic representation and participation. It is hoped that the reforms being undertaken under the leadership of the new Prime Minister, including revision of repressive laws, would lead to a more open political landscape from which women can also benefit.

54. According to the Government's latest report to CEDAW Committee, the number of women in the judiciary has also shown progress. At the federal first instance courts, women account for 43.4 per cent of the judges. Similarly, at the federal high court, women account for 21.3 per cent of the judges. At the Federal Supreme Court there are seven women judges (17.5 per cent). While these numbers show that the proportion of women has increased, the representation of women in the judiciary remains low.

55. The participation of women in non-governmental and grass roots organizations concerned with public and political life has been severely restricted by the 2009 Charities and Societies Law which has had a devastating impact on CSOs working on human rights advocacy.

56. The CSO law is one of the laws earmarked for revision and a committee has been established to look into the defects of the law and come up with recommendations. It is hoped that this process would result in the promulgation of a new law that would eliminate the obstacles set by the previous law and revitalize the beleaguered CSO sector.

Recommendations

57. The GoE should,

- Amend or repeal and replace those laws that have narrowed the political space and hampered the activities of human rights CSOs;
- Enhance efforts to close the gender parity in the executive and judiciary, and;
- What more for increasing no. women in judiciary, executive, etc.

End Notes

ⁱ The term ‘own’ is used here to refer to use rights over land. According to FDRE Constitution, all rural and urban land belongs to the government and citizens can only have use rights. The Constitution guarantees the right of peasants and pastoralists to land without payment and protection from eviction.

ⁱⁱ Ethiopia to Amend Rural Land Administration Law, available at <http://www.gcao.et/web/en/-/ethiopia-to-amend-rural-land-administration-law>

ⁱⁱⁱ Ibid

^{iv} Ibid

^v According to government reports, in seven of the first nine rounds for the distribution of such houses, women constituted 54 per cent of the beneficiaries in Addis Ababa and Dire Dawa city administrations. In regional states 47 per cent of the beneficiaries of low cost housing program were women.

^{vi} Twenty six thousand condos to be transferred this September, Capital Newspaper, available at <http://capitalethiopia.cpm/2018/07/23/twenty-six-thousnad-condos-transferred-September/>

^{vii} Ibid

^{viii} Ibid

^{ix} According to the Government’s latest period report to the CEDAW Committee submitted in November 2017, 99 per cent of health centers and 79 per cent of health posts across the country provide family planning services five days a week.

^x WHO et al. (2014). Trends in Maternal Mortality: 1990 to 2013. Geneva: World Health Organization

^{xi} Ibid

^{xii} Yigzaw T *et al*, Using Task Analysis to Generate Evidence for Strengthening Midwifery Education, Practice, and Regulation in Ethiopia, International Journal of Women’s Health, Vol. 8

^{xiii} UNICEF. UNICEF Data: Monitoring the situation of children and women [Internet]. 2015. Available at: <https://www.data.unicef.org>.

^{xiv} Kinide Fentahun Muchie, Quality of Antenatal Care Services and Completion of Four or More Antenatal Care Vistis in Ethiopia: A Finding Based on a Demographic and Health Survey (2017) available at <https://doi.org/10.1186/s12884-017-1488-0>

^{xv} Eg. Sintayehu Abebe *et al*, Quality of antenatal care service in public health facilities of Checha district, Gamo Gofa zone, southern Ethiopia (2017), MOJ Vol.4 Issue 3 available at <https://medcraeonline.com/MOJWH/MOJWH-04-0008.php> , and Tadesse Ejegu *et al*, Antenatal care service quality increases the odds of utilizing institutional delivery in Bahirdar City Administration, North Western Ethiopia: A prospective follow study available at <https://journals.plos.org/plosone/article?id+10.1371/journal.pone.09192428>

^{xvi} See for instance Ethiopian Public Health Institute, Federal Ministry of Health Ethiopia, and ICF International. Ethiopia Service Provision Assessment Plus Survey (ESPA+). 2014.

^{xvii} The 2013 National Labor Force Survey showed that 80.2% of men participated in formal jobs, compared with that of females which stood at 62.4%. The figures for the informal sector were 36.5% for women and 18.1% for males.

^{xviii} In the 2013 survey, unemployment for women in all age groups stood well above the national average of 10.5% at 23%. The unemployment rate for younger women (age 20-24) was higher at 30.2%, compared with 20.4% for men. The gender gap in the unemployment rate leaps to double or higher digits child bearing years (age 20-44). The proportion of unemployed female youth is also greater with 30.2 per cent and 5.5 per cent female youth unemployment rate in urban and rural areas, respectively in comparison to male youth unemployment rate in urban and rural areas which stands at 20.4 per cent and 2.6 per cent, respectively. Heavy domestic duties, pregnancy and discrimination are some of the reasons for female unemployment.

^{xix} The 2013 survey showed that in almost all sectors, men earn more and women earn than the national average monthly salary. In information technology, professional science and technical activities the wage gap is particularly pronounced.

^{xx} Under GTPI, the government reported 2.2 million women entrepreneurs set up MSEs and over 6 million women and accessed about 2 billion Ethiopian Birr (77.7 million USD) in loans to carry out business activities and saved more than 2 billion Birr (77.7 million USD).

^{xxi} Millions have also found employment in regular and mega development projects undertaken by the government. As such, according to data from MoUDH, so far under GTPII 5.5 million new jobs have been created. The data, however, is not gender segregated and does not provide figures for the proportion of women employed in development projects.

^{xxii}Supranote iv. For example, as of June 2017, a total of 12,852 jobs were created in Bole Lemi Industrial Park alone, with female workers occupying 89.7% of the new positions. The figure for Hawassa Industrial Park was 90%.^{xxii} The government reported that in the current fiscal year, 133,000 jobs were created in the industrial parks with a substantial majority going to women.

^{xxiii} See Daycare in Government Institutions Eases Women's Burden available at <https://ww.ena.et/en/2018/06/29/daycare-in-govt-institution-eases-womens-burden/> Ethiopia: Ministry to Open On-Site Daycare Center available at <https://allafrica.com/stories/201808080089.html>

^{xxiv} KII Interview with Deputy Director of the Gender Directorate of Ministry of Urban Development and Housing conducted on August 11, 2018

^{xxv} Ibid

^{xxvi} Ibid

^{xxvii} Supranote iv, p 121-123

^{xxviii} A 2016 study conducted by the Confederation of Ethiopian Trade Union (CETU) showed that such practices are still prevalent. See, Tsegay Hagos, Ethiopia: Decent Working Conditions for Women available at <https://allafrica.com/stories/201701240617.html>

^{xxix} Only 11% of women in rural areas and 4% in rural areas reported that decisions on how to use their earnings are made mainly by their husbands.

^{xxx}KjetilTronvol, Protection of Women's Rights in the Justice System of Ethiopia: Summary Report (ILPI, 2016), p 19-20

^{xxxi} FDRE Constitution, Article 34(5)

^{xxxii} Supranote XXV, p 19-20

^{xxxiv} Ibid, p 30