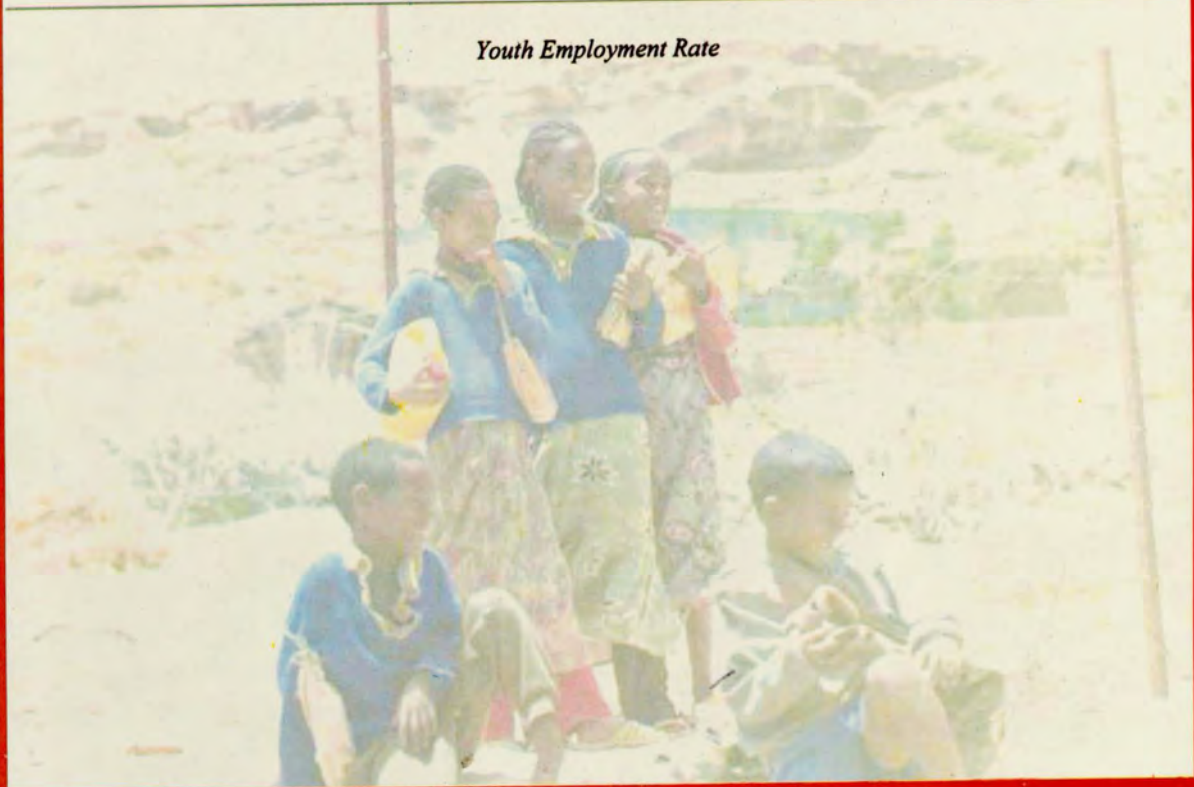
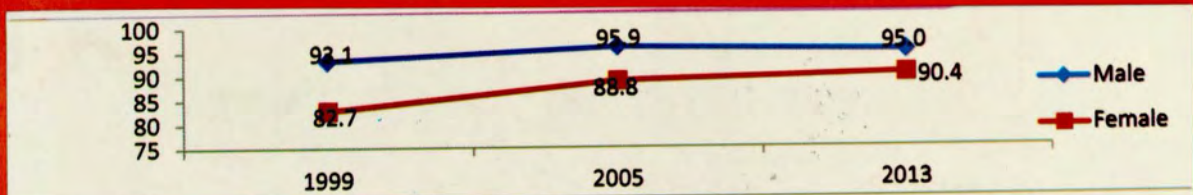


ETHIOPIA

GENDER-DISAGGREGATED DEVELOPMENT DATA



CENTRAL STATISTICAL AGENCY

FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

March 2015
Addis Ababa, Ethiopia



FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

CENTRAL STATISTICAL AGENCY

**DATA MINING, ANALYSIS AND REPORTING ON
GENDER-DISAGGREGATED DATA**

March, 2015

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Central Statistics Agency (CSA)

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Abbreviations

AGSS	Annual Agricultural Sample Survey
BPA	Beijing Platform for Action
CSA	Central Statistical Agency
CEDAW	Convention on Elimination of all forms of Discrimination against Women
DHS	Demographic and Health Survey
EMIS	Education-sector Management Information System
ERA	Ethiopian Roads Authority
FDRE	Federal Democratic Republic of Ethiopia
GoE	Government of Ethiopia
GTP	Growth and Transformation Plan
HMIS	Health-sector Management Information System
MDGs	Millennium Development Goals
M&E	Monitoring and Evaluation
MoA	Ministry of Agriculture
MoE	Ministry of Education
MoH	Ministry of Health
MoWIE	Ministry of Water, Irrigation and Energy
MoYWA	Ministry of Youth and Women Affairs
NAPGE	National Action Plan for Gender Equality
NEBE	National Election Board of Ethiopia
NGP	National Gender Program
NSS	National Statistical System
NWP	National Women Policy

PGNs	Practical General Needs
PSNP	Public Safety-Net Program
RDPs	Rural Development Programs
SGNs	Strategic Gender Needs
STDs	Sexually Transmitted Diseases
WID	Women in Development

Executive Summary

- An independent study is commissioned by the Central Statistical Agency (CSA) to provide a review of statistics on gender inequalities in Ethiopia across a range of key areas representing social and economic life consisting of demography/population, economy and employment, health and nutrition, education and training, power and decision-making, and agriculture.
- This report highlights the extent and nature of differences and inequalities as indicated by the selected indicators across the time series (consisting two to three years). For the purpose of analysis, attempts were made to obtain the data from different surveys and census conducted by the CSA, databases, and other relevant publications of the concerned line ministries.
- In general, gender disaggregated data were found absent in many databases/information systems including that of MoA, MoH, MoWIE, and pertaining to the issues like poverty and welfare, agriculture, health and water issues.
- The data reveal that there are relatively more boys than girls in the age groups up to 19 years and more women than men in the middle age groups (up to 44 years).
- Women are found to be heading relatively small families (up to 4 members) as compared to men (who are heading families with more than 5 members).
- An increasing trend in the women participation, as workforce, has been witnessed from 71.9% (as reported in 1999) to 78.8% (in 2005), with a minor decline in 2013 (77.8%). Though, the employment rate is observed to be declining for both men and women between 1999 and 2013 for the population aged 15 years and above.

- More men population represent as wage/salaried and self-employed, women are dominating the unpaid/informal/family working segment.
- The unemployment rate is observed to be declining for both men and women between 1999 and 2005. Though, slightly increasing unemployment rate has been noticed for men between 2005 and 2013
- There appears to be the evidence of growing gender equality in areas like primary education as compared to that in the past. However, higher education domain still remained with disparities between the two genders, whereby men hold a strong position against their counterpart (women)in Ethiopia.
- Overall boys' literacy rate for the population is higher than that of girls, except for the age 10-14 years (where girls are relatively better than boys).
- Gross enrollment rate statistics is found to be declining from primary to secondary to preparatory (grade 11-12), whereby boys appeared to be more representative than girls across all these levels.
- With respect to the completion rate of primary education, both boys and girls are appeared to be holding almost similar status for the years 2011/12 and 2012/13.
- Life expectancy atbirth in the case of women is relatively higher than that of men.
- The mortality rate for both men and women is decreased from the year 2000 to 2005 and continued in 2011. With respect to maternal mortality, while a minor decrease has been noticed from the year 2000 to 2005; relatively similar trends have been noticed between 2005 and 2011.
- The Total Fertility Rate (TFR) per women is found to be decreasing from 5.9 children in 2000 to 5.4 in 2005 and 4.8 in 2011.

- Pertaining to the children aged 12-23 months, the higher percentages are observed for boys for the specified vaccinations as compared to their girls in the years 2000 and 2005, though girls are acknowledged as the major recipient of the given vaccines in 2011.
- Women remained under representative with respect to land ownership.
- Women are maintaining less representation as compared to men in holding animal
- With respect to PSNP beneficiaries, for the three years (2011/12, 2012/13 and 2013/14), overall both the women and men beneficiaries of the program are somehow appeared to be equal.
- With respect to the elected persons for the Parliament, men dominance is witnessed in all the three elections (2000, 2005 and 2010).
- Little over one-third (37%) representation in the Parliamentary committees has been ensured by the women candidates in the present assembly. Also, women appeared to be remained less representing across the higher-level civil services positions (e.g., Ministers and Directors).
- Despite of the fact that political commitment and legal support, along with certain institutional arrangements, are being witnessed in the Ethiopian context, effective implementation of the plans/strategies remain mandatory to minimize the gender gaps at least in the stated public service domains (Education, Health etc.).
- Finally, data from various line ministries, except that of MoE, MCS and NEBE, are found to be not highlighting gender disaggregation. In other words, indicators are not computed separately for both genders, to make comparisons across various decisional areas to direct resources. Therefore, CSA should encourage different line ministries to gather and report

the data/indicators based on gender, to the extent possible, to help reveal and mitigate any inequality/gaps.

1. Introduction

1.1. Background and Scope of the Study

The Government of Ethiopia's (GoE) current five-year development plan (2010/11-2014/15), the Growth and Transformation Plan (GTP), is geared towards fostering broad-based development in a sustainable manner to achieve the Millennium Development Goals (MDGs). The GTP envisions a major leap in terms of not only economic structure and income levels but also the level of social indicators including gender equality.

Gender inequalities arise from the particular constructions of men's and women's social roles in any given society. They are not inequalities that are inherent in biological differences between the sexes. 'Gender' has often been used as a synonym for women; being many inequalities that currently exist, disadvantage women rather than men. Therefore, gender equality is a major issue that needs to be considered in the development process of such economies where any development initiative has to ensure that both men and women contribute and benefit equally from it. In this regard, global efforts have been underway to alleviate the low status of women, and ensuring gender equality and increased benefits from welfare/services delivery programs to women remain the core part of the development programs in Ethiopia too.

The marginalization, from development programs, of women for a long period of time is challenged with changing policy perspectives from Women in Development (WID), which aims to include women in development projects to address inequalities in women's and men's social roles in relation to development (March et al., 1999). Gender mainstreaming, the integration of

gender issues into every aspect of development programs, is aimed at empowering women to enable them participate in and benefit from the programs equally as men, being supported by international and national policies.

Internationally, the Convention on Elimination of all forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action (BPA), and the MDGs are the main strategies and conventions introduced for the achievement of gender equality in all areas of socio-economic life by eliminating discrimination against women in employment opportunities, abolishing existing laws, regulations, customs and practices that discriminate against women, and conducting gender-based research and dissemination of results for planning and evaluation.

Unlike women in developed countries who are, in relative terms, economically empowered and have a powerful voice that demands an audience and positive action, women in developing countries are generally silent and their voice has been stifled by economic and cultural factors. Education, literacy, access to media, employment, decision making, among other things, are considered to be some of the areas of gender disparity. Moreover, women have limited access to education, employment opportunity, and media, coupled with cultural factors that reduce their decision making power in the society and particular to the household settings.

Different studies (e.g., Hirut, 2004 and Mukuria et al., 2005) indicated the low status of women in developing countries in general, and in Ethiopia in particular. With limited gender information in the context of developmental programs, it is hardly possible for projects/programs to mainstream and address gender issues, and hence, facing difficulties in achieving stated development objectives.

As a result, the GoE made efforts to reduce the gender disparity and bring about gender equality between men and women. Ethiopian women, as women in many countries in the world, are in disadvantaged positions and are vulnerable to various forms of discrimination and violence. Under the GTP, a range of measures have been taken across different levels to increase women participation in political, social, and economic affairs. In order to track implementation progress of the GTP, the national Monitoring and Evaluation (M&E) systems pay increasing attention to the provision of improved data through implementation of surveys, in addition to strengthening administrative systems of the sectors concerned.

A number of surveys and census have been conducted by the Central Statistical Agency (CSA) to gather important information for tracking progress of the GTP in general, and women empowerment, in particular. Moreover, there exist gender disaggregated data at each of the administrative systems of the basic service sectors (e.g. education, health etc.), which can complement the data provided through various surveys and census conducted by the CSA.

This report assesses the trends in selected gender indicators in the Federal Democratic Republic of Ethiopia (FDRE). Over the past several years, GoE has been showing its commitment to the approach of mainstreaming equality across the areas like gender, ethnicity, disability etc. Proof of such efforts can be seen from the data collected on selected indicators in these areas, across the sectors, by respective ministries/government units (both at Federal and Regional levels).

This report builds on the secondary publications and previous data sources/register for gender disaggregated statistics. It further highlights the commitment made by the line ministries to improve data and research on women's and gender issues in Ethiopia.

1.2. Purpose and Objectives

The basic purpose of this study is to present a comprehensive summary of the gender data in the National Statistical System (NSS), including the CSA, the sectoral line ministries of the basic services (e.g., education, health and agriculture), Ministry of Civil Services, and the Parliament to highlight the progress and/or disparities in gender equality in Ethiopia. Therefore, the study aims at searching and compiling the gender disaggregated data from the NSS to report the key indicators of poverty, welfare, social protection and basic service provision to identify gender disparities between women and men in the country.

Also, it reflects on the gaps in the NSS in producing, availing and utilizing gender statistics. The output could be used for the development of next generation country's strategy for development and transformation, M&E of existing projects/programs and tracking of the gender effects.

Specific objectives of the study include:

1. To provide a concise review and summary of gender data from the CSA's various surveys/census, administrative systems of the specified basic service sectors, Ministry of Civil Services, and the Parliament.
2. To provide an analytical report on the analysis of the key indicators of gender equality and women empowerment along poverty reduction, social protection and service delivery dimensions, overtime, to reflect the gaps in the NSS and to recommend the efforts to be exerted for full production, analysis and utilization of gender data by the public.

1.3. Scope of the Report

The report provides a review of gender disaggregated statistics providing information about the position of men and women and boys and girls in Ethiopia. It is the aim of this report to provide an extensive, though not of course comprehensive, selection of gender disaggregated statistics both in order to inform readers about current trends in gender differences and inequalities, and to illustrate the range of data available, whereby some have been reproduced from existing publication, Census, Surveys and Administrative records to bring out gender comparisons.

The data were processed from censuses and surveys conducted by the CSA and administrative records of some selected line ministries for basic services (e.g. education, health etc.) and others like Ministry of Civil Service (MCS), Ministry of Youth and Women Affairs (MoYWA) and The National Electoral Board of Ethiopia (NEBE).

The report is limited to gender disaggregated statistics at country level and in most cases the scope of the data is two to three years span. It does not include both the gender disaggregated figures across Urban versus Rural area and across administrative regions.

It is also recognized that there are a range of other characteristics (like, ethnicity, socio-economic status, age, and religion) that, in combination with gender, contribute to different experiences and status, and that may compound inequality or disadvantage experienced on the grounds of gender. This report, however, does not provide a systematic analysis of data combining gender with these other characteristics

1.4. Structure of the Report

Following the introduction, section 2 of the report consists of evidences pertaining to government commitment to gender equality, in order to highlight the efforts being made in promoting gender equality. Thereafter, section 3 deals with the methodology being used in this study, followed by section 4, which provides detailed results on the specific topical areas/ domains: Demography, Economy/Labor Force, Education and Training, Health and Nutrition, Agriculture, and Power and Decision-Making. Each sub-section pertaining to specific topic/domain begins with introduction providing background information, along with the major data sources used to that domain, followed by a discussion of results for each gender indicator and concludes with a summary of key trends and strengths/gaps in data availability. Finally, section 5 presents the conclusion and forwards certain recommendations drawn from the analysis.

2. Government Commitment and Efforts to Promote Gender Equality

Promoting equal opportunities and equal access and control over productive/economic assets, social resources and essential services for all Ethiopians are critical to poverty reduction. Generally, Ethiopian women have less access to and control over assets and resources (including land, capital, credit and formal employment), information and decision making than men.

Recognizing the disadvantaged position of women in the country, the GoE has put in place policies and initiatives to promote women's empowerment.

The key commitments of governments and other development partners set in the MDGs include gender equality and women's empowerment by ensuring universal primary education for both boys and girls by 2015; elimination of gender disparity at all levels of education by 2015; and reducing maternal mortality ratio by three quarters between 1990 and 2015. Ethiopia adopted these agreements to promote gender equality and improve the lives of women.

To improve the status of women, the GoE has taken various measures to address gender inequality by incorporating gender perspectives in policies, strategies, and amending laws that discriminate against women. To this end, Ethiopia ratified the CEDAW in 1981 and has pledged commitment to promote gender mainstreaming in all policies and programs through the 1995 BPA. Additionally, different policies and legislations have been enacted (e.g., National Policy on Women, National Population Policy, Education Policy, Cultural Policy etc.).

While the Ethiopian legal, policy and institutional frameworks are conducive to the promotion of gender equality and women's empowerment, the Constitution of the FDRE (Article 25, 35 and

42) guarantees equality between men and women, and supports their full participation in social, economic and political life.

Given below is the description of efforts made by the GoE to promote gender equality:

- The GoE produced the National Policy on Women (in 1993) aimed at institutionalizing the political, economic and social rights of women by creating an appropriate structure in government offices and institutions (Jelaludin et al., 2001).
- It also provides for, under the Civil Service Proclamation of January 2002, equality of employment, salary, promotion, performance evaluation, training, leave and disciplinary measures. Under the employment section, it states that no discrimination shall be made on the basis of ethnic origin, sex, religion, political affiliation or other grounds. In addition to this, the proclamation clearly stipulates that in the employment process, preference will be given to the women if they have the qualifications required for the position.
- Cognizant of the adverse impact of low status of women on the overall economic development in general and on reproductive health issues in particular, the National Population Policy of the country, which was also endorsed in 1993, included in its objectives women's status and health issues such as, reduction of incidence of maternal mortality, improvement of women participation at all levels of education and enhancement of the contraceptive prevalence rate (TGE, 1993).
- The 1994 Education and Training Policy affirmed the importance of girls' education. It focused on the reorientation of the attitude and values of the society towards recognizing the roles and contributions of women in development. The policy included gender

equality issues such as increasing girls' school enrolment ratio, preparing a gender sensitive curriculum, and reducing girls' dropout and repetition rates (FDRE, 1994).

- In an attempt to address customary practices and backward traditions that undermine the roles of women in the society, the National Cultural Policy was enacted in 1997. The main objectives of this policy are to ensure equal participation in and benefit from cultural activities, and to abolish traditional harmful practices that violate the rights of women such as early marriage, genital mutilation and abduction (FDRE, 1997).
- A National Action Plan for Gender Equality (NAPGE) has been produced in 2000, as an integral part of PASDEP. The goal of the NAPGE is to assist women in achieving gender equality through active and empowered participation in all development programs.
- Article 25 of the FDRE Constitution states that all persons are equal before the law and prohibits any discrimination on grounds of gender. In Article 35, equality of matters related to employment, equality in acquisition and management of property, equal participation in policy and decision making, and right of women to plan families are stated to ensure gender equality. Similarly, Article 42 states the right of women (being workers) to equal pay for comparable work (FDRE, 1995).
- 'Leave No Woman Behind' is an integrated program aimed to empower women in the Amhara and Tigray regions. It stems from the recognition of the various dimensions of women's poverty and responds with a holistic approach of complementary interventions, integrating economic empowerment with access to reproductive health, literacy and behavioral change at community level. Implemented through local structures, the program strengthened pre-existing capacities and contributed to building the GoE's service delivery capacity.

- The MDGs is another instrument that Ethiopia ratified with the aim of reducing poverty, promoting universal elementary education completion for all children, both boys and girls, and elimination of the gender gaps at all levels of education, by the year 2015. MDG Goal number 3 is specifically designated to promote gender equality and empower women, whereby the 2004 MDG Report for Ethiopia states that gender disparity could be reduced if it focuses on women in rural areas, particularly on issues of equal access to basic assets such as land and livestock.

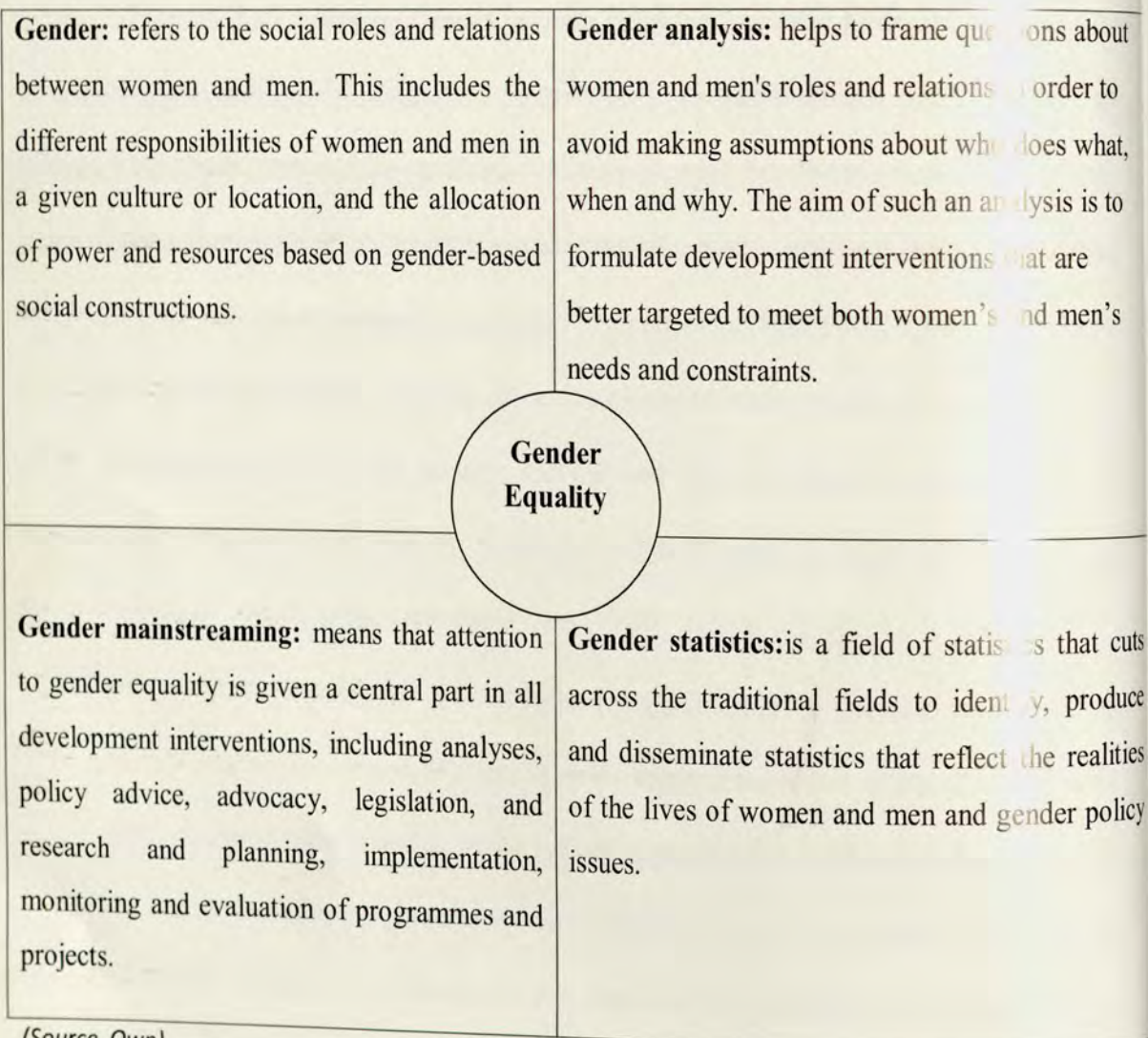
However, despite the fact that the country adopted global agreements and endorsed country-specific laws and policies/directives, there remain challenges in implementation caused by regional variations, limited capacities, scarcity of sex-disaggregated data, deep-rooted cultural beliefs, and lack of resources, which reflects the lower status of women in the country than men.

3. Approach and Methodology

3.1. Approach (Conceptual Frameworks)

The current assignment performs gender analysis by following *gender mainstreaming approach*, by drawing support from two of its main tools, *gender analysis* and *sex/gender statistics*. The details of the gender approach, tools, key gender concepts, and terminologies are presented hereunder.

Figure 1: Conceptual Framework



Gender Mainstreaming

Gender mainstreaming means that the attention to gender equality is given a central part in all development interventions including analyses, policy advice, advocacy, legislation, research and planning, implementation, and M&E of programs/projects, though a transformative process. It can reveal a need for changes in goals, strategies and actions to ensure that both women and men can influence, participate in, and benefit from development process. This may require changes in organizational structures, procedures and cultures to create conducive environment, for the promotion of gender equality.

Gender mainstreaming is an approach or a strategy for achieving broad-based gender equality throughout society by getting gender issues into the mainstream. The gender mainstreaming approach is all about good governance; it is based on the understanding that women and men have different life experiences, needs, and priorities and are affected differently by policies and programs. For government to be successful in meeting the needs of all members of the society, it is essential to consider and address gender issues. Gender mainstreaming essentially means changing the way governments and organizations work so that the complexities and differences between men and women experiences, needs and priorities are equally valued, automatically considered and addressed from the outset, at all levels, in all sectors, at all stages of the policy and program cycle.

Additionally, it requires all government bodies to consider a gender perspective in their work and take measures to ensure that gender disparities are not made worse by policies and programs, and strategies are in place to promote gender equality. Therefore, broad-based

gender equality can only be achieved when the mainstream is operating in a gender-responsive manner.

Thus, gender mainstreaming:

- is a process as it comprises of transformation or change;
- takes into account the different needs, experiences and perspectives of men and women;
- is not an end in itself but a strategy or approach that leads to gender equality;
- can be used at different levels, i.e. policies, programs, activities, budgets and legislations.

Gender mainstreaming is an essential part of good governance, as it seeks to ensure that institution, policies, programs and projects respond to the needs and interests of all members of the society, and distributes benefits equitably between women and men. It recognizes that gender equality issues exist across the levels, in all sectors, and involves all members of the society, rather limited to women issues existing in the sectors like health and education, and that gender equality and the empowerment of women can only be achieved by taking into account and addressing the relationships between women and men. Therefore, the aim is to transform the entire mainstreaming to ensure that it involves and is responsive to all members of the society. As a result, most of the countries, including Ethiopia, have accepted gender mainstreaming as a strategy, upto their local authorities and by including other actors in politics and associations.

In line to this, a large number of techniques and tools have been developed to mainstream gender, as given below:

- ***Gender-disaggregated data and gender statistics:*** that collects and presents individual data divided for women and men, boys and girls and provides specific data on emerging gender issues;
- ***Gender analysis:*** which identifies the underlying causes of the differences between men and women in access to and control over resources, participation in decision making and benefits, and direct and indirect impact of policies, programs and projects;
- ***Gender indicators and indexes:*** such as the gender and developmental index, gender empowerment measure, which enable progress toward gender equality to be monitored and the impact of particular approaches and strategies to be measured;
- ***Gender budgeting and gender audits:*** which analyze resource allocation in terms of the shares directed toward meeting the needs of women and men, and reports the extent to which government agencies match their commitment to gender mainstreaming with concrete financial allocations to address gender and women's issues.

Gender Analysis

Gender analysis helps to frame questions about women and men roles and relations in order to avoid making assumptions about who does what, when and why. The aim of such an analysis is to formulate development interventions that are better targeted to meet both the women and men needs and constraints.

Gender analysis refers to a variety of methods and techniques used to understand the differences between men and women in terms of roles, behaviors, activities, needs,

opportunities, access to and control over resources, and constraints in relation to one another. Gender analysis also refers to the gender-based disaggregation and appraisal of available data to pinpoint the difference between men and women on the account of gender.

The roles, activities, opportunities and access to and control over resources of men and women vary across different socio-economic and cultural settings, where their roles and learned behavior could be different. Also, due to diverse roles expected from them, men and women have different knowledge, experience, needs, and access to resources. By considering this, different gender roles result in one sex having an unequal role in decision making while the other has little or no and being denied the benefits from development. Gender analysis, thus, explores such differences and provides information about gender relations in different settings.

Therefore, it represents a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. It assesses the relationship between women and men, their access to and control of resources, and the constraints they face relative to each other. Gender analysis is a way of interpreting census and survey data in response to growing need of gender information of countries (e.g., to report on progress made in terms of gender equality and the empowerment of women in line with international obligations), though it is more than simply analyzing quantitative data by 'sex' by using standard descriptive statistical techniques.

Gender analysis does the following:

- Critically examines the differences in women and men lives;

- Searches for the underlying causes of inequality between women and men and boys and girls;
- Highlights gender-specific variables and is generally (though not exclusively) used to achieve positive change for women and girls.

Gender analysis illuminates the extent to which:

- Women and men lives and therefore experiences, needs, interests, priorities, and capacities are different.
- Women lives are not all the same- each woman life is also shaped by a host of other social characteristics such as ethnicity, religion, income level, immigration status, sexual orientation, age etc. The same holds for men.
- Women life experiences, needs, issues and priorities are different for different groups of women.
- Men and women have triple roles with regards to work:
 - Reproductive work (including household maintenance and childrearing);
 - Productive work (generating income or goods);
 - Community work (activities in the public sphere undertaken for the community).

As part of gender-mainstreaming, it is also a practical, programmatic tool that seeks to be participatory and holistic.

Gender Statistics

Gender statistics are statistics that adequately reflect the situation of women and men in all policy areas; they allow for a systematic study of gender differentials and gender issues. Gender statistics are not necessarily and not only statistics disaggregated by sex.

The production of gender statistics requires that concepts and methods used in data collection be adequately formulated to reflect existing gender concerns and differentials and take into consideration social and cultural factors that can produce gender-based bias in data collection, analysis, and presentation.

The process of production of gender statistics implies some indispensable steps:

- Selection of topics that need to be investigated;
- Identification of the data needed to understand gender differentials and women and men's roles and contributions in the different spheres of life;
- Evaluation of existing concepts, definitions, and methods used in data collection against existing realities of women and men;
- Development of new concepts, definitions, and methods to produce unbiased gender statistics;
- Compilation, analysis, and presentation of statistics in formats easily accessible to a wide array of users;
- Development of dissemination plans for statistical products to reach a wide audience.

3.2. Methodology

The methods employed are primarily desk research where the secondary data were collected and compiled from census/survey data sets and reports, statistical bulletins, and other administrative files and documents. Supplementary information was also gathered through brief-discussions with planning, monitoring and evaluation officers in the selected government institutions.

Particularly, the desk research was performed by using the following major steps as suggested for the production of gender statistics, by keeping in mind the scope of the study.

Step 1: Overview of the NSS from gender perspective

The process of producing gender statistics, like other statistics, involves a range of highly inter-related activities. Each of these activities, and the way they are linked together, can have a significant impact on the quality of the final product. It is, therefore, important to view the process holistically to ensure that all the activities are linked efficiently and seamlessly and that they form a well-integrated package. Clearly defined objectives and sound measurement practices should drive the overall design of the process. In this section, review of the statistical system was conducted detailing all available indicators on gender and sex disaggregated data from the five basic services, CSA data sets on surveys and census, and civil service and parliamentary related indicators.

Step 2: Selection of topics that need to be investigated

Topics to be included are selected based on the scope of the assignment given in the TOR. Before commencing of the data compiling task, we should first be able to determine what gender statistics should be produced and the priority and time frame within which such work should be completed. We should be able to sketch the scope of the task, the streams of activities planned in a gender statistics framework, if exists. The determination of the scope of data compilation task required consultation and discussion with relevant stakeholders and users of gender statistics, development policy agencies, development partners, the client (CSA), and another agency producing the statistics. Hence, it was undertaken in consultation with these actors before the commencement to data compiling and throughout the statistical production process.

Step 3: Evaluation of existing concepts, definitions and methods

To produce a coherent gender statistics and analyze gender concerns, the concepts and definitions must be agreed and appropriate for differentiating the status of women from men and for understanding differences in their welfare, developmental, and economic conditions.

Therefore, in the planning stage, data items (indicators) to be obtained were clearly defined according to the relevant standards and classifications within the framework of the NSS. This also supports data usefulness and comparability, and enhances integration of data from various data sources while reducing the conflicts, to help produce a coherent analytical report on the gender statistics. For the purpose, CSA's definitions of statistical concepts and standards are referred.

Step 4: Identification of data source

Once the data needs have been identified and standards of definitions and concepts are agreed upon, our task is to evaluate existing data sources in order to assess the extent to which these sources meet those needs with specified standards. This kept response and coordination burden to a minimum for the client. Some of the data are routinely being collected from MIS in the line ministries, from periodical surveys and a number of censuses conducted in the past. Some data may be available without gender disaggregation, while some data may not be collected at all but are critically important and within the reach of the NSS to collect and produce it. This scrutiny of available data in a format that is required in this task also revealed gaps within the NSS in producing gender data, which is used as an input to the gap analysis.

Within the statistical concepts defined above, and having agreed with CSA staff on the types of data to be collected, existing sources were evaluated and data compiling methods were chosen and developed where appeared necessary.

From the outset, the following main types of data sources were evaluated for availability of the datasets:

1. Population Censuses
2. Population- based sample surveys
3. Administrative records

These are appeared to be the major sources of gender indicators. While the information they provide is generally complementary, they are based on different methodologies, which affect the type, range and quality of gender information that they can provide.

Step 5: Development of harmonized Gender Indicators

Indicators are measures that allow us to make comparisons by reference to a base. Gender indicators are measurement rates that regard categories of variables in different ranges to know, to analyze and to settle comparisons between those categories in reference to a certain population, territorial scope or specific moments. In general, gender indicators allow us to measure the changes produced in gender relations, and as any measure of comparison these are suitable to place similar situations on the same level in a specific moment or in a period of time.

In developing the gender indicators, the study team begins by conceptualizing the contents and the format of the results to be reported. This requires analysis of various gender frameworks, gender indicators developed by international gender affiliated institutions as well as gender-related indicators in national and sectoral policy documents. As a result, the set of tentative sample gender indicators is developed (see Annex 1) based on UN minimum gender indicators, as well as gender indicators proposed in MDGs, Poverty Reduction and Sustainable Development Plan (PRASDP), Growth and Transformation Plan (GTP), Beijing Platform for Action (BPFA) and the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

Step 6: Data Availability Assessment

The ranges of gender-related indicators that can be identified and proposed are numerous, but the feasibility of calculating or measuring them quantitatively is limited by availability of data. This

necessitates assessment of data availability for the selected tentative sample gender indicators and determining the final gender indicators that to be compiled for this report.

As a result, the availability of the data sets for the tentative gender indicators, have been assessed from government institutions given in the TOR and those that are decided to be additionally included upon the agreement with CSA. These government institutions include:

- Central Statistical Agency (CSA)
- Ministry of Health (MoH)
- Ministry of Agriculture (MoA)
- Ministry of Education (MoE)
- Ministry of Water, Irrigation and Energy (MoWIE)
- Ministry of Civil Service (MCS)
- Ministry of Youth and Women Affairs (MYWA)
- Ethiopian Road Authority (ERA)
- The National Electoral Board of Ethiopia (NEBE)

furthermore, in addition to all administrative data in the selected line Ministries, only the datasets in some CSA's Census and Surveys that would be relevant (based on their nature, purposes, scope and etc) are included for data availability assessment. As a result, following datasets have been assessed:

- Population Census (CSA)
- Labor Force Survey (CSA)
- Household Income, Consumption and Expenditure Survey (CSA)
- Welfare Monitoring Survey (CSA)
- Demography and health survey (CSA)

- Annual Agricultural Sample Survey (CSA)
- Education Management Information System (MOE)
- Health Management Information System (MOH)
- Administrative data in Ministry of Agriculture (MoA)
- Administrative data in Ministry of Water, Irrigation and Energy (MoWIE)
- Administrative data in Ethiopian Road Authority (ERA)
- Administrative data in Ministry of Youth and Women Affair (MYWA)
- Administrative data in Ministry of Civil Service (MCS)
- Administrative data in The National Electoral Board of Ethiopia (NEBE)

Step 7: Training for CSA staff

Involving CSA staffs in the process of producing data is considered to be important. Therefore, it was decided to work together with the technical staffs of CSA in the entire activity, along with the provision of a training to build organizational capacity of the CSA in producing gender disaggregated data (for the future). As a result, a five days training was provided for concerned staffs from CSA's and other line Ministries. The training mainly highlights the gender concepts, gender indicators, data compiling methods, analysis tools, and report write-ups, by ensuring the technical staff involvement in every step of the process and the final output presentation. The training manual and Modules are also prepared and the CSA's Gender Directorate for future similar capacity building programs.

Step 7: Compiling data sources for selected gender Indicators

Different data are compiled across the selected gender indicators by using various methods like combining, appending, aggregation and disaggregation, construction of proxy variables, and statistical matching. The data were drawn from key sources where the data set are available for the final selected gender indicators such as Census for the year 1984, 1994, and 2007; Labor Force Survey (LFS) for the years 1999, 2005 and 2011; Demographic and Health Surveys (DHS) for the year 2005 and 2011 and 2014; Annual Agricultural Sample Survey (Agss) for the year 2012, 2012/13 and 2013/14; MIS in MoE for 2012/13 and 2013/14; MIS in MOA 2011/12, 2012/13 and 2013/14; data in The National Electoral Board of Ethiopia (NEBE) for each election year and available data in Ministry of Civil Service (MCS).

Step 8: Analysis and presentation of gender statistics in easy-to-use formats

Analysis is conducted with respect to each final selected gender-indicator by computing ratio, percentage and mean values based on the nature of indicators to show the differences between men and women. In addition, crosstab analysis with chi-square and t-tests are utilized to reveal variables relationships and differences across the gender.

However, certain steps, as presented above, were refined during the scoping study, training session, and visits to the sectors. Given below is a list of sample gender indicators, per category and data sources, as assumed to be used for analysis purpose.

4. Results/ Finding by Thematic Areas

The following sub-sections present the analysis of selected gender indicators per dimension/area including demography and population, economy and employment, health and nutrition, education and training, power and decision-making, and agriculture with possible data usage.

The results under the *“Poverty and Welfare” thematic area* has been excluded for two major reasons. First, we couldn't get and able to produce gender disaggregated data for the main indicators under this area like Total poverty head count (poverty Incidence), Food poverty head count, Poverty gap and Proportion of households under poverty line. Second, better results for the other supplementary indicators (Like Stunting rate, Infant mortality rates, Net enrolment rate, and Literacy rate) are generated from other data sources than the main sources (Household Income, Consumption and Expenditure Survey and Welfare Monitoring Survey) for this thematic area, therefore, their results are provided in other thematic areas.

4.1. Demography/Population

Introduction

This section presents data about demographic and population change to set the wider context, in which moves towards gender equality are taking place. The main criteria for selecting demographic indicators is that they should provide some background information on demographic trends which have a strong impact on societies and raise policy challenges in the country. The purpose of these indicators is to provide some background information for gender-based analyses but not necessarily to show links between demographic changes and gender issues. The CSA's Population Census was the primary sources for selected demography gender

indicators. The data pertaining to demographic indicators have been obtained from the CSA's census in the years 1984, 1994 and 2007.

Results

Table 1 presents the percentage distribution of sex across the age categories and census years. There are relatively more boys than girls in the age groups up to 19 years and more women than men in the middle age groups (up to 44 years) across the three census years (1984, 1994 and 2007). Specifically, in the twenties, thirties and early fifties of age, the women population has increased over men, and for the senior age groups (above 65 years), men domination is witnessed, in terms of their numbers, over women. A gradual increase has been observed in men and women population, aged 15-29 years between 1984 and 1994, census and the trend continued to 2007 census too. However, there appeared to be a declining trend in the percentage of women and men population of above 50 years of age from 1984 to 1994 and between 1994 and 2007 census years.

Table 1: Percentage Distribution of Population by 5-year Age Group, Sex and Census Years

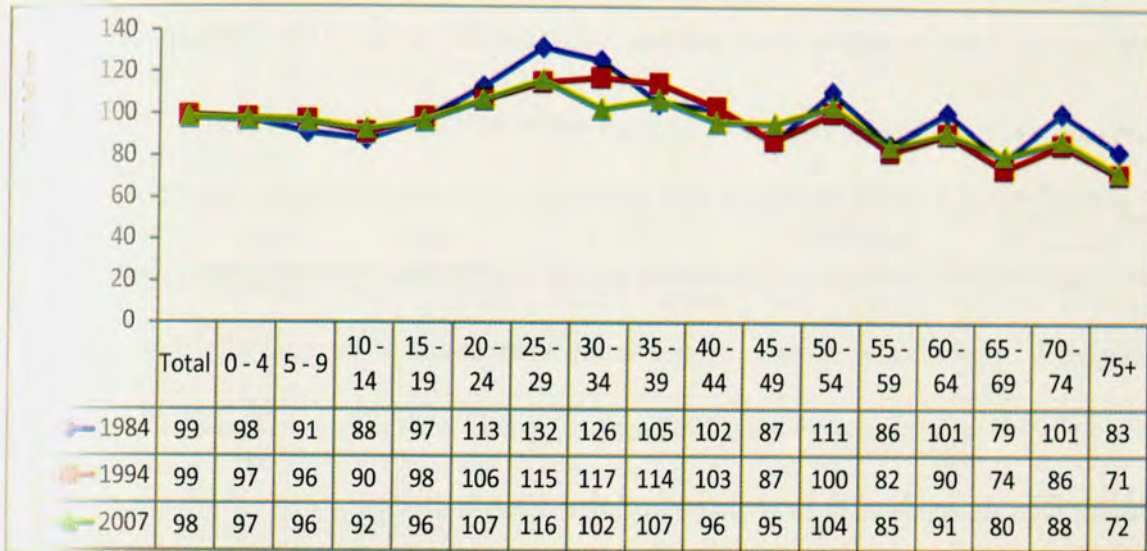
Year	1984		1994		2007	
	Male	Female	Male	Female	Male	Female
0 - 4	18.8	18.5	14.8	14.7	14.7	14.5
5 - 9	18.7	17.1	16.4	16.1	16.4	16.1
10 - 14	12.4	11.0	15.1	13.8	14.5	13.7
15 - 19	8.1	7.9	11.4	11.2	12.0	11.8
20 - 24	5.8	6.6	7.7	8.3	8.3	10.0
25 - 29	5.3	7.0	6.6	7.7	7.0	10.3
30 - 34	5.1	6.5	5.2	6.1	5.6	10.8
35 - 39	5.3	5.6	4.8	5.6	4.9	10.3
40 - 44	4.5	4.6	4.2	4.4	3.9	10.9
45 - 49	3.5	3.1	3.3	2.9	3.1	10.0
50 - 54	3.1	3.5	3.0	3.0	2.5	10.6
55 - 59	2.2	1.9	1.8	1.5	1.7	10.8
60 - 64	2.4	2.5	2.1	1.9	1.7	10.9
65 - 69	1.5	1.2	1.2	0.9	1.2	10.5
70 - 74	1.3	1.3	1.0	0.9	1.0	10.0
75+	2.0	1.7	1.4	1.0	1.3	10.0

(Source: CSA Census, 1984, 1994 and 2007)

As indicated in the Figure 2, in totality, the women population appears to be almost equal to that of men across all the three census years (1984, 1994 and 2007), however boys domination (over girls) is well witnessed in the younger (up to 19 years). Also, men dominate women in the senior (55 years and above) age groups. Though, women population remained over men in the middle (between 20 and 39 years) and upper middle (50-54 years) age groups. Also, a minor increase in the position of women population has been witnessed over men in the past two censuses (1994

and 2007) within the age brackets 20-29 years and above 45 years, which was appeared to be declining between 1984 and 1994.

Figure 2: Women per 100 Men of Population by 5-year Age Group, Sex and Census Years



(Source: CSA Census, 1984, 1994 and 2007)

Table 2: Percentage Distribution of Households Heads by Household Size, Sex and Census years

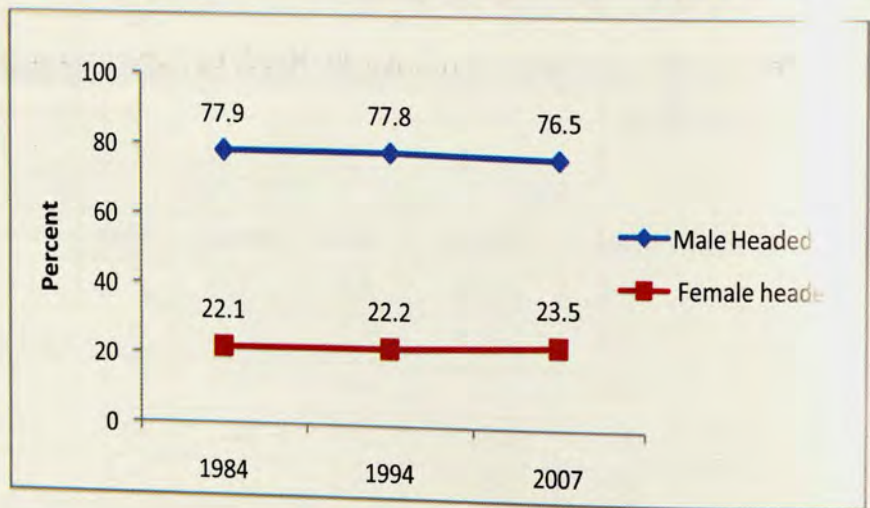
Year	1984		1994		2007	
	Male	Female	Male	Female	Male	Female
1	1.5	15.4	3.7	15.1	5.5	16.5
2	4.3	19.4	9.2	20.5	8.9	20.6
3	6.4	17.1	14.0	19.8	13.0	18.9
4	7.2	13.8	15.9	16.3	15.3	15.6
5	6.7	9.2	15.8	11.7	15.4	11.2
6	5.7	6.5	14.0	7.5	14.2	7.4
7	4.1	3.8	10.9	4.3	10.9	4.2
8	3.5	3.0	7.4	2.3	11.7	3.9
9	1.2	1.5	4.4	1.2	2.3	0.6
10	1.1	1.3	3.1	0.8	1.4	0.4
11	0.6	0.7	0.7	0.2	0.7	0.2
12+	57.7	8.4	0.9	0.3	0.8	0.4

(Source: CSA Census, 1984, 1994 and 2007)

As can be seen from the Table 2, women are appeared to be heading relatively small families (up to 4 members) as compared to men, who claimed to be heading medium to large families (more than 5 members) across all the three census years (1984, 1994 and 2007). Moreover, an increasing trend in men dominance, being household head, is being observed in relatively large families, and that of women in small families, which persists across all the three census years.

In general, while a minor decline in men percentage, as household heads, has been witnessed from 1984 to 2007 (Figure 3), an increasing pattern is observed in women headed families in the same period. Specifically, women headed families are found to be gradually increasing from 1984 to 1994 and between 1994 and 2007 census studies. With respect to household heading, in totality, men are appeared to be well dominating women in Ethiopia.

Figure 3: Percentage Distribution of Households Head by Sex and Census Years



(Source: CSA Census, 1984, 1994 and 2007)

Table 3 presents the population statistics by sex and marital status of the people aged 10 years and above. In terms of married, divorced, widowed and to be separated, women percentages are found to be relatively higher than men across all the three census periods (1984, 1994 and 2007).

Specifically, while the percentage of married women decreases between 1984 and 1994, a minor increase (by 2%) is being observed between 1994 and 2007. Though, opposite trends have been noticed with women population when it comes to never married and divorced cases, initially which increased between 1984 and 1994, and then declined marginally between 1994 and 2007 census period.

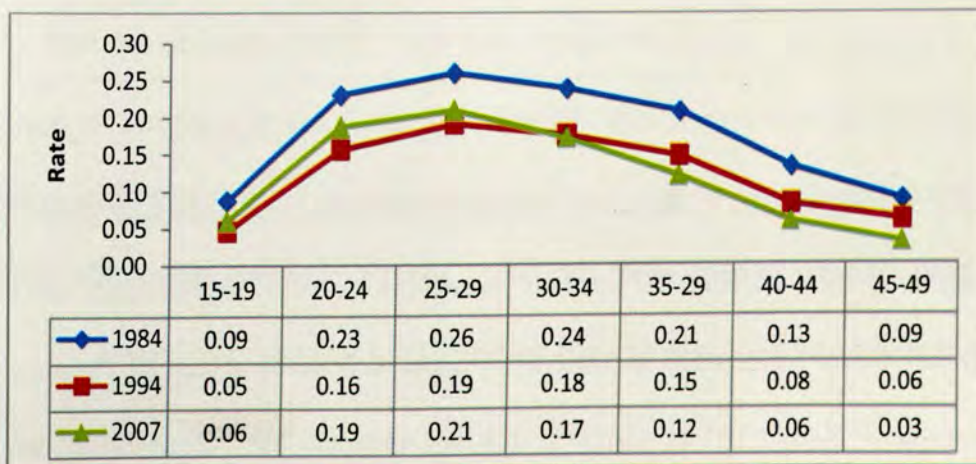
Table 4: Percentage Distribution of Population Aged 10 and above by Sex, Marital status and Census years

Year	Never married		Married		Divorced		Widowed		Separated	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1984	38	23	58	61	2	6	1	8	1	2
1994	50	36	46	50	3	7	1	8	0	0
2007	49	35	48	52	2	4	1	7	1	1

(Source: CSA Census, 1984, 1994 and 2007)

However, under unmarried category of age 10 years and above, men constitutes the larger share than women across the same census periods (1984, 1994 and 2007). In general, the data reveal high percentages of not only married, but also divorce, separation and to be widowed, accounted for women.

Figure 4: Age-Specific Fertility Rate by Census Years

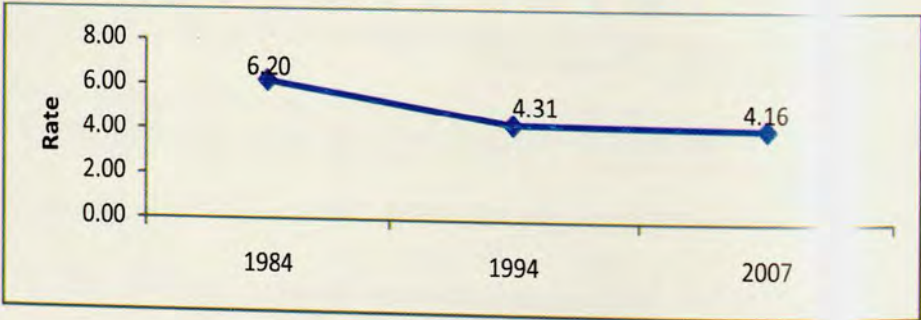


(Source: CSA Census, 1984, 1994 and 2007)

Figure 4 and 5 presents the statistics for age-specific fertility rate across the three census years (1984, 1994 and 2007), whereby an overall declining trend has been observed across the productive age brackets from the year 1984(6.2%) to 2007 (4.16%). Specifically, while the fertility rate was declined between 1984 and 1994 across all the ages, reversing (increasing) trends have been witnessed for the young age bracket (15-29 years) from 1994 to 2007 census period.

The fertility rate is observed to be relatively higher during 20-34 years of age for the given census periods. Though, while a sharp decline is witnessed for the total fertility rate between 1984 and 1994, minor change (decline) has been observed from 1994 to 2007.

Figure 5: Total Fertility Rate by Census Years



(Source: CSA Census, 1984, 1994 and 2007)

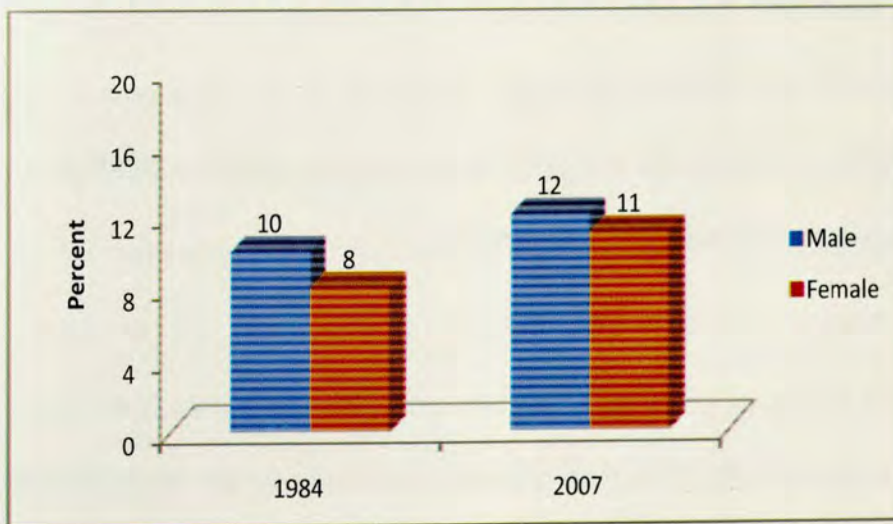
Table 4 presents the age-specific death rates (per 1000 population) of men and women population during the census periods 1984 and 2007. While overall death rate for men is found to be relatively higher across all the age categories, no gaps are found between men and women for 5-14 years of age, between 1984 and 2007. Though, relatively minor difference is being observed in death rates for both men and women in the 15-64 years age bracket.

Table 4: Age-specific Crude Death rate (per 1000 Population) by Sex, Age Groups and Census years

Year	1984		2007	
	Male	Female	Male	Female
0	74	52	99	83
1-4	16	14	29	26
Under 5	27	21	41	35
(5-14)	4	4	5	5
(15-64)	5	4	7	6
65+	21	18	32	28
All Age	10	8	12	11

(Source: CSA Census, 1984 and 2007)

Figure 6: Crude Deaths rate (per 1000 Population) for All Ages by Sex and Census years



(Source: CSA Census, 1984 and 2007)

Moreover, Figure 6 presents the death rate statistics, whereby an increasing trend has been observed in the death rates for both men and women, between 1984 and 2007 census periods.

While the majority of men population is found to be heading households, factors like greater longevity and better health, and changing patterns of family and household formation may crucially inter-relate in structuring patterns of gender difference and inequalities. As a result, data

on population, households and families provide a key part of the context in which policies are formulated in relation to economic development, service provision, housing provision, transport etc., and will therefore, be relevant to a wide range of public policies. Changes in household structure also have implications for housing policy, and in particular suggest the need to provide more accommodation for people in a range of age groups.

Data Gaps

While most of the gender indicators, being recommended for the population thematic area, were compiled, the following two important indicators could not be obtained from the CSA's census data (see Annex 1):

- Sex ratio at birth
- Life expectancy at birth (years) by sex

Therefore, there remained a gap pertaining to the missing indicators reported in the census and/or surveys in a gender disaggregated manner.

Key Trends

- There are relatively more boys than girls in the age groups up to 19 years and more women than men in the middle age groups (up to 44 years).
- A gradual increase has been observed in both men and women population ages 15-29 years, though there appeared to be decline in the percentage of men and women who are above 50 years of age, across the three census periods (1984, 1994 and 2007).
- Women are appeared to be heading relatively small families (up to 4 members) as compared to men, who are heading medium to large families.

- In terms of married, divorced, widowed and separated, women percentages are found to be relatively higher than men.
- An increasing trend has been observed in the death rates for both the genders across 1999 and 2007 census studies.

4.2 Economy/Labor Force

Introduction

This part examines statistical evidence of women's and men's participation in the labor market, including employment and unemployment, hours of work, distribution of men and women by occupation and industry, flexible working and self-employment. Moreover, promoting gender equality in employment is widely recognized as an essential component of economic and social development, while remained a key mechanism to fight/reduce poverty. It is also an important factor contributing to the economic empowerment of women in the family, community and society at large. Women's employment increases their contribution to household resources and their control over the allocation of those resources, which leads to greater economic independence and self-determination, thus empowerment. The major source of data remains Labor Force Survey (LFS) being conducted by the CSA. For the purpose of analysis, data from LFS were obtained for the years 1999, 2005 and 2013.

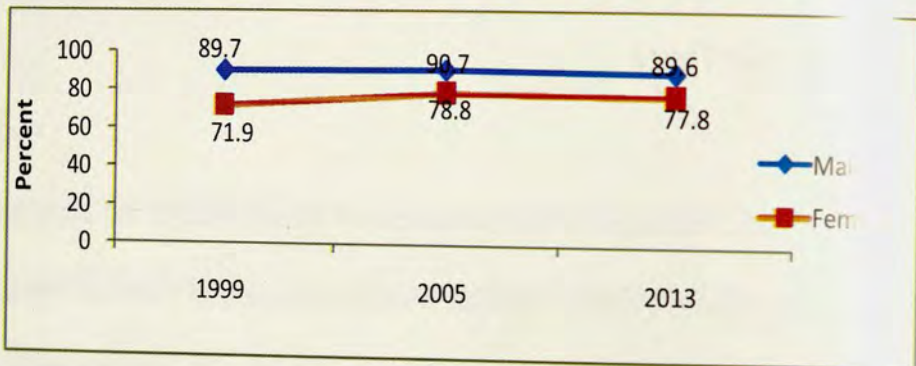
Results

4.2.1. Labor Force Participation

Figure 7 presents the participation rate of men and women in the labor force of the country, whereby men dominate women in the labor force surveys conducted in 1999, 2005 and 2013,

across the ages 15 years and above. However, an increasing trend in the women participation, as workforce, has been witnessed from 71.9% (as reported in 1999) to 78.8% (in 2005), with a minor decline in 2013 (77.8%).

Figure 7: Labor Force Participation Rate of All Age 15 and Above by Gender and Survey Years



(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Table 5 presents the participation of men and women in the workforce by age groups, whereby in majority of the cases, men dominate women across the entire working age categories (15 years and above). As can be seen, while an increasing trend in women participation in labor force has been witnessed across all the working age categories between 1999 and 2005, a slight decline in their participation is observed in younger (15-29 years) and above 40 years of age, between 2005 and 2013.

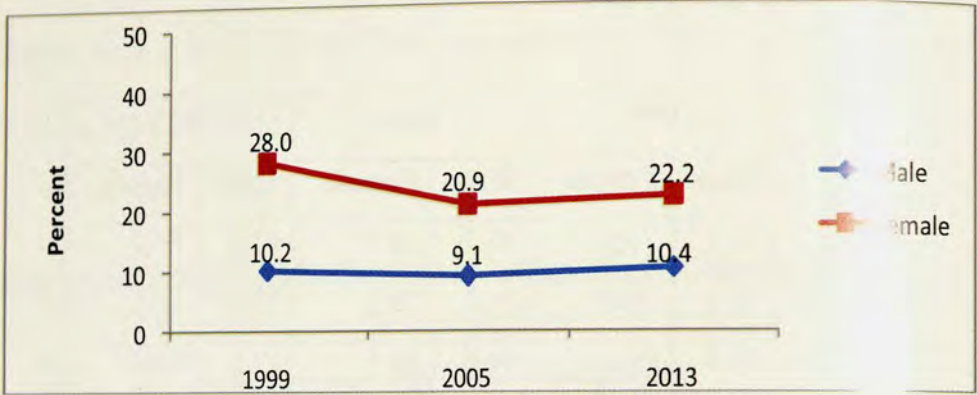
Table 5: Labor Force Participation Rate of Age 15 and above by Age group, Sex and Survey Years

Year	1999		2005		2013	
	Male	Female	Male	Female	Male	Female
15+	89.7	71.9	90.7	78.8	89.6	77.8
15 - 19	77.1	70.0	76.0	70.2	75.1	69.2
20 - 24	92.3	78.3	90.6	83.5	89.3	81.8
25 - 29	97.7	79.9	96.4	86.6	96.3	86.1
30 - 34	98.1	80.5	98.5	86.4	97.9	87.1
35 - 39	98.3	80.1	98.4	84.9	98.4	87.8
40 - 44	97.6	76.3	98.9	87.3	98.5	84.3
45 - 49	97.3	73.0	98.6	85.5	97.8	83.7
50 - 54	95.7	65.8	96.8	80.2	96.5	76.5
55 - 59	93.4	58.5	96.4	76.3	94.0	72.2
60 - 64	89.4	49.9	94.5	62.9	88.8	58.5
65 +	65.7	27.5	76.3	39.9	68.6	34.8

(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Additionally, Figure 8 presents the notactive population statistics for men and women by the working age profile (15 years and above), whereby women dominance is well witnessed for all the three survey years (1999, 2005 and 2013). In other words, more women remain not active being not having employment opportunity as compared to men. Though, women participation under non-productive category has declined from 10.2% in 1999 to 9.1% in 2005, and further increased to 10.4% in 2013.

Figure 8: Economically Non-Activity Rate of All Age 15 and Above by Sex and Survey Years



(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Furthermore, Table 6 presents the statistics for the inactive/unproductive population (in the age 15 years and above) by age groups. Across all the age brackets and survey years, women remain more economically not active than men. The gaps between men and women are appeared to be relatively wider for the age above 25 years.

Specifically, while minor decline in the percentage of economically not active men has been witnessed between 1999 and 2005 across all the age brackets, an increasing trend in the young (15-29 years) and above 40 years age categories has been observed, between 2005 and 2013 surveys. In a nutshell, in the working age group, more women remain economically unproductive against men. The major reasons for this trend can be witnessed from the Table 7, which presents an increasing number of women than men, with age 10 years and above, as homemakers, suffering with some illness, getting old and maintaining pension/remittances.

Table 6: Economically Non-Activity Rate of Age 15 and Above by Age Group, Sex and Survey Years

Year	1999		2005		2013	
	Male	Female	Male	Female	Male	Female
0-4	10.2	28.0	9.1	20.9	10.4	22.2
5-9	22.8	29.8	23.9	29.4	24.9	30.8
10-14	7.6	21.6	9.2	16.2	10.7	18.2
15-19	2.3	19.9	3.3	13.2	3.6	13.9
20-24	1.8	19.5	1.4	13.3	2.1	12.9
25-29	1.6	19.8	1.4	14.9	1.6	12.2
30-34	2.3	23.5	1.0	12.5	1.5	15.7
35-39	2.7	26.9	1.4	14.3	2.2	16.3
40-44	4.2	34.0	3.1	19.5	3.5	23.5
45-49	6.6	41.4	3.5	23.3	6.0	27.8
50-54	10.6	49.8	5.3	36.9	11.2	41.5
Total	34.2	72.4	22.9	59.8	31.4	65.2

(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

However, their increasing participation as students can also be seen over the years, from 22.2% in 1999 to 35% in 2005, and 43.6% in 2013, which contributes the most to remain economically less productive in the age 10 years and above. A similar trend has been witnessed with the men as students, representing economically non-productive category. However, under homemakers category, a gradually declining trend has been observed for women across all the three survey periods (1999, 2005 and 2013).

Table 7: Percentage Distribution of economically Non-Active Population of all age 10 years and above by Reasons for not Active, Sex and Survey Years

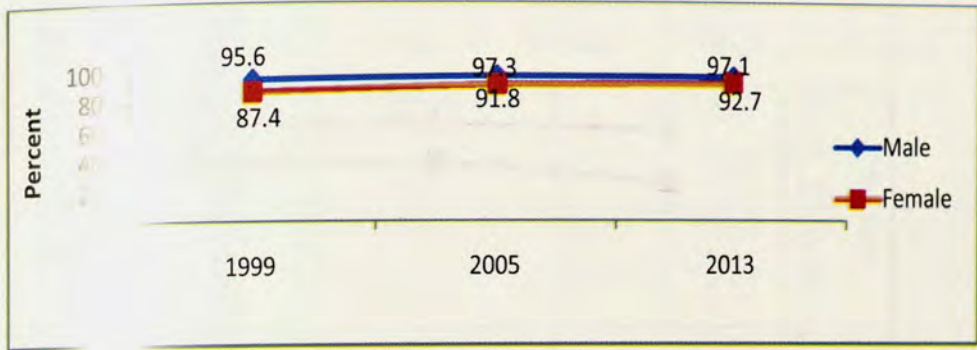
Reasons	1999		2005		2013	
	Male	Female	Male	Female	Male	Female
Homemakers	2.6	35.3	2.3	26.8	2.5	18.8
Students	60.9	22.2	67.2	35.0	71.6	33.6
Injury	2.1	1.3	3.1	2.0	2.3	2.3
Illness	9.3	12.8	8.6	12.4	7.9	11.6
Too Young	11.2	10.4	6.0	5.3	3.2	3.3
Old Age/Pension	11.4	13.1	6.7	10.5	10.5	14.0
Remittance	0.0	0.0	0.2	0.7	0.4	0.8
Others	2.3	4.8	5.5	6.9	1.5	2.6

(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

4.2.2. Employment

Figure 9 presents the employment rate for population aged 15 years and above across men and women and survey years (1999, 2005 and 2013), whereby men domination is still witnessed over women. However, an increasing trend is being observed in the employment rate of women from 87.4% in 1999 to 91.8% in 2005 and 92.7% in 2013. This reveals that the employment rate for women grew fast between 1999 and 2005 as compared to the growth between 2005 and 2013.

Figure 9: Employment Rate of All Age 15 and Above by Sex and Survey Years



(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

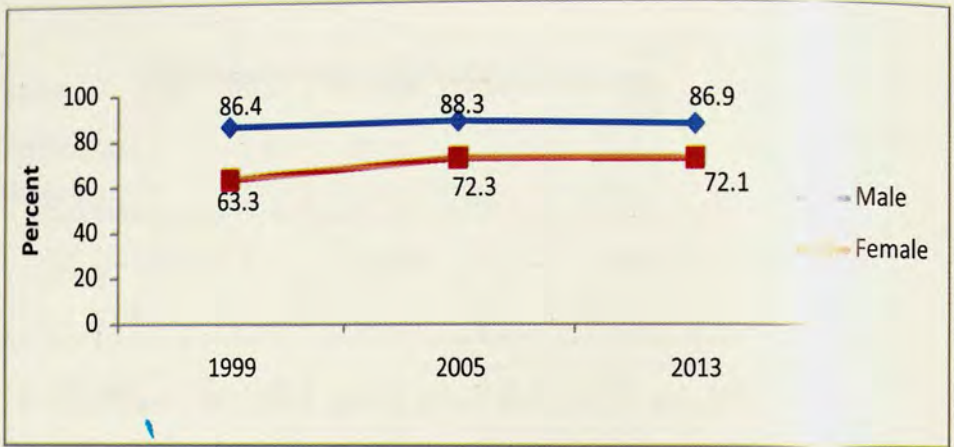
Table 8 presents the participation of men and women in the labor force of the country for the years 1999, 2005 and 2013. Men dominate women across the entire working age category. However, there is a gradual increase in women employment across the age categories between 15 and 64 years, from 1999 to 2005 and the trend continued to the 2013 survey.

Table 8: Employment Rate of Age 15 and Above by Age Group, Sex and Survey Years

Year	1999		2005		2013	
	Male	Female	Male	Female	Male	Female
15+	95.6	87.4	97.3	91.8	97.1	92.7
15 - 19	93.5	83.2	96.4	89.3	96.2	92.5
20 - 24	92.6	82.1	95.4	88.4	93.6	88.2
25 - 29	95.3	86.4	96.5	90.3	96.2	91.9
30 - 34	96.5	88.5	97.9	92.9	98.0	92.7
35 - 39	97.2	89.5	98.0	93.2	98.3	94.5
40 - 44	97.7	91.4	98.9	94.5	98.4	94.5
45 - 49	97.5	92.0	98.7	95.0	98.8	95.5
50 - 54	97.1	94.1	98.6	95.3	99.1	95.1
55 - 59	96.6	94.5	98.1	95.5	98.4	96.3
60 - 64	97.3	95.3	98.2	97.0	98.3	95.9
65 +	97.1	96.6	98.6	97.4	98.4	96.1

(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Figure 10: Employment to Population Ratio of All Age 15 and Above by Sex and Survey Years



(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Figure 10 presents the employment-to-population ratio for the years 1999, 2005 and 2013, as reported in the labor force surveys of the CSA. Once again men population is found to be having an edge over women, though women participation increased from 63.3% in 1999 to 72.3% in 2005 and 72.1% in 2013 with respect to employment-to-population ratio. In other words, the employment-to-population ratio for women got increased between 1999 and 2005, while negligible decline (of 0.2%) in the same has been witnessed between 2005 and 2013 surveys.

Additionally, Table 9 presents the employment to population ratio for the age 15 years and above for men and women by age groups, based on the surveys. Accordingly, men dominance is being witnessed over women, across all the age categories, for the years 1999, 2005 and 2013. While a gradual increase in women employment is being observed between 1999 and 2005 across all the age categories, declining trends have been witnessed between 2005 and 2013, across the above 40 years of age categories.

Table 9: Employment to Population Ratio of Age 15 and Above by Age Group, Sex and Survey Years

Year	1999		2005		2013	
	Male	Female	Male	Female	Male	Female
15+	86.4	63.3	88.3	72.3	86.9	72.1
15 - 19	72.7	58.8	73.2	62.7	72.2	64.0
20 - 24	86.4	64.8	86.4	73.8	83.6	72.1
25 - 29	93.3	69.7	93.0	78.2	92.7	79.1
30 - 34	95.9	71.8	96.4	80.2	95.9	80.8
35 - 39	96.7	72.3	96.5	79.1	96.8	83.0
40 - 44	95.3	70.3	97.8	82.5	97.0	79.6
45 - 49	95.6	67.6	97.3	81.2	96.6	79.9
50 - 54	93.6	62.4	95.4	76.4	95.6	72.7
55 - 59	90.6	55.4	94.5	72.9	92.6	69.5
60 - 64	87.3	47.9	92.8	61.0	87.3	56.1
65 +	64.0	26.7	75.2	38.9	67.5	33.4

(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Figure 11: Youth (15-24) Employment Rate by Sex and Survey Years



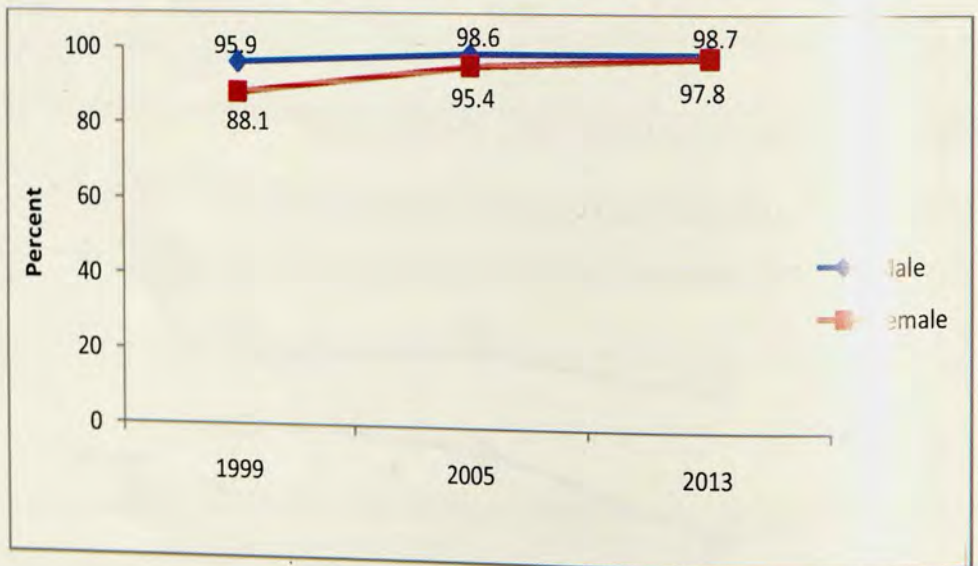
(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Similarly, Figure 11 presents the statistics for youth employment (15-24 years) based on the labor force surveys of the CSA, whereby a sharp increase in the women employment has been

witnessed between 1999 and 2005. This trend continued to 2013, though with minor change in women employment status from 88.8% in 2005 to 90.4% in 2013. Overall, the men domination over women is being witnessed with respect to the employment rate for all the three years (1999, 2005 and 2013).

A similar trend is being observed for the child population (aged 10-14 years) as presented in Figure 12, whereby even more boys are found to be having employment, on an overall basis, the growth in girls employment is well witnessed from 88.1% in 1999 to 95.4% in 2005. This further causes a relatively decreasing gap in the employment opportunities for both boys and girls between 2005 and 2013.

Figure 12: Child (10-14) Employment Rate by Sex and Survey Years

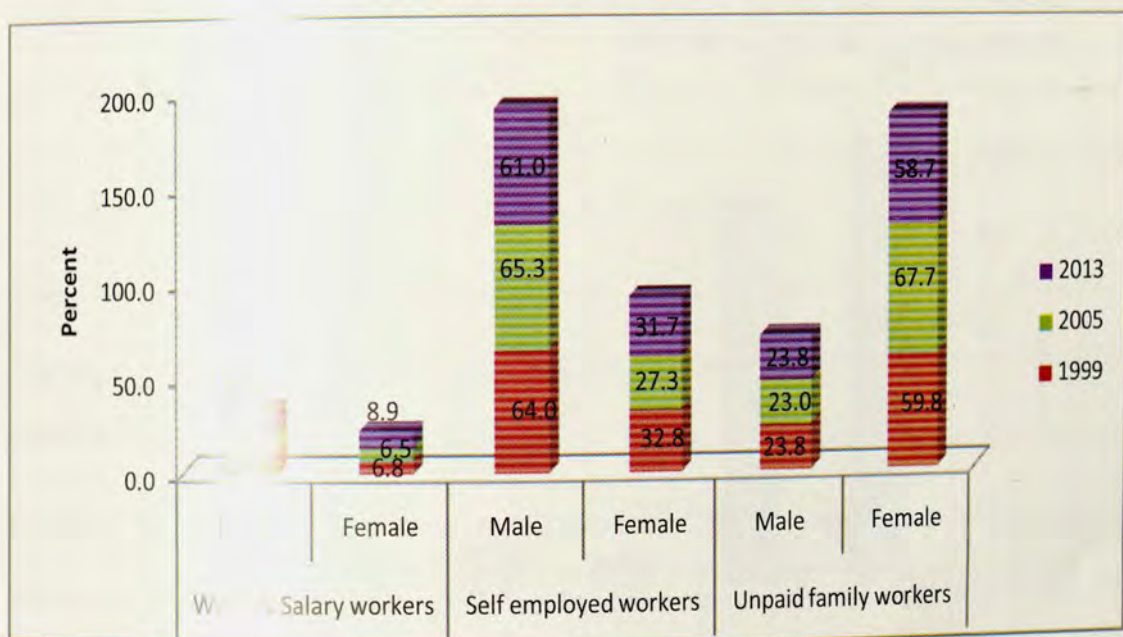


(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Figure 13 presents the employment by status (wage/salaried, self-employment or unpaid family workers) across the years 1999, 2005 and 2013. As can be seen from the figure, while more men represent as wage/salaried and self-employed, women dominate the unpaid/informal/family working segment (to which no salary or payment is made) in all the three survey years. While

women percentage of wage and salary workers and self-employed workers declined between 1999 and 2005, an increase has been noticed for unpaid family workers being women, during the same time. On the other hand, reversing trends in their population (across all the three categories) has been witnessed between 2005 and 2013, whereby wage and salary workers and self-employed women percentages got increased. This represents more women participation in unpaid family jobs rather than salaried employees or self-employment.

Figure 13: Percentage Distribution of Employed Population of Age 15 and Above by Employment Status, Sex and Survey Years



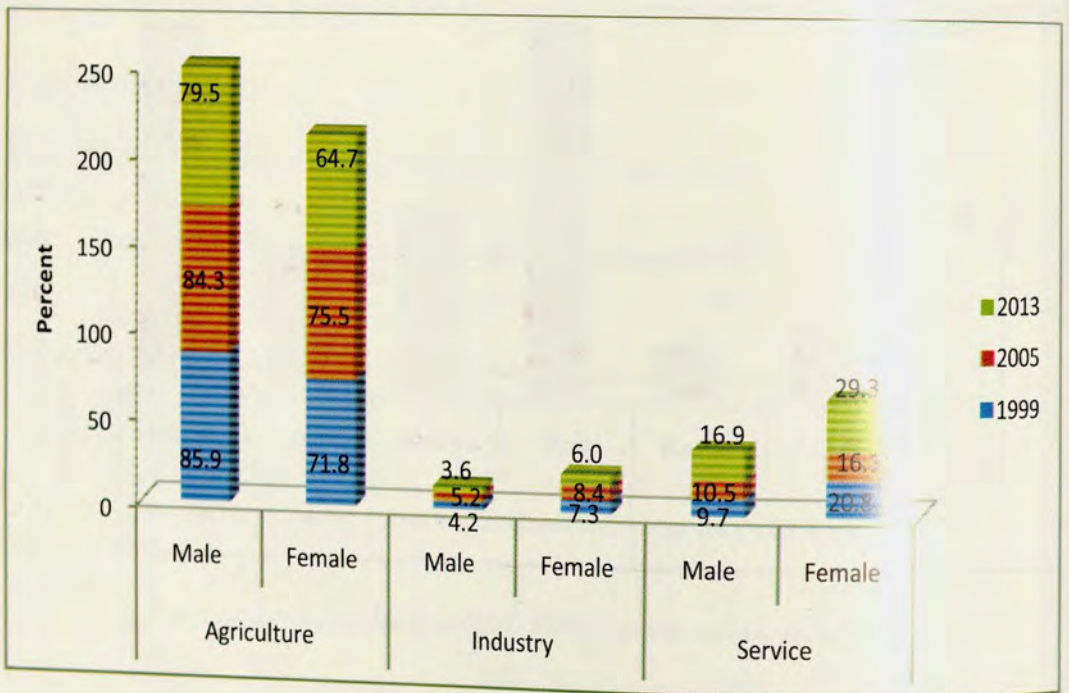
(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

By major economic sectors, women domination for employment (in the age 10 years and above), over men, is well witnessed in the industrial/manufacturing and service delivery settings (Figure 14). However, the men appeared to be dominating, as far as their employment is concern, in the agriculture sector. While women percentage increased between 1999 and 2005 in both agriculture and manufacturing sectors, their representation in the service industry was found to be declining. On contrary, between 2005 and 2013, women participation in agriculture and

manufacturing sectors was observed to be declining, as against for that in service sector for the same time period.

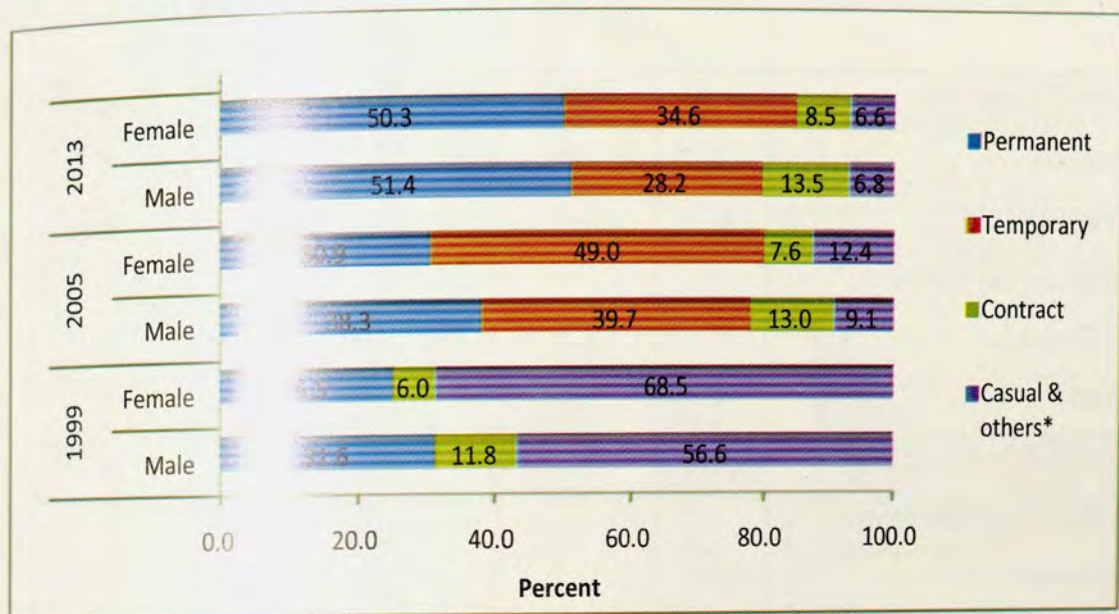
In general, while agriculture sector is demanding more muscular power, thus calling men to take part in, skills and presentation, perhaps, are more demanding with manufacturing and service sectors (calling more women participants for employment opportunities under working age categories).

Figure 14: Percentage Distribution of Employed Population of Age 10 and Above by Major Economy Sectors, Sex and Survey Years



(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Figure 15: Percentage Distribution of Paid Employed Population of Age 10 and Above by Employment Terms, Sex and Survey Years



(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Additionally, as presented in Figure 15, women (aged 10 years and above) participation in temporary and casual employment terms are more observed than men across the years 1999, 2005 and 2013. However, men, in the same age bracket, are relatively more presented in the permanent and contract jobs than women. Specifically, while women share in permanent job increased gradually from 1999 to 2005 to 2013, their representation in casual and others job categories declined from 68.5% in 1999 to 12.4% in 2005 and 6.6% in 2013.

Table 10: Percentage Distribution Currently Employed Population Aged Ten Years and Over by Sex, Major Occupations and Survey Years

Year	1999		2005		2013	
	Male	Female	Male	Female	Male	Female
Major Occupations						
Managers	0.4	0.1	0.5	0.1	0.7	0.3
Professionals	0.3	0.1	0.7	0.3	0.7	0.9
Technical and Associate Professionals	1.3	0.6	1.3	0.7	1.4	1.4
Clerks	0.5	0.6	0.5	0.7	0.5	0.7
Service and sales workers	3.7	8.1	4.0	9.8	2.8	12.3
Skilled agricultural forestry and fishery	56.1	13.6	55.6	23.0	59.1	34.1
Craft and related trades workers	3.6	23.1	4.1	10.3	3.1	4.9
Plant and machine operators and assemblers	0.8	0.2	0.8	0.3	1.0	0.3
Elementary occupations	33.1	53.4	32.5	54.8	24.1	45.0

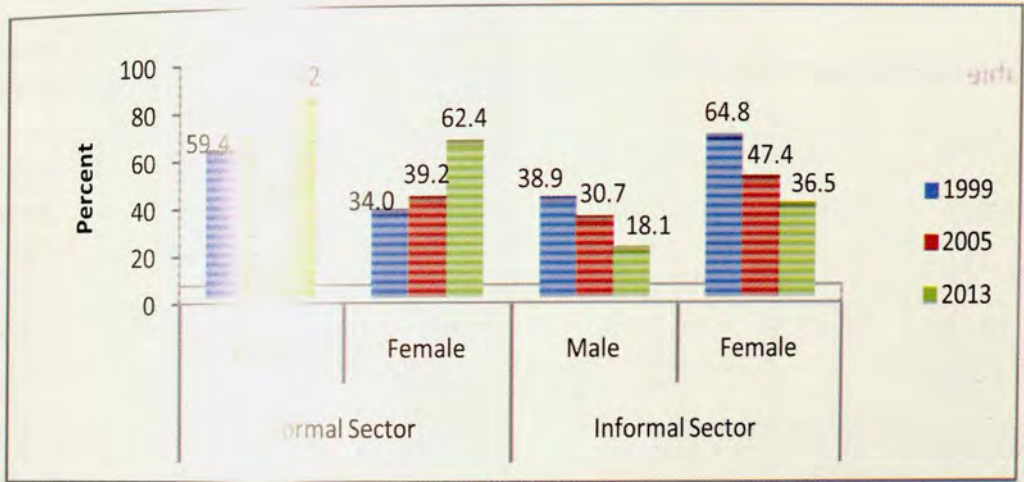
(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Table 10 presents the occupational status of men and women as revealed through labor force surveys. Accordingly, while men dominance is being witnessed as managers, professionals, technical workers, skilled agricultural forestry and fishery, and plant/machines operators and assemblers, women are more represented as clerks, service and sales workers, and in elementary occupations, consistently from 1999 to 2013. Specifically, while women percentage increased from craft and related trade works and elementary occupations between 1999 and 2005, decline has been noticed between 2005 and 2013 pertaining to the same occupations.

Moreover, as presented in Figure 16, men (10 years or above) participation in formal sector is well observed as compared to women across all the three years (1999, 2005 and 2013), in the urban settings. Women are found to be more engaged in the informal sector, though their

percentage is declining over time, with an increasing trend being witnessed for them in the formal sector employment.

Figure 16: Percentage Distribution on Employed Population of Age 10 and Above in Urban Area by Sector of Economy, Sex and Survey Years

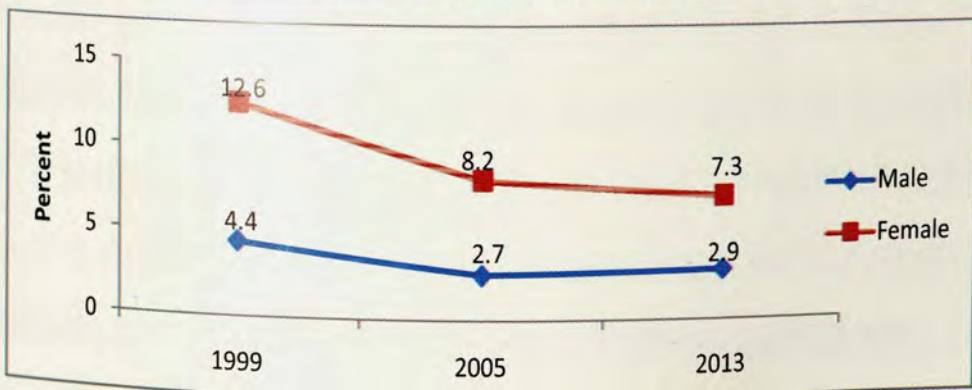


(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Specifically, while women representation in formal sector was increased minutely between 1999 and 2005, a gradual shift (increase) has been observed between 2005 and 2013 in their employment status, in the formal sector, with a gradual decrease in their percentage under informal sector.

4.2.3. Unemployment

Figure 17: Unemployment Rate of Age 15 and Above by Sex and Survey Years



(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Figure 17 presents the unemployment rate for age 15 and above, based on the labor force surveys from 1999, 2005 and 2013. Accordingly, the unemployment rate is observed to be declining for both men and women between 1999 and 2005. Though, slightly increasing unemployment rate has been noticed for men between 2005 and 2013.

Table 11: Unemployment Rate of Age 15 and Above by Age Group, Sex and Survey Years

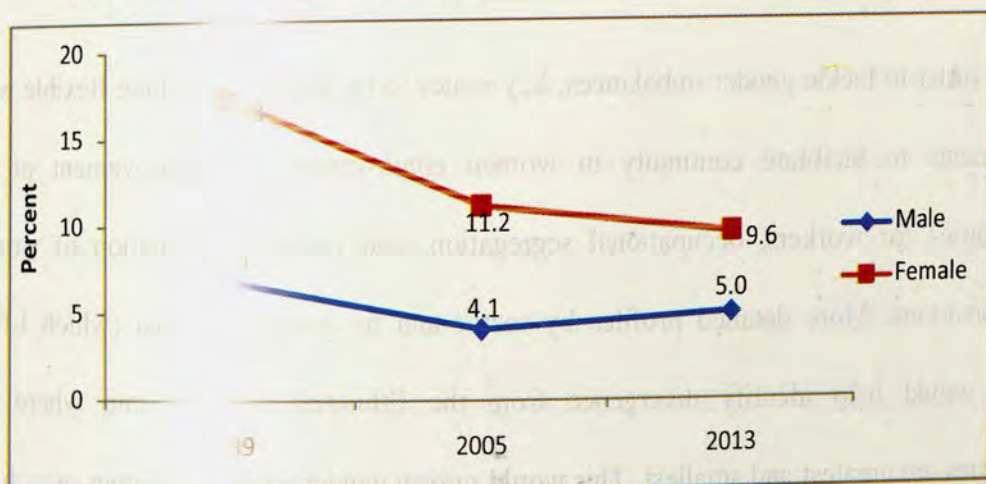
Year	1999		2005		2013	
	Male	Female	Male	Female	Male	Female
15+	4.4	12.6	2.7	8.2	2.7	7.3
15 - 19	6.5	16.8	3.6	10.7	3.8	7.5
20 - 24	7.4	17.9	4.6	11.6	6.4	11.8
25 - 29	4.7	13.6	3.5	9.7	3.8	8.1
30 - 34	3.5	11.5	2.1	7.1	2.0	7.3
35 - 39	2.8	10.5	2.0	6.8	1.7	5.5
40 - 44	2.3	8.6	1.1	5.5	1.6	5.5
45 - 49	2.5	8.0	1.3	5.0	1.2	4.5
50 - 54	2.9	5.9	1.4	4.7	0.9	4.9
55 - 59	3.4	5.5	1.9	4.5	1.6	3.7
60 - 64	2.7	4.7	1.8	3.0	1.7	4.1
65 +	2.9	3.4	1.4	2.6	1.6	3.9

(Source: CSA Labor Force Survey, 1999, 2005 and 2013)

Table 11 presents the unemployment rate across the working age for men and women, whereby women population can be witnessed more unemployed across the given age categories and the survey years (1999, 2005 and 2013). This, in general, represents high employability for men across all the age brackets. Specifically, women unemployment rate is found to be increasing in the higher age bracket (above 60 years) between 2005 and 2013 after witnessing a decline across all the age categories between 1999 and 2005.

Figure 18 presents the youth (15-24 years) unemployment rates by sex, as observed through the labor force surveys in the years 1999, 2005 and 2013. Accordingly, women are appeared to be relatively unemployed as compared to men. This further reflects that unemployment for women is not conditional to age group. Though, there appeared to be an increasing unemployment rate for men between 2005 and 2013.

Figure 18: Youth (15-24) Unemployment Rate by Sex and Survey Years



(Source: CSO Labor Force Survey, 1999, 2005 and 2013)

Employment/unemployment statistics can be used by the relevant public bodies, such as government departments, the enterprise network, and local authorities in fulfilling their responsibility for economic development and planning. This might include strategies relating to skills development, recruitment, encouragement of investment within particular sectors, and local economic development. Data on the composition of workforces might inform strategies on recruitment and promotion, and addressing gender imbalances at senior levels. Community level planners might use gender disaggregated data to inform their strategies to the set targets.

Data Gaps

Out of the indicators selected under this domain, the following indicators could not be compiled/analyzed caused by data unavailability in the concerned sources:

- Percentage of married workforce by sex,
- Long-term unemployment rate (% total unemployment),
- The informal sector labor force (female by branch of economic activity).

Thus, in order to tackle gender imbalances, key issues to be addressed include flexible working arrangements to facilitate continuity in women employment, the improvement on career opportunities for workers, occupational segregation, and under-representation of women in senior positions. More detailed profiles by sector and by geographic area (which LFS data permit) would help identify divergence from the Ethiopian average and where gender inequalities are greatest and smallest. This would inform gender equality schemes, which should also include promotion of gender equalities for the employees of the relevant public bodies.

Key Trends

- Men dominate women in the labor force surveys from 1999 to 2013 for ages 15 years and above.
- An increasing trend in the women participation, as workforce, has been witnessed from 71.9% (as reported in 1999) to 78.8% (in 2005), with a minor decline in 2013 (77.8%).
- More women remain economically not active compared to men.
- An increasing trend is being observed in the employment rate of women from 87.4% in 1999 to 91.8% in 2005 and 92.7% in 2013.

- There remains a gradual increase in women employment across the age categories between 15 and 64 years, from 1999 to 2005 and continuing to 2013.
- With respect to employment-to-population ratio, women proportion got increased between 1999 and 2005, while negligible decline (of 0.2%) in the same has been witnessed between 2005 and 2013.
- An increasing trend in women employment has been reported between 1999 (82.7%) and 2013 (90.4%) in the age group 15-24 years.
- While women share in permanent job increased gradually from 1999 to 2005 to 2013, their representation in casual and others job categories declined from 68.5% in 1999 to 12.4% in 2005 to 6.6% in 2013.
- Women dominance over men for employment (in the age 10 years and above) is observed in the industrial/manufacturing and service delivery settings.
- While more dominance is being witnessed as managers, professionals, technical workers, skilled agricultural forestry and fishery, and plant/machines operators and assemblers, women are more represented as clerks, service and sales workers, and in elementary occupations, consistently between 1999 and 2005, and the similar trend has been observed in 2013.
- The employment rate is observed to be declining for both men and women between 1999 and 2013 for the population aged 15 years and above.

4.3. Education and Training

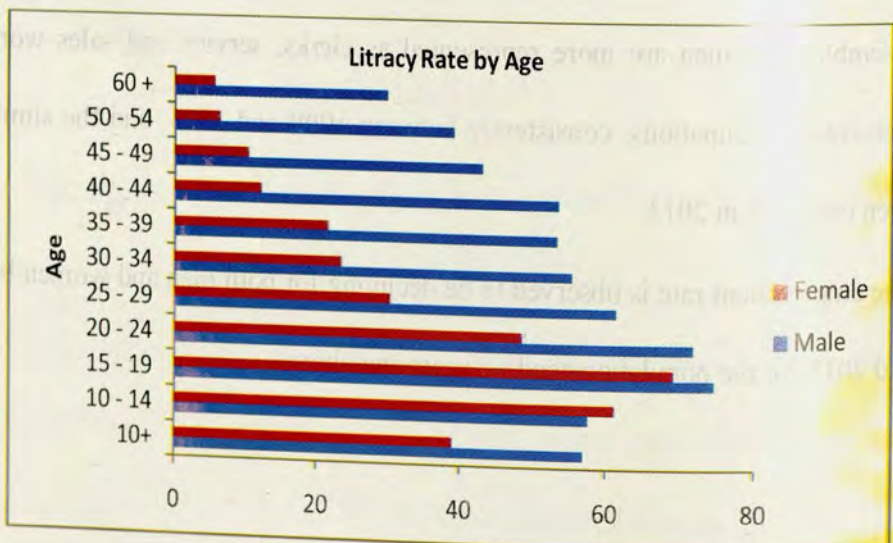
Introduction

This part illustrates the gender differences with respect to educational attainment and subject choice in education, along with data on participation in training programs and adult learning. A large volume of gender disaggregated data on educational topics is published on a regular basis, especially on schools education and performance by the Ministry of Education (MoE). The data for analysis were obtained from EMIS and WMS publications/datasets.

Results

As presented in the Figure 19, overall literacy rate for men, for the population, is higher than that of women, except for the age 10-14 years (where girls are relatively better than boys). The gaps in the literacy rates, between men and women, are relatively lower in the age bracket 10-19 years and getting wider with growing age.

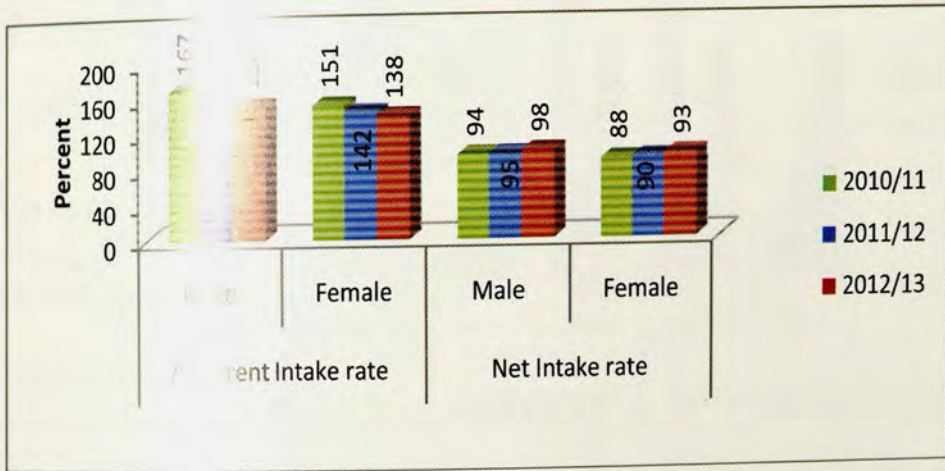
Figure 19: Literacy rate by age and sex



(Source: EMIS, 2012/13)

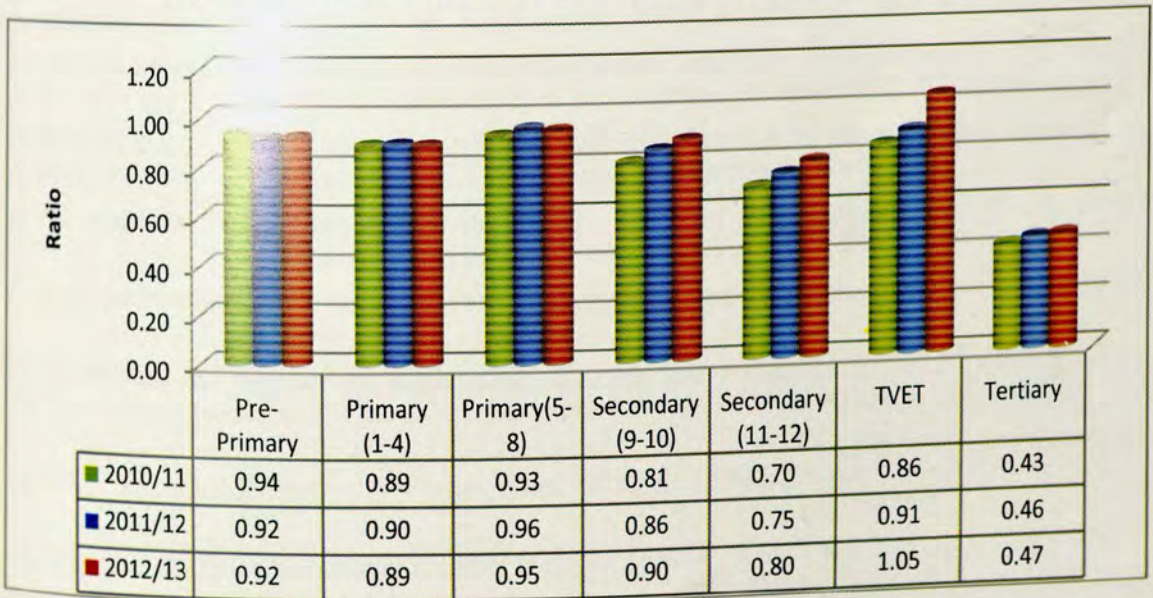
Figure 20 presents the statistics for apparent and net intake rate at the country level. Boys are found to be leading the girls for both the apparent and net intake rate for the years 2011/12 and 2012/13, for the late (year) a downfall is witnessed across both categories.

Figure 20: Apparent and Net Intake Rate by Sex



(Source: EMIS, 2010/11, 2011/12 and 2012/13)

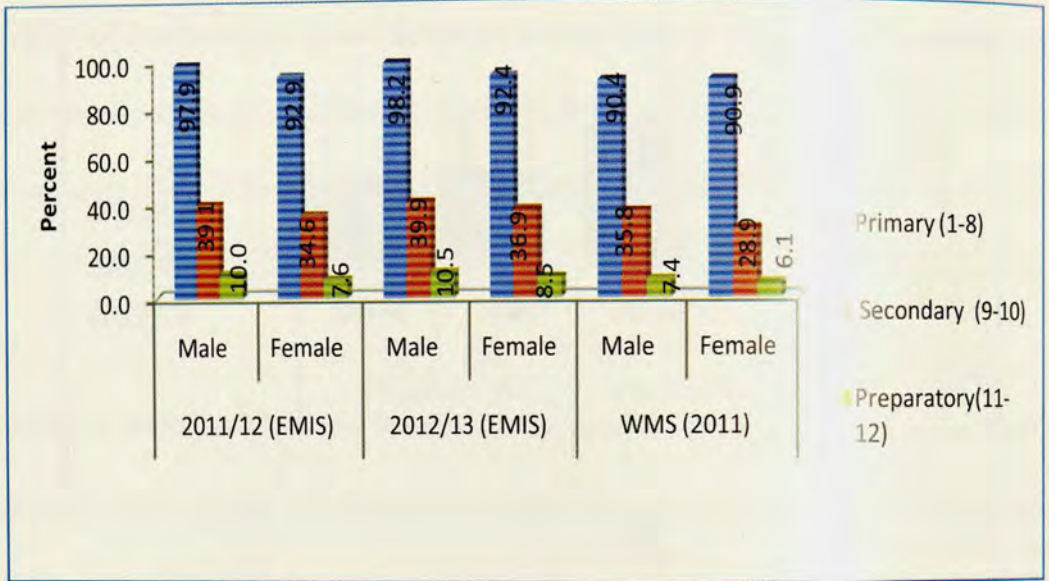
Figure 21: Female to Male Enrollment Ratio by Education Levels



(Source: EMIS, 2010/11, 2011/12 and 2012/13)

However, with respect to girls-to-boys enrollment ratio by education levels (Figure 21), except pre-primary to 2nd cycle (grade 5-8), higher levels are witnessed some decline in secondary (9-12 grades) and tertiary education levels.

Figure 22: Gross Enrollment Ratio by Educational Level, Sex and Years

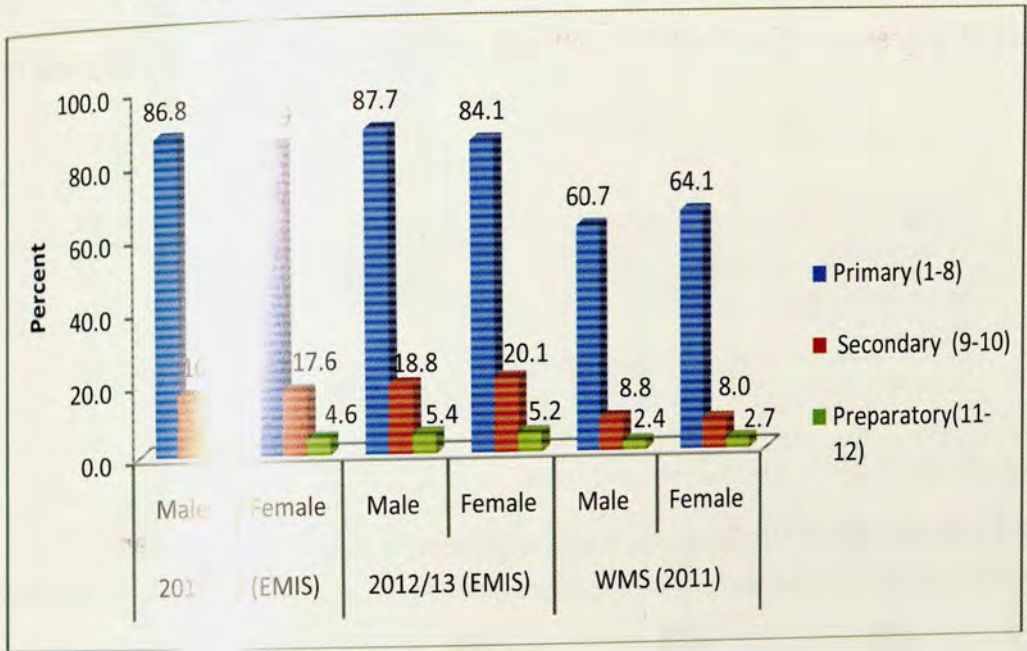


(Source: EMIS, 2011 and 2012/13, WMS, 2011)

Figure 22 presents the gross enrollment ratio by educational level and sex. On one hand while gross enrollment rate statistics is found to be declining from primary to secondary to preparatory (grade 11-12), boys appeared to be more representative than girls across all these levels. Specifically, while a gradual decline in the primary level is being witnessed among the girls across the three years, in secondary and preparatory standards an increase has been witnessed between 2011/12 and 2012/13.

In the similar fashion, net enrollment ratio is appeared to be declining from primary to secondary to preparatory levels (Figure 23), whereby relatively less difference is being marked between girls and boys.

Figure 23: Net Enrollment Ratio by Education Level, Sex and Years



(Source: EMIS, 2011/12 and 2012/13, WMS, 2011)

Figure 24 presents the distribution of graduates by tertiary educational levels and sex. Accordingly, while men's representation is witnessed to be exceeding the girls across all the educational levels for all the three years (2010/11, 2011/12 and 2012/13), apparent differences are being reported, between men and women, in the context of higher education. Specifically, while girls across TVET and higher education declined between 2010/11 and 2011/12, a marginal increase has been reported between 2011/12 and 2012/13 for the same.

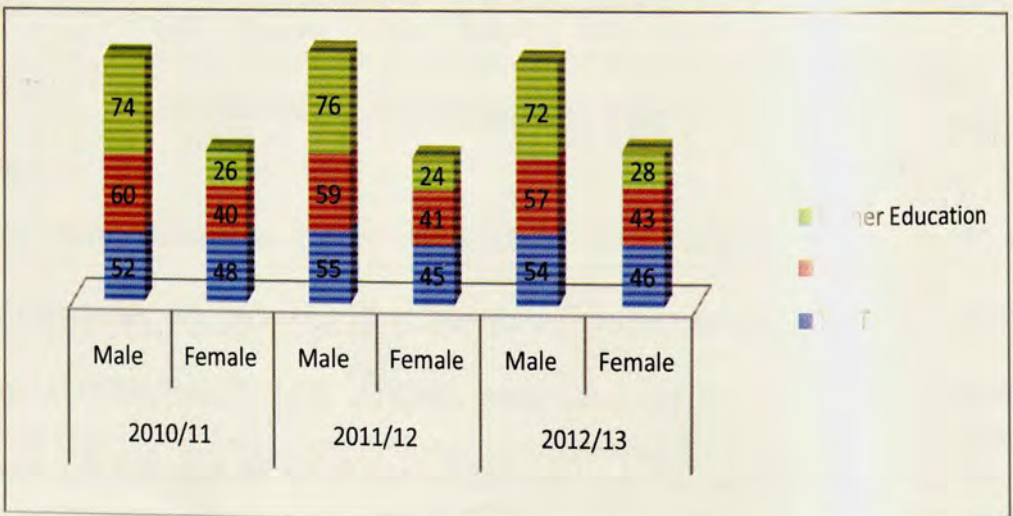
As can be seen from Table 12, while women are more dominated, being teaching staff, for pre-primary educational levels (for the years 2011/10, 2011/12 and 2012/13), while men participation is more witnessed starting primary (1-8) to Tertiary levels. The highest gender difference in participation across the given educational levels is observed at the Tertiary level, whereby men significantly dominate women.

Table 12: Percentage Distribution of Teaching Staff by Levels of Education, Sex and Years

Education Level	2010/11		2011/12		2012/13	
	Male	Female	Male	Female	Male	Female
Pre-Primary	30	70	6	94		94
Primary (1-8)	63	37	63	37		37
Secondary (9-12)	82	18	85	15		15
TVET	83	17	83	17		16
Tertiary	91	9	91	9		10
Total	66	34	67	33		33

(Source: EMIS, 2010/11, 2011/12 and 2012/13)

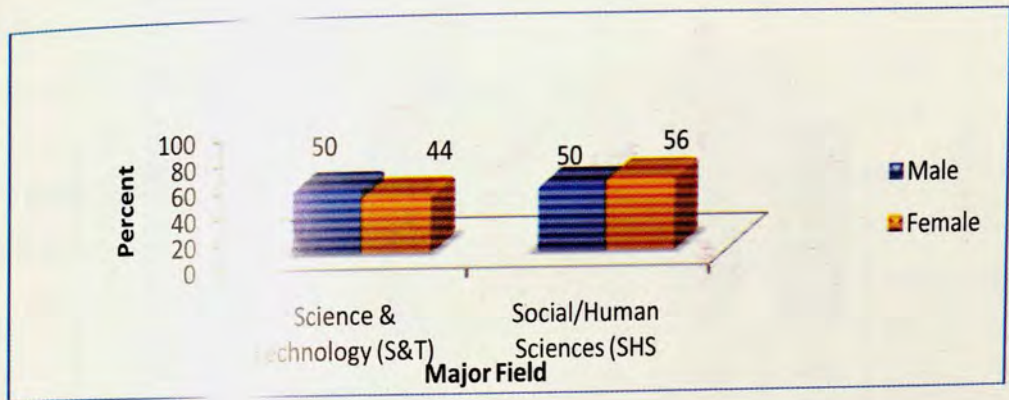
Figure 24: Percentage of Graduates by Tertiary Education Levels, Sex and Years



(Source: EMIS, 2010/11, 2011/12 and 2012/13)

Figures 25 and 26 presents the percentage of graduates in higher education by educational streams, whereby the boys participation is appeared to be equal (50%) in both the science & technology and social/human sciences, while the higher percentage of girls being students (56%) in social/human sciences than that of science & technology.

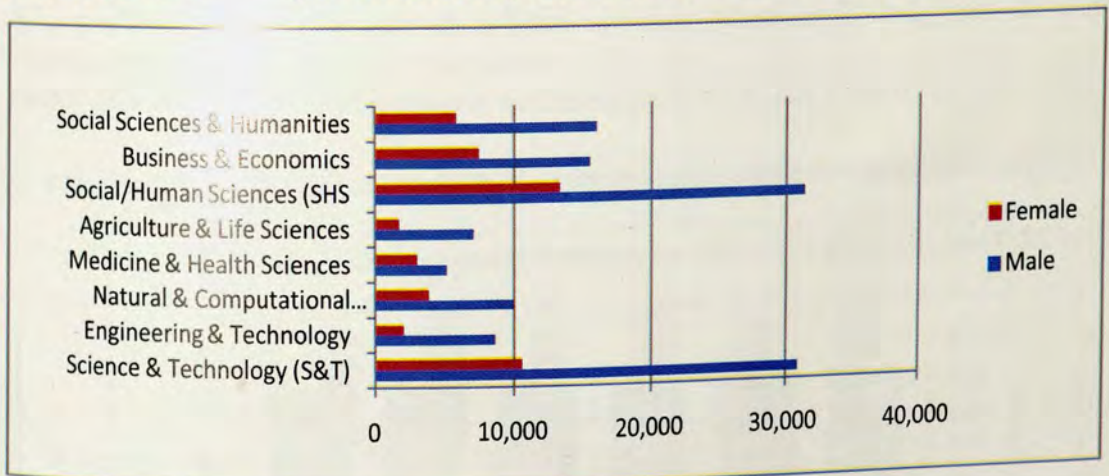
Figure 25: Percentages of Graduates in higher education by major fields of study and sex in 2012/13



(Source: EMIS, 2012/13)

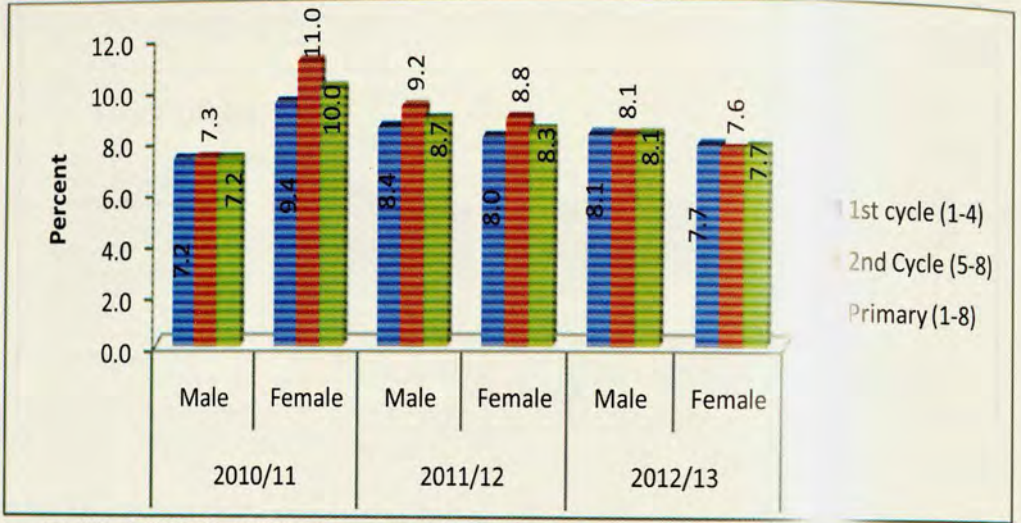
As presented in the Figure 26, usually, boys dominate all the areas of study from social/human sciences to business management and science & technology with major gaps apparent in the later two (social/human sciences and science & technology) between boys and girls students in the higher education.

Figure 26: Graduates in higher education by field of study and sex in 2012/13



(Source: EMIS, 2012/13)

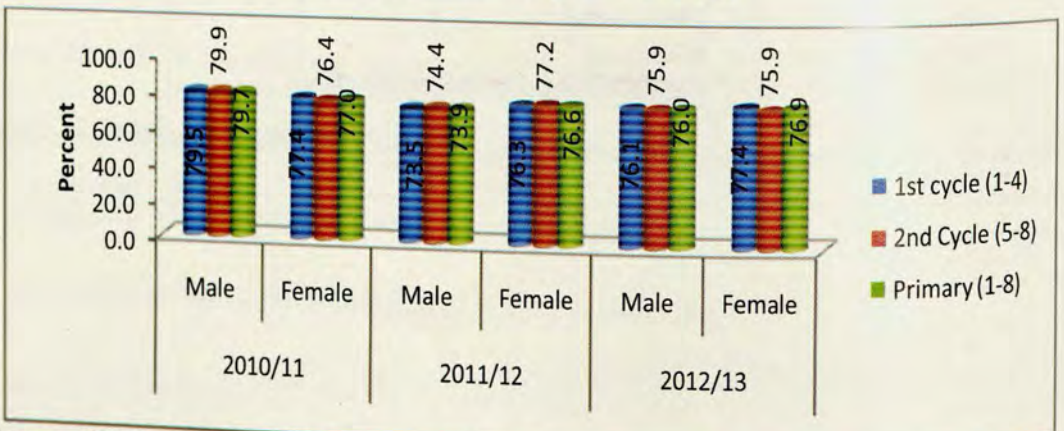
Figure 27: Repetition rate in primary education by grade/level and sex



(Source: EMIS, 2010/12, 2011/12 and 2012/13)

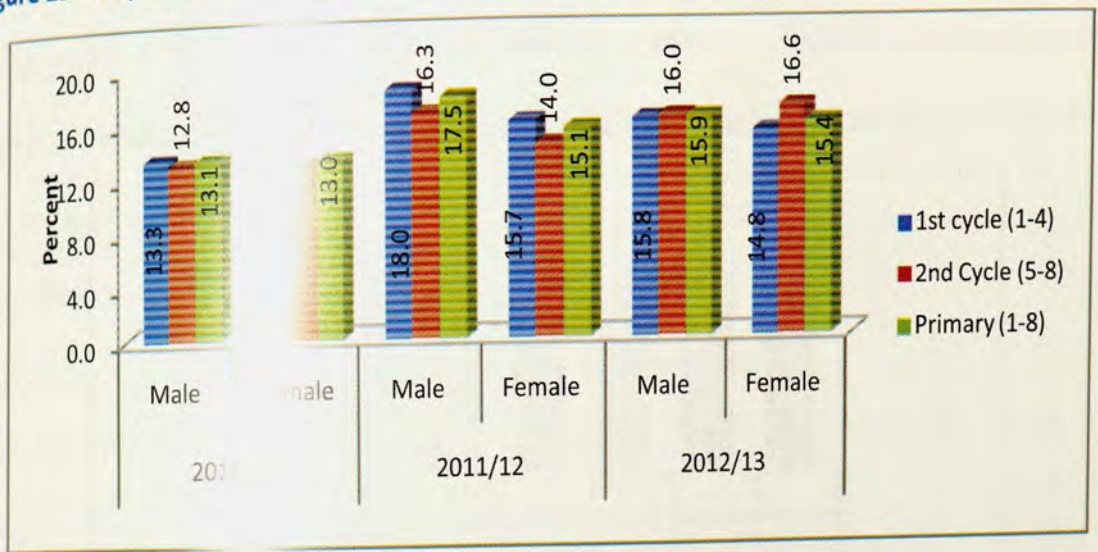
Figure 27 presents the repetition rate in the primary education by sex. As can be seen, in almost all the categories/cycles or levels (1st cycle, 2nd cycle and primary), girls are less reported to be repeating. This represents a higher pass percentage of girls than that of boys for the years 2011/12 and 2012/13. This can also be witnessed through Figure 28 presenting the promotion rate to the next level. Specifically, girls are found to be promoted higher than those of boys consecutively for 2011/12 and 2012/13 across all the presented cycles. However, with respect to 2010/11, boys' promotional percentage is found to be higher than that of girls.

Figure 28: Promotion rate in primary education by level and sex



(Source: EMIS, 2010/11, 2011/12 and 2012/13)

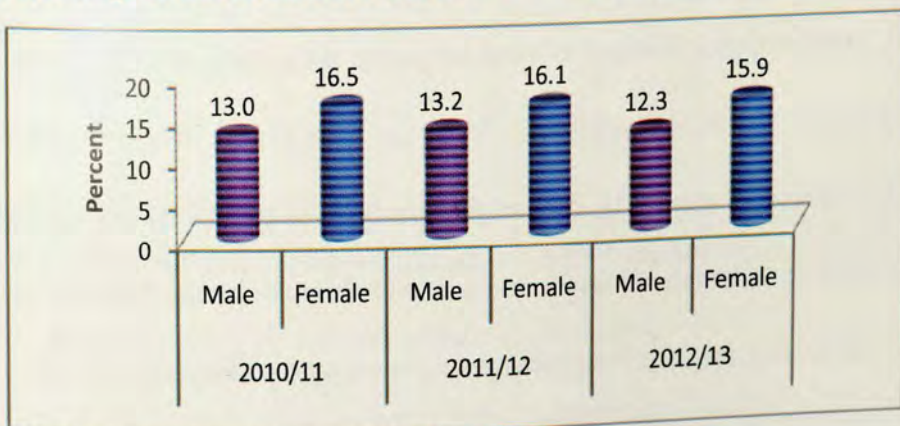
Figure 29: Drop-out rate in primary education by level and sex



(Source: EMIS, 2010/11, 2011/12 and 2012/13)

With respect to drop-out rate in primary education by sex, Figure 29 presents the analysis that almost across all the presented cycles, boys drop-out rate is relatively higher than that of girls for both the years 2011/12 and 2012/13, though minor differences have been witnessed in 2010/11 between boys and girls. However, the drop-out rate trends are keep on increasing for girls across 2nd cycle and primary in the stated time-period.

Figure 30: Percentage of Out of School Children in Primary Education by Sex and Years

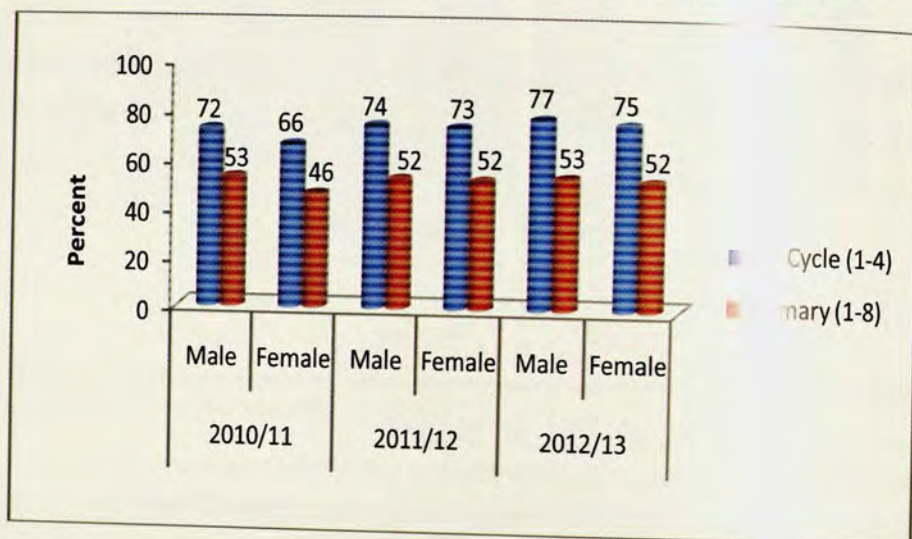


(Source: EMIS, 2010/11, 2011/12 and 2012/13)

However, for the same period/years, the percentage of girls' students not attending the school is reported to be higher than that of boys. Therefore, even if the girls being students perform better,

at least at the primary school levels, still they are either not allowed to join the school at this level or taken out in the middle of the session (Figure 30).

Figure 31: Completion rate of primary education by sex and years



(Source: EMIS, 2010/11, 2011/12 and 2012/13)

Lastly, Figure 31 presents the completion rate of primary education by sex whereby the boys are appeared to be holding an increasing trend for the years 2010/11, 2011/12 and 2012/13, whereby girls are more witnessed to be static (on 52%) for the years 2011/12 and 2012/13.

In a nutshell, relevant public bodies i.e. local education authorities, schools, further education colleges, and higher education institutions, might use such gender disaggregated statistics on education, in a variety of ways. The data might also be used to address gender imbalances in education workforces, especially at senior levels, and to monitor change. Similarly, data on adult learning and on training might inform strategies to encourage participation in various forms of learning and training, and to challenge gender stereotyping in government training schemes.

Data Gaps

Among gender indicators that were identified for the purpose of analysis to reveal gender inequalities pertaining to the education and training domains, the following important indicators could not be compiled in gender disaggregated form:

- Mean years of schooling of Population 15 years and over
- Teachers trained in primary and secondary education by sex
- School life expectancy by sex
- School survival expectancy by sex
- Progression to secondary school
- Illiteracy rates by sex and broad age group
- Population aged 15 and older by sex, age group and level of schooling completed
- Number of teachers by sex and educational level taught

Bodies like MoE will also have to produce focused gender equality schemes, which would be expected to address differences in educational attainment and staying on rates at certain level (of school/college).

Key Trends

- Overall men literacy rate for the population is higher than that of women, except for the age 10-14 years (where girls are relatively better than boys).
- The gaps in the literacy rates, between boys and girls, are relatively lower in the age bracket 10-19 years and getting wider with growing age.
- Boys are found to be leading the girls in both the apparent and net intake rate.

- Except pre-primary to 2nd cycle (grade 5-8), some decline in secondary (9-12 grades) and tertiary education levels is witnessed with respect to girls-to-boys enrollment ratio.
- Gross enrollment rate statistics is found to be declining from primary to secondary to preparatory (grade 11-12), whereby boys appeared to be more representative than girls across all these levels.
- While boys representation is witnessed to be exceeding girls across all the educational levels and years (2010/11, 2011/12 and 2012/13), apparent differences are being reported, between boys and girls, in the context of higher education.
- Boys dominate all the areas of study from social/human sciences to business management and science & technology.
- In almost all the categories/cycles or levels (1st cycle, 2nd cycle and primary), girls are less reported to be repeating.
- With respect to the completion rate of primary education, the boys are appeared to be holding an increasing status for the years 2010/11, 2011/12 and 2012/13.

4.4. Health and Nutrition

Introduction

This part presents the statistical evidence of women and men's health and health related behavior(s). There is a large volume of health data which are disaggregated by gender and/or are relevant to gender specific health issues produced for Ethiopia. Most of these data are produced based on the Demographic and Health Survey (DHS) of CSA conducted in 2000, 2005 and 2011. The presented data include infant and child mortality, adult and maternal mortality, malnutrition, contraceptive usage and reproductive health, HIV prevalence and vaccination types for children. Such data are included as they provide information about significant gender specific health issues.

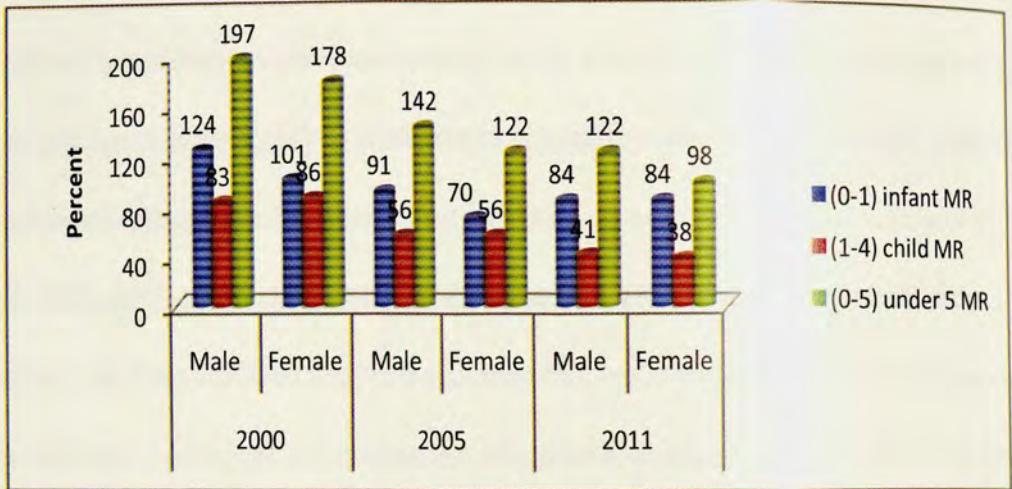
Results

4.4.1. Mortality

As can be seen from figure 32, all the three types of mortality (Infant, child, and under-five) rates for both boys and girls are decreased in successive survey years. For each survey years, on the other hand, there remained relatively high mortality rate for boys as compared to girls across all the three categories (infant, child and under 5 years age).

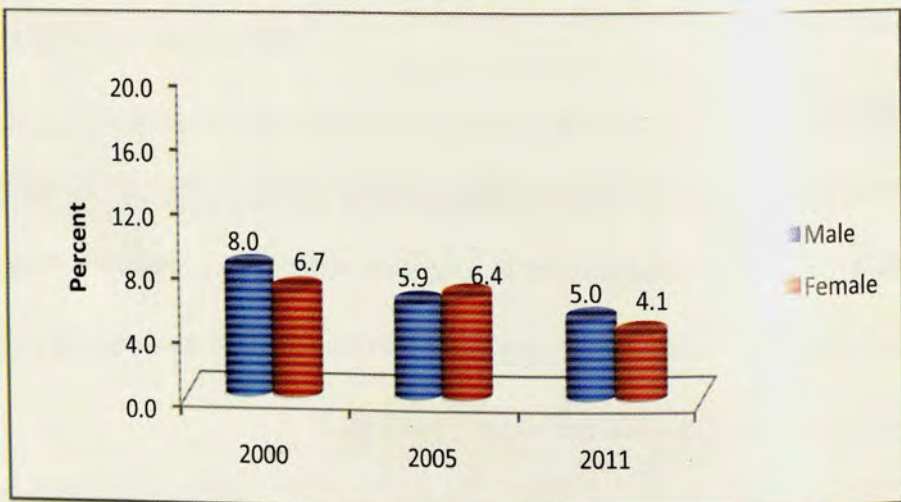
Similarly, some decline in the adult (between 15-49 years) mortality rate has been witnessed from the year 2000 to 2011 for both men and women (Figure 33). Moreover, while with respect to the adult (age group) mortality, the men mortality rate exceeded the women for the year 2000 and 2011; the reverse appeared during 2005 (Figure 34).

Figure 32: Infant, Child and under 5 Years Age Mortality Rates by Sex and Survey Years



(Source: DHS, 2000, 2005 and 2011)

Figure 33: Adult (15-49 age years) Mortality Rate by Sex and Survey Years



(Source: DHS, 2000, 2005 and 2011)

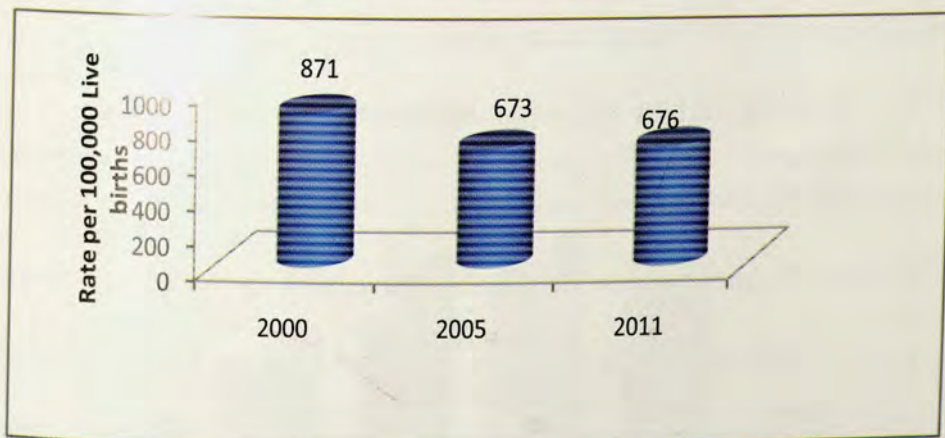
The adult mortality rates in each five years age group is also decreased from 2000 to 2005 and further to 2011 survey year for both men and women categories (Table 13).

Table 13: Adult Mortality Rates by Age, Sex and Survey Years

Year	2000		2005		2011	
	Male	Female	Male	Female	Male	Female
15-19	4.3	4.9	4.0	3.9	3.4	2.3
20-24	5.5	5.0	4.6	5.3	3.3	2.6
25-29	7.4	6.2	5.6	6.5	5.1	3.5
30-34	12.1	8.2	7.1	8.0	5.7	6.8
35-39	9.9	8.5	6.9	8.2	6.2	4.1
40-44	9.6	8.3	8.0	7.5	7.1	7.4
45-49	15.6	8.1	10.1	9.5	9.2	7.3

(Source: DHS, 2000, 2005 and 2011) With respect to maternal mortality, while a decrease has been noticed from the year 2000 to 2005; it found to be almost similar between 2005 and 2011 (Figure 35). While the maternal mortality ratio is appeared to be 871 deaths per 100,000 live births (or alternatively 9 deaths per 1,000 live births) during 2000, it appeared to be 673 deaths and 676 deaths (or alternatively 7 deaths per 1,000 live births) during 2005 and 2011.

Figure 34: Maternal Mortality ratio by Survey years

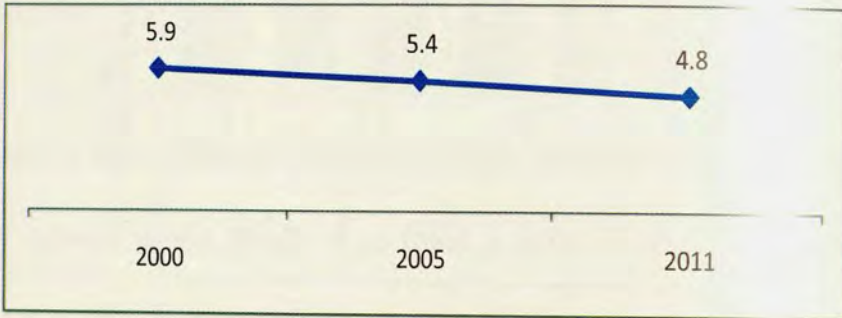


(Source: DHS, 2000, 2005 and 2011)

4.4.2. Fertility

As it is shown in Figure 36, the Total Fertility Rate (TFR) per women is decreased from 5.9 children in 2000 to 5.4 in 2005 and 4.8 in 2011.

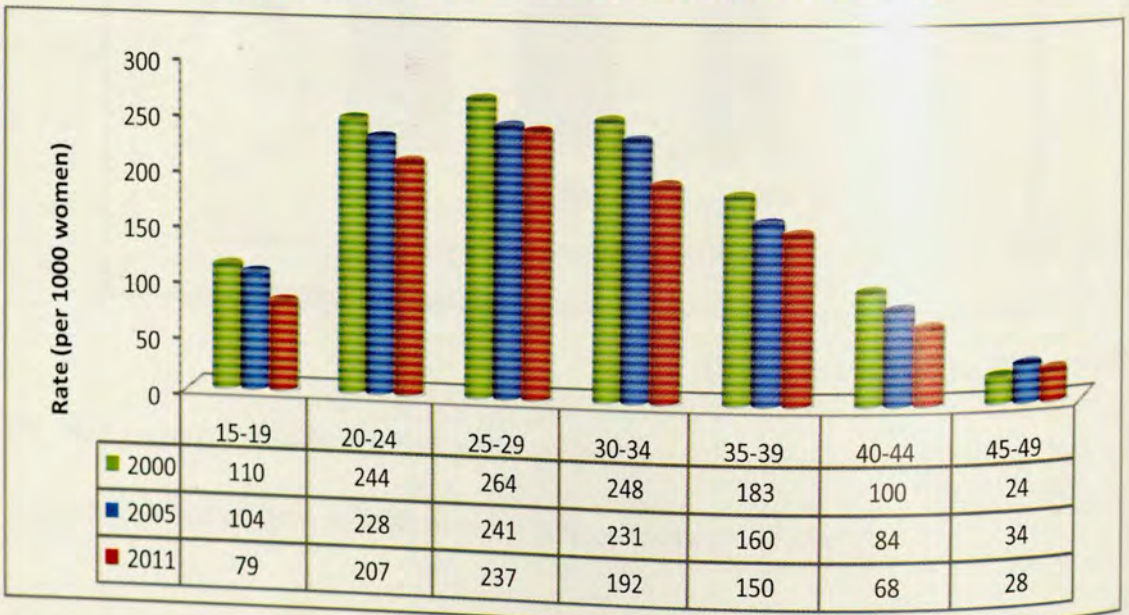
Figure 35: Total Fertility Rate per Women by Survey Years



(Source: DHS, 2000, 2005 and 2011)

As presented in the Figure 37, an overall declining trend has been observed in fertility rate across the productive age brackets, from the year 2000 to 2005 and further to 2011, whereby the rate is observed to be relatively higher during the age 20-34.

Figure 36: Fertility rate across age brackets by Survey Years

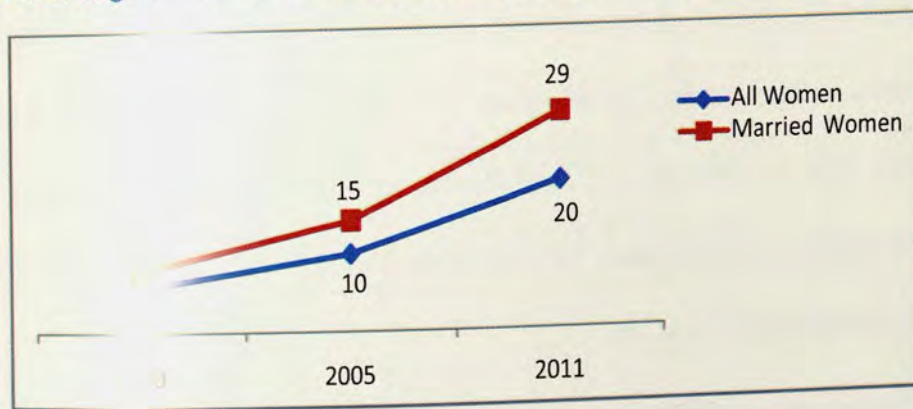


(Source: DHS, 2000, 2005 and 2011)

4.4.3. Contraceptive Prevalence

Figure 38 presents the trend for women (between the ages 15 and 49) use of any contraceptive (traditional and modern) methods for the years 2000, 2005 and 2011. Use of any contraceptive methods has increased more than three times for both among all women (from 6% in 2000 to 10% in 2005 and 20% in 2011) and among currently married women (from 8% in 2000 to 15% in 2005 and 29% in 2011). Therefore, big gaps are witnessed between 2005 and 2011.

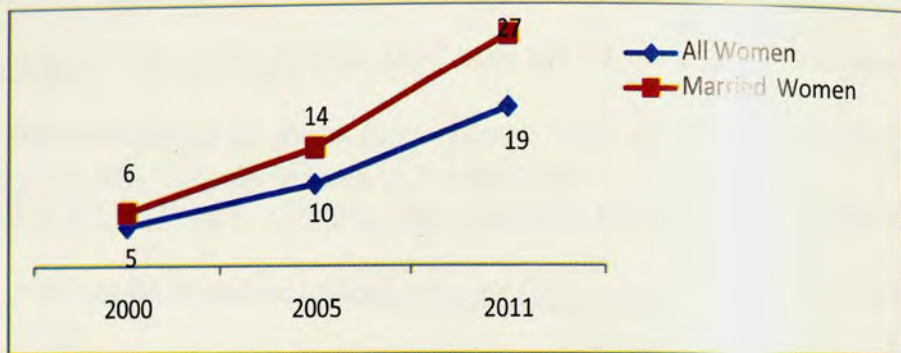
Figure 37: Percentage of Women 15-49 Who Used Any Contraceptive Method by Survey Years



(Source: DHS, 2000, 2005 and 2011)

Similar trends are also observed for use of modern contraceptive methods (Figure 39). There has been an increased usage of modern methods among all women (from 5% to 10 and 19%) and among recently married women (from 6% to 14% and 27% in 2000 to 2005 and 2011 respectively). Thus, bigger gaps towards adoption by women in general, and married women in particular, have been observed between 2005 and 2011.

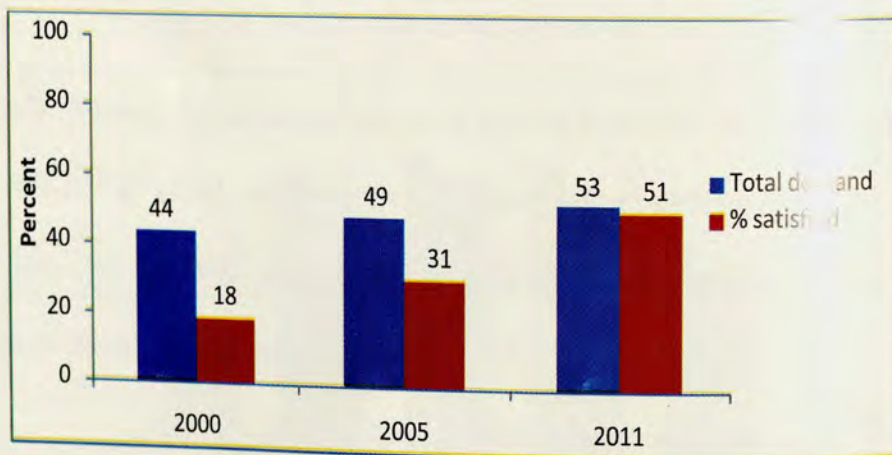
Figure 38: Percentage of Women 15-49 Who Used Any Modern Contraceptive Method by Survey Years



(Source: DHS, 2000, 2005 and 2011)

Figure 40 shows the percent of total demand (both unmet and met need) for family planning among currently married women age 15-49 and the amount satisfied. While there has been little increase (from 44% in 2000 to 49% in 2005 and 53% in 2011) in total demand for family planning over the three survey years, the amount satisfied has radically increased from 18% in 2000 to 31% in 2005 and 51% in 2011.

Figure 39: Percentage of Currently Married Women 15-49 with Total Demand for Family Planning & Satisfied Demand



(Source: DHS, 2000, 2005 and 2011)

4.4.4. HIV prevalence

As there was no specific question particular to HIV prevalence in 2000 DHS survey, table 14 indicates the pattern of HIV prevalence for men and women between 2005 and 2011, across the

given age categories. Even though a declining trend pertaining to HIV prevalence has been noticed for younger ages (15-24) from 2005 to 2011 for both categories, women appeared to be the prominent victim in general and between the ages 25 and 34, more specifically. While the overall adult (15-49) HIV prevalence for each gender has remained low and the same in 2005 and 2011, the HIV prevalence for women (1.9 percent) is a little bit higher than that of men (0.9 percent).

Table 14: HIV prevalence by age groups, Sex and Survey Years

Year	2005		2011	
	Male	Female	Male	Female
15-19	0.1	0.7	0.0	0.2
20-24	0.4	1.7	0.2	0.9
25-29	0.7	2.1	0.9	2.9
30-34	1.9	1.5	1.0	3.7
35-39	1.8	4.4	3.0	3.0
40-44	2.8	3.1	2.1	1.9
45-49	0.0	0.8	1.4	1.8
(15-49)	0.9	1.9	1.0	1.9

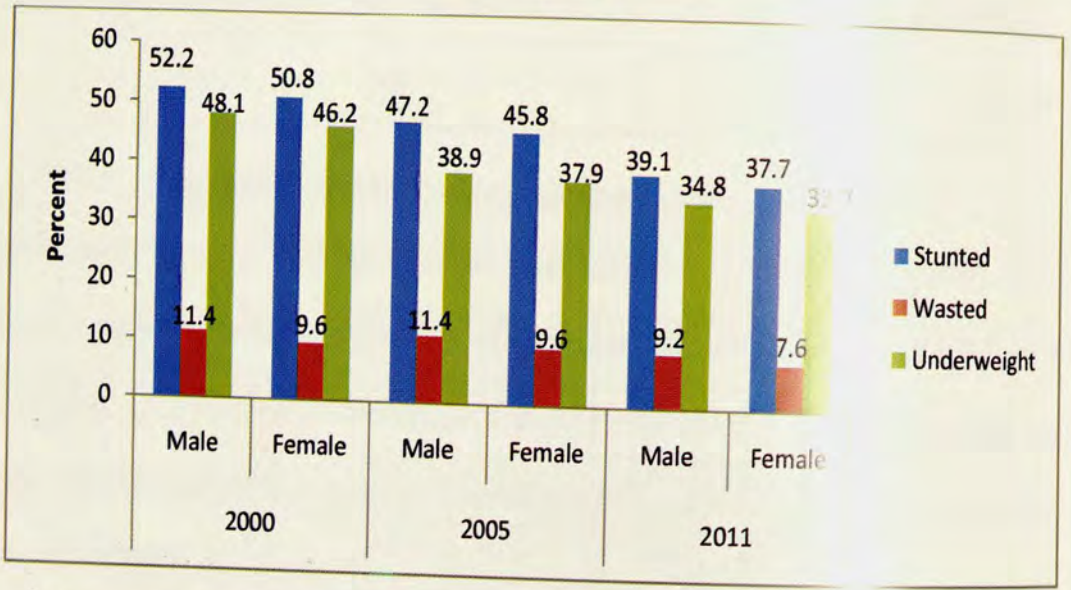
(Source: DHS, 2000, 2005 and 2011)

4.4.5. Nutrition

With respect to child nutritional status, Figure 41 presents the statistics of the three nutritional types (stunted or chronic malnutrition, wasted or acute malnourished and underweight) between under five age boys and girls for the years 2000, 2005 and 2011. While a declining trend has been observed across the stunted (chronic malnutrition), wasted (thin or acute malnourished) and

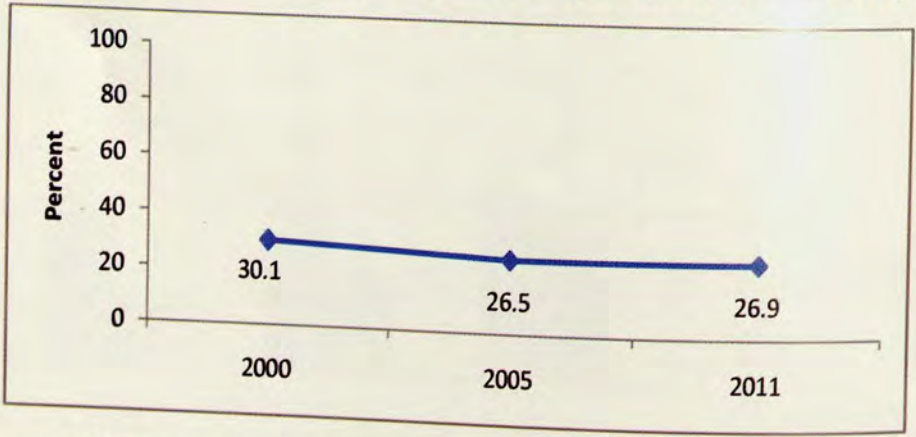
underweight (malnutrition) categories for both boys and girls from the year 2000 to 2005 and 2011, still boys remained above girls (in under 5 age) across all the three categories of nutritional prevalence.

Figure 40: Percentage of Children under 5 Age Years by Nutritional Status by Types and Survey Years



(Source: DHS, 2000, 2005 and 2011)

Figure 41: Percentage of adult Women (15-49 years) Nutritional Status Survey Years



(Source: DHS, 2000, 2005 and 2011)

Additionally, with respect to adult women nutritional status, the percentage of malnutrition is slightly decreased from 2000 survey year to 2005 and remain the same for 2011(Figure 42).

4.4.6. Vaccinations

Pertaining to the children aged 12-23 months vaccinations, the percentages coverage in each specified vaccinations as well as in all vaccinations are higher for boys than girls in the years 2000 and 2005 (Table 15). However, the reverse trend has been observed during 2011, whereby the girls are acknowledged as the major recipient of the given vaccines.

Table 15: Percentage of Children Age 12-13 with Specific Vaccinations by Sex and Survey Years

Year	2000		2005		2011	
	Male	Female	Male	Female	Male	Female
BCG	48.2	42.7	63.8	56.9	64.3	68.5
DPT 1	46.7	42.0	60.7	55.6	60.4	67
DPT 2	33.5	29.9	49.0	45.0	49.6	55.4
DPT 3	22.4	18.9	34.5	29.1	34.3	38.8
Polio 0	10.4	14.0	18.3	16.5	18.7	20.9
Polio 1	83.5	81.9	75.1	73.5	81.9	82.8
Polio 2	65.2	61.1	66.0	63.2	68.6	71.6
Polio 3	35.9	33.1	46.1	43.3	42.3	46.5
Measles	27.5	25.7	36.4	33.2	55.7	55.7
All vaccination	14.7	13.8	22.5	18.2	23.1	25.7

(Source: DHS, 2000, 2005 and 2011)

In a nutshell, public bodies concerned with health behaviors and use of health services, might use gender disaggregated data in setting targets for desired health behaviors, and in evaluating the responsiveness of services to the health needs of both (men and women).

Data Gaps

Among the indicators that were selected to perform gender statistics on the health related issues, data pertaining to the following indicators were found to be absent in the DHS of the CSA:

- Number of primary health-care centers nearby by sex

- Number of times that tele-diagnosis, imagery, and treatment is used on rural patients by sex,
- Number of new doctors, nurses, and nursing assistants trained
- Waiting time to receive health care by sex
- Successful diagnostic rate by sex (percentage)
- Patients served by doctors using personal digital assistants by sex (percentage and ratio)
- Communicable diseases by sex (number, percentage)
- Comprehensive knowledge of HIV
- Vitamin-A supplementation by sex (percentage)
- Calorie consumption as a percentage of minimum requirements by sex
- Sex before age 15 years by sex
- Sex with multiple partners by sex

Surprisingly, the Health-sector Management Information System (HMIS) was found to be not recording/producing concerned data in gender disaggregated manner.

Key Trends

- Life expectancy at birth of girls is relatively higher than boys.
- The mortality rate of boys and girls is decreased from the year 2000 to 2005 and that in 2011, at least for the child (aged 1-4 years) and under 5 years' categories.
- The total fertility rate per women is decreased from 5.9 children in 2000 to 5.4 in 2005 and 4.8 in 2011.
- Except in higher age bracket (above 40), there appeared to be a general trend of more contraceptive use among the people with young age (between 15 and 39 years).

- Use of any contraceptive methods has increased more than three times for both among all women (from 6% in 2000 to 10% in 2005 and 20% in 2011) and among currently married women (from 10% in 2000 to 15% in 2005 and 29% in 2011).
- Even though a declining trend pertaining to HIV prevalence has been noticed for younger ages (15-24) from 2005 to 2011 for both men and women, women are appeared to be the prominent victims in general.
- While a declining trend has been observed across the stunted (chronic malnutrition), wasted (thin or acute malnourished) and underweight (malnutrition) categories for both boys and girls from the year 2000 to 2005 and 2011, still boys remained above girls across all the three categories of nutritional prevalence.
- Pertaining to the children aged 12-23 months, the higher percentages are observed for boys for specified vaccinations as compared to girls in the years 2000 and 2005, though girls are acknowledged as the major recipient of the given vaccines in 2011.

4.5. Agriculture

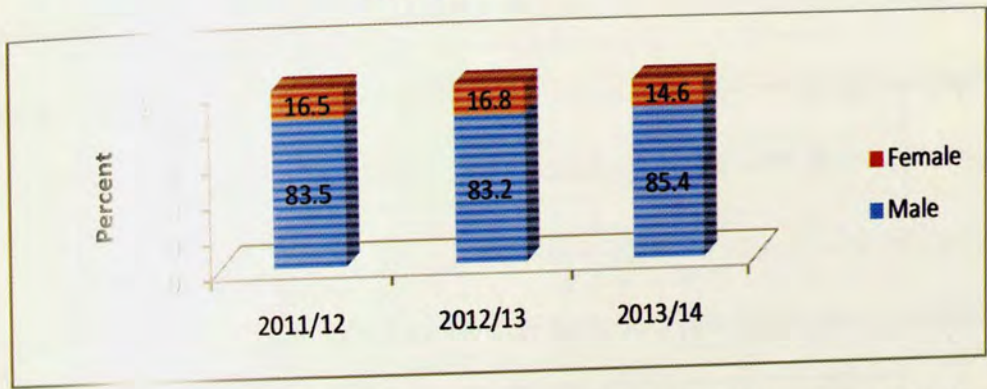
Introduction

This section discusses the gender disparity on selected outcome and output indicators in the agricultural sector. The output indicators are: access to agricultural extension, access to land, access to improved inputs and access to credit. The outcome indicators include: crop production and productivity, animal production, and Productive Safety Net Program (PSNP) beneficiaries. Most of the data are obtained from the CSA's 2011/12, 2012/13 and 2013/14 'Annual Agricultural Sample Surveys' (AGSS) and from the available administrative records in the MOA.

Results

Figure 43 presents the statistics for household's access to advisory services by sex, whereby men dominance over women, being beneficiaries, can be witnessed in the years 2011/12, 2012/13 and 2013/14. Therefore, pertaining to the households' access to the advisory services, relatively less percentage of women is observed to be accessible to such services, being the head, during 2013/14, as compared to men headed households, from the previous years (2011/12 and 2012/13).

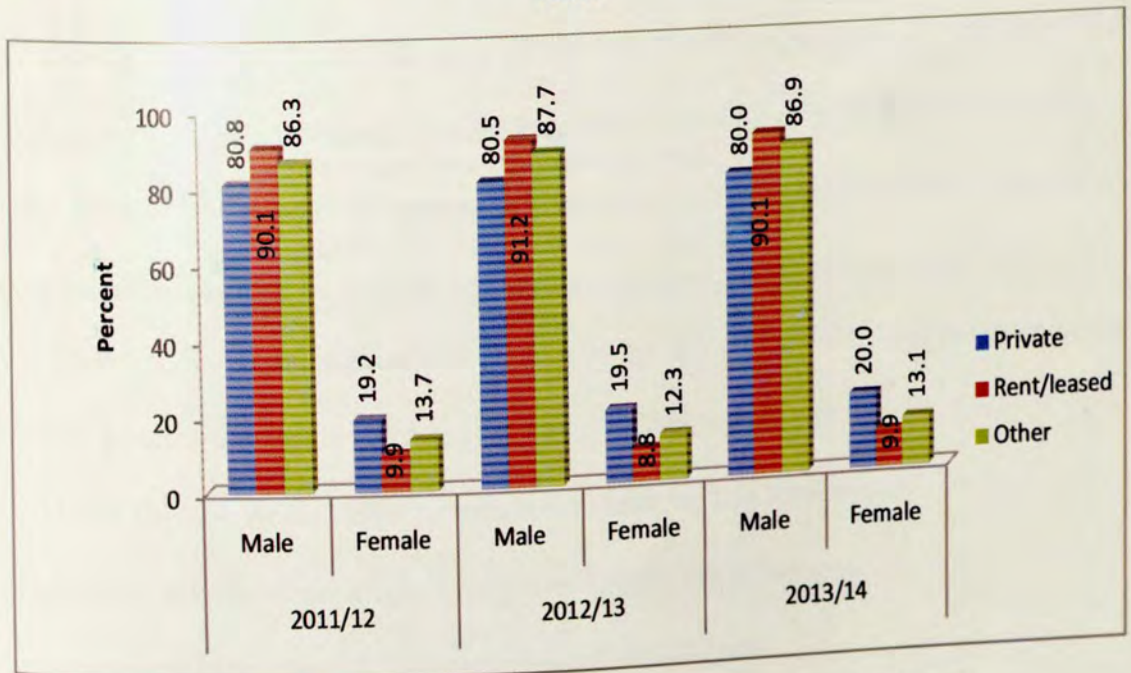
Figure 42: Percentage of Households' Access to Advisory Services by Sex of Holder Head and Survey Years



(Source: CSA, Annual Agricultural Sample Survey, 2011/12, 2012/13 and 2013/14)

Similarly, with respect to land ownership across various categories, women remained under-representative, as assessed from the annual agricultural sample surveys from 2011/12 to 2013/14. The situation is critical when it comes to rented/leased properties, where women's representation is very low (Figure 44).

Figure 43: Percentage of Households by Land Ownership, Sex of Household Head and Survey Years



(Source: CSA, Annual Agricultural Sample Survey, 2011/12, 2012/13 and 2013/14)

Table 16 presents the usage of improved seeds and fertilizers for men and women household heads across 2011/12 till 2013/14. As can be seen, men dominance is well appeared across all the presented categories of improved seeds and fertilizers, which once again put women with lower position. However, this can be attributed to the fact that in many cases, women are not taking part, aggressively, in agricultural activities.

Table 16: Percentage Distribution of Holders by Major Input Used, Sex and Survey Years

Years	2011/12		2012/13		2013/14	
	Male	Female	Male	Female	Male	Female
Improved seeds	87.5	12.5	87.4	12.6	87.8	12.2
UREA fertilizer	82.7	17.3	89.0	11.0	85.9	14.1
DAP fertilizer	76.0	24.0	87.2	12.8	87.3	12.7
Both DAP and UREA	89.9	10.1	90.1	9.9	89.2	10.8

(Source: CSA, Annual Agricultural Sample Survey, 2011/12, 2012/13 and 2013/14)

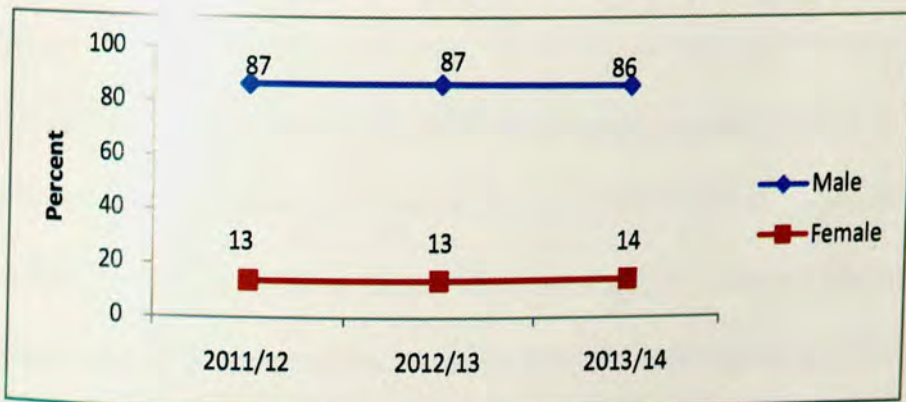
Moreover, women representation in growing different varieties of crops is very low, as can be seen from Table 17, compared to that of men for the years 2011/12, 2012/13 and 2013/14. The situation is critical specific to oilseeds, pulses and cereals, though in relatively better condition, though under representation, is being witnessed pertaining to vegetables and other crops. Additionally, minor improvements have been noticed on the part of women holders of major crops over the years.

Table 17: Percentage Distribution of Holders by Major Crops Production, Sex and Survey Years

Year	Major Crops	2011/12		2012/13		2013/14	
		Female	Male	Female	Male	Female	Male
	Cereals	11.6	88.6	11.4	88.5	11.5	
	Pulses	11.1	88.7	11.3	88.7	11.3	
	Oilseeds	10.0	91.3	8.7	89.5	10.5	
	Vegetables	13.8	85.2	14.8	84.3	15.7	
	Root Crops	12.9	85.7	14.3	86.1	13.9	
	Fruit Crops	13.4	87.0	13.0	85.5	14.5	
	Stimulant Crops	13.2	86.6	13.4	80.8	19.2	
	All Crops	11.8	86.7	13.3	85.4	14.6	

(Source: CSA, Annual Agricultural Sample Survey, 2011/12, 2012/13 and 2013/14)

Figure 44: Percentage Distribution of Holders for All Animals by Holder sex and Survey Years



(Source: CSA, Annual Agricultural Sample Survey, 2011/12, 2012/13 and 2013/14)

Figure 46 presents the statistics for gender based holding of animals for the years 2011/12, 2012/13 and 2013/14. Accordingly, women are maintaining less representation as compared to men in holding animals across all the three years. Though minor improvement in their condition is being witnessed in the year 2013/14 compared to that in the past.

Additionally, with respect to individual cattle type or livestock ownership in the country, once again, women are found to be less owning beehives, horses and donkeys, as compared to men (Table 19). However, their representation is relatively better for poultry and sheep.

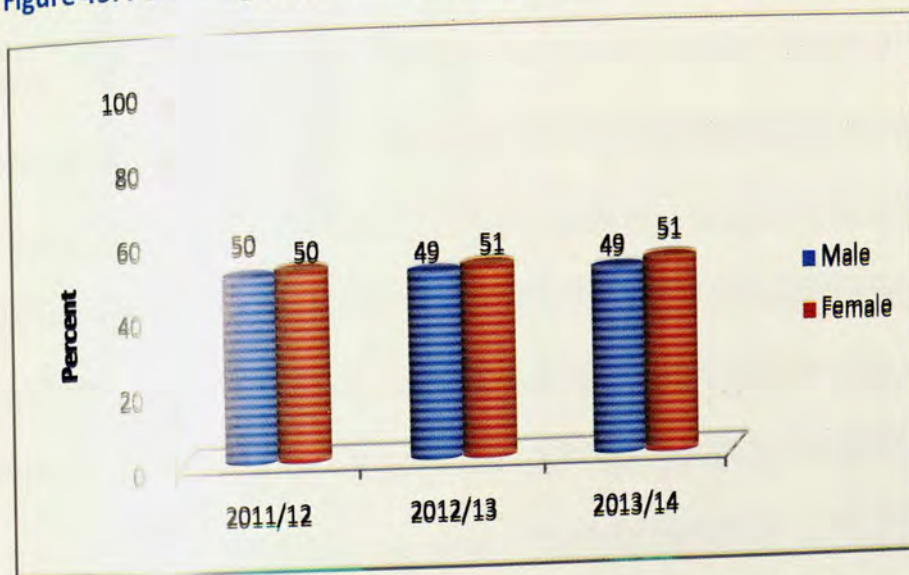
Table 18: Percentage Distribution of Holders by Major Animals Types, Holder sex and Survey Years

Year	2011/12		2012/13		2013/14	
	Male	Female	Male	Female	Male	Female
Cattle	87	13	87	13	86	14
Goat	87	13	86	14	86	14
Sheep	85	15	85	15	85	15
Donkey	89	11	89	11	89	11
Horse	90	10	90	10	89	11
Camels	89	11	88	12	87	13
Poultry/Chickens	86	14	85	15	85	15
Beehives	95	5	95	5	95	5
All Animals	87	13	87	13	86	14

(Source: CSA, Annual Agricultural Sample Survey, 2011/12, 2012/13 and 2013/14)

Figure 47 presents the status of population with respect to PSNP beneficiaries by sex for the three years (2011/12, 2012/13 and 2013/14). Overall, both the men and women beneficiaries of the program are somehow appeared to be equal across the past three years. Though, minor increase in the women representation has been observed in certain categories between 2012/13 and 2013/14.

Figure 45: Percentage Distribution of PSNP beneficiaries by sex and Years



(Source: CSA Annual Agricultural Sample Survey, 2011/12, 2012/13 and 2013/14)

Data Gaps

Among the gender indicators that were identified for the purpose of analysis to reveal gender inequalities pertaining to the agricultural sector, the following important indicators could not be compiled in gender disaggregated form from CSA's Annual Agricultural Sample Surveys:

- Irrigation, erosion control and water harvesting structures access, by sex of holder or sub-holder
- Access to selected agricultural technologies by sex of holder or sub-holder
- Property and asset ownership (other than land), rights or access to own, by sex of ownership
- Contributing family workers, by sex and percentage of total employed
- Agriculture insurance purchase, by sex and percentage working in agriculture
- Membership of HHs in rural Financial institutions by sex of HH head
- Membership of HHs in farmers' organization rural cooperatives by sex of HH head

- HHs having access to market information by sex of HH head
- Poverty alleviation grants recipients of vulnerable population, by sex
- Proportion of Women Receiving Skills Training for Income Generation

Among the agricultural sector indicators that were supposed to form MOA's administrative data system, only very few were obtained in gender disaggregation. This further reveals huge gaps with the MIS system deployed in the MoA in obtaining, processing and disseminating gender specific data in the agriculture sector.

Key Trends

- With respect to household's access to advisory services by sex, men dominance over women, being beneficiaries, is witnessed between 2011/12 and 2013/14.
- Women remain under representative with respect to land ownership.
- Men dominance is well appeared across all the presented categories of improved seeds and fertilizers, which once again put women with lower position.
- Women representation in growing different varieties of crops is very low as compared to men for the years 2011/12, 2012/13 and 2013/14.
- Women are maintaining less representation as compared to men in holding animals.
- With respect to PSNP beneficiaries, for the three years (2011/12, 2012/13 and 2013/14), overall men and women beneficiaries of the program are somehow appeared to be equal.

4.6. Power and Decision-making

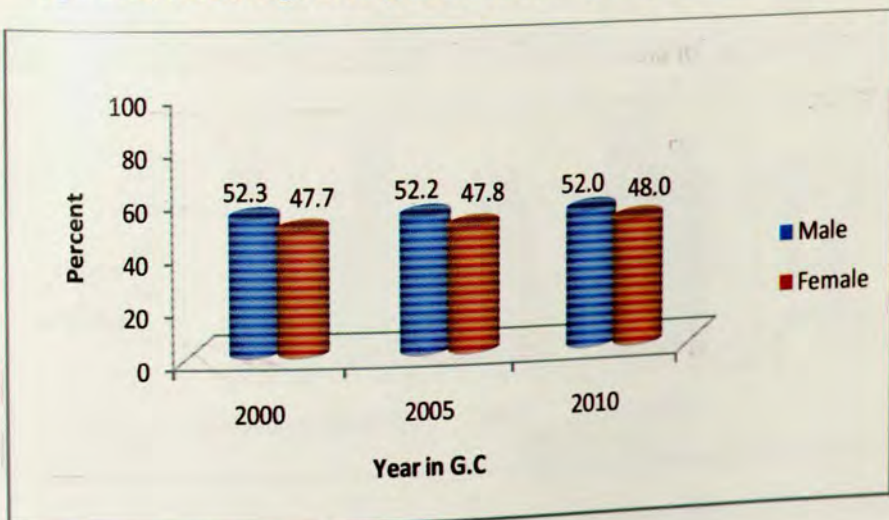
Introduction

Women and men participate in political and public life in a number of ways, from holding office as political representatives to exercising citizenship rights such as voting and to taking part in community and voluntary organizations. While those holding leadership positions at different levels of government are most visible in decision-making processes, people in senior/managerial positions across a wide range of public, private and voluntary sector organizations also exercise power and influence in shaping society. This part, therefore, outlines differences in patterns of participation in political and public life between women and men. Major data for this sub-section analysis were obtained from the NEBE and HPR.

Results

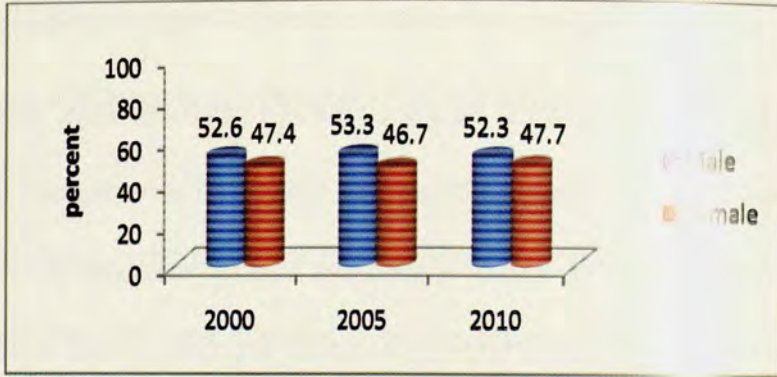
Figure 48 presents statistics for registered voters in the country by their gender and election years from 2000 to 2010. While a minor decline in the registration of men witnessed, as a voter, from the year 2000 to 2010, women percentage improved consecutively.

Figure 46: Percentage of Registered voters by sex and election year



(Source: NEBE, 2000, 2005 and 2010)

Figure 47: Percentage of Voters by sex and election year

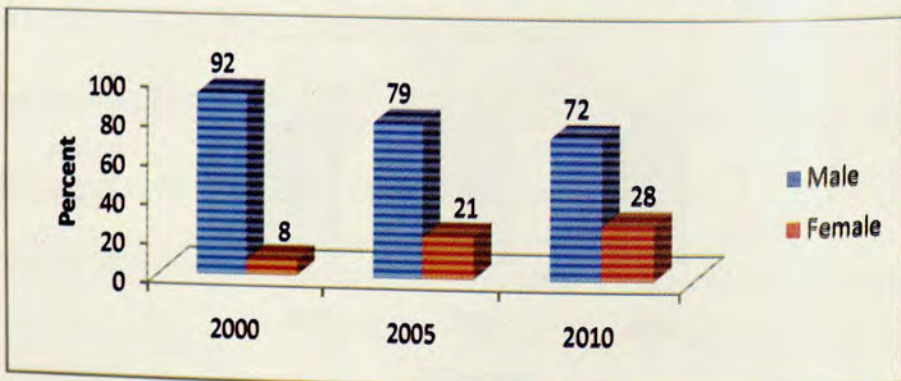


(Source: NEBE, 2000, 2005 and 2010)

Almost a similar pattern is witnessed with respect to both men and women participation in voting process across the three election years (2000, 2005 and 2010), though men's percentage during 2005, as a voter, is observed with increase as compared to that in the 2000 and 2010 (Figure 49).

On the other hand, with respect to the elected persons for the Parliament, men's dominance is well witnessed (Figure 50), across all the years. Though a significant improvement in the position of women has been noticed over the time, from the year 2000 to 2010, with an increasing number of selections (from 8 in 2000 to 21 in 2005 and 28 in 2010) to represent in the Parliament.

Figure 48: Percentage of Elected persons for Parliament (HPR) by Sex & Election year

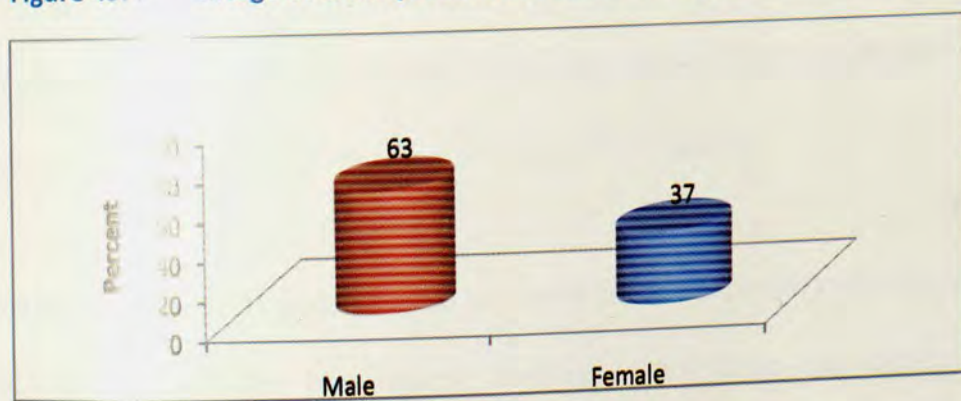


(Source: SNEBE, 2000, 2005 and 2010)

Similarly, 37% representation in the Parliamentary committees has been ensured by the women during 2010, as presented in Figure 51. This is an indication of women empowerment as far as power and decision-making is concerned.

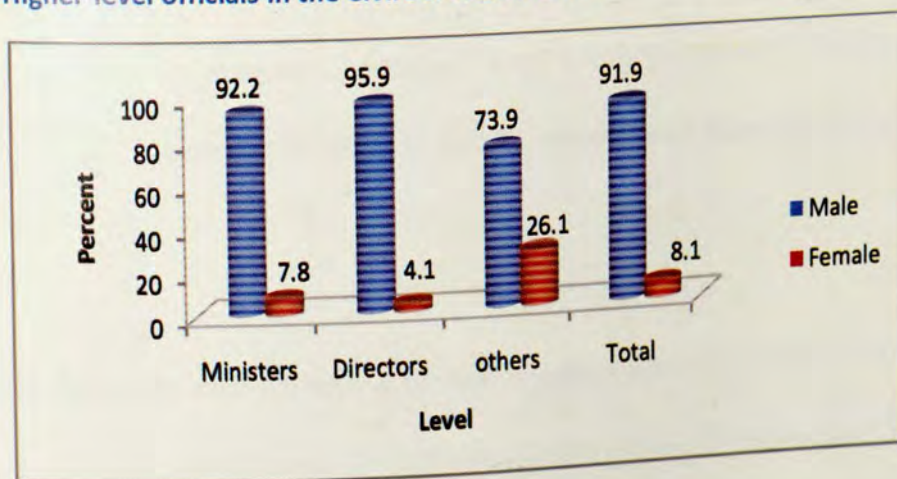
Moreover, with respect to the women representation as higher-level officials in the civil services, Figure 52 presents the statistics by the levels achieved in the year 2014. Women appeared to be remained less represented across the higher-level civil services positions (e.g., Ministers and Directors). However, with respect to other profiles (under civil services), women are observed to be having better representation, though still remained less than men.

Figure 49: Percentage of Chair-persons of Parliamentary Committees in 2010



(Source: HPR, 2010)

Figure 50: Higher-level officials in the Civil Services in 2014



(Source: MCS, 2014)

Such a data on political representation, can inform the strategists of political parties to change the gender balance of representation (though this remains outside the scope of the government action). This also provides the wider context within which public bodies might seek to promote gender equality, and in particular how they might address gender imbalances at the senior-level decision-making/managerial positions. Furthermore, to the extent that public bodies (especially government departments and regional/local government) can influence private and voluntary sector organizations and encourage them to also promote equal opportunities through such means as contract compliance, they can play a vital role in encouraging such bodies to improve data on gender balance and/or require this as a condition of funding (if any).

Data Gaps

Among the indicators that were selected to analyze the position of women and men in power and decision-making, data could not be obtained pertaining to only the following important indicators:

- Proportion of Women in the Cabinet
- Proportion of Women in Political Party Executive Committees
- Proportion of Female Government Officials in Leadership Training

Key Trends

- A minor decline in the registration of men as a voter has been witnessed, from the year 2000 to 2010, though women percentage improved consecutively.

- Men, being voters, remained dominated over women in 2000, 2005 and 2010 elections with a minor increase in the women percentage in 2010.
- With respect to elected persons for the Parliament, men dominance is witnessed in all the three elections (2000, 2005 and 2010), however, the proportion of women candidate in the parliament increased from 8% (2000) to 28% (2010).
- Little over one-third (37%) representation in the Parliamentary committees has been ensured by the women candidates in the present assembly.
- Women appeared to be remained less representing across the higher-level civil services positions (e.g. Ministers and Directors).
- However, with respect to other profiles (under civil services), women are observed to be having better representation, though still remained less than men.

5. Conclusion and Recommendations

This section presents the conclusion drawn in the light of presented statistics and guides on certain recommendations.

5.1. Conclusion

The purpose of this study is to review statistical evidence of gender inequalities and data gaps in the Ethiopian context, while examining a range of key areas of social and economic life, and to suggest ways in which such statistical evidence may be used to inform the development of gender equality schemes, undertaking gender impact assessments, and policy formulation. The data included in the report is provided in a gender disaggregated form, which allows comparisons to be made between men - women and boys-girls. There is, however, somewhat extra amount of gender disaggregated data available for different regions within Ethiopia, either in published form or within regional (administrative) datasets, which could be further analyzed, even at the local authority/area level.

The discussion in relation to gender (women and men, and boys and girls) position in the Ethiopian economy is set in the context of policies and efforts being made for fostering greater gender equality, across the specified sectors like education, health, agriculture etc. Though, many of the statistics indicate general trend, which is expected to support policy-making objectives but cannot provide direct measures of policy impacts.

This study reveals that certain important steps have already been taken by the GoE in the past few years towards gender equality, though much remains to be done to achieve the goal, perfectly. More specifically, in education, gender disparities are being reduced at least at primary

levels, but remain critical in the context of higher education (including TVET). Moreover, the gender differentials in enrolment at primary level widen in high school/preparatory and tertiary levels of education.

However, challenges in obtaining data in gender disaggregated form were experienced in the sectors and systems (MIS) dealing with poverty and welfare, health, economy and employment, agriculture, power and decision-making, water, sanitation and electricity, and roads/transport. Additionally, no gender-specific data (as identified for the purpose of analysis) pertaining to poverty and welfare, water, sanitation and electricity, and roads/transport were found out in the respective line ministries' MIS.

On the other hand, while labor force statistics reveal that many of the working age women are unemployed and those who are employed in general belong to manufacturing and service sectors, agriculture is found to be more dominated by men presence than women. This may be attributed to the fact that agriculture requires more muscular power and stamina to work with (being traditional farming in most of the cases) as compared to manufacturing and service sector where individual's knowledge and skills are better supported by machines/technologies like computers etc.

On the part of health, while life expectancy at birth in the case of girls is observed to be relatively higher than boys, there remained relatively high mortality for boys as compared to girls across the infant, child and under 5 years age categories. There appeared to be an increasing trend of contraceptive use among the people of young age (between 15 and 39 years) between

2000 and 2011, though a major shift has been noticed between 2005 and 2011, except in the higher age (above 40).

The percentage of malnutrition is higher for the age 15-19 years for men and women, with men exceeding women across all the age categories. Even though a declining trend pertaining to HIV prevalence has been noticed for younger ages (15-24) from 2000 to 2005 and 2011, for both men and women, women appeared to be the prominent victims, particularly in the age 25-34 years.

With respect to agriculture, while less women's crop production than men is witnessed between 2011/12 and 2013/14, under representation of women has been observed pertaining to both land and animal ownership.

With respect to power and decision-making, while a minor increase in the registration of men has been witnessed between 2000 and 2005, as a voter, further decline is being observed in 2010. Moreover, while men dominance is well witnessed in the context of elected members of the Parliament, 37% representation in the Parliamentary committees has been ensured by the women candidates during 2010. This, to some extent, reveals women empowerment as far as power and decision-making is concerned, at higher levels.

Such trends in gender inequalities affect many aspects of social and economic life, being inter-related with each-other. For example, continuing gender imbalances (unequal division of labor) in informal care (unpaid job at home) create barriers to gender equality, and determine the patterns of participating in political and public life by restricting the time and money available to women. Generally, the data indicate that despite some convergence in the position of women and

men, in some areas, significant gender inequalities persist and put the women on disadvantage. Though, in some instances the position of boys and men is disadvantaged compared to girls and women. Moreover, the patterns reflecting women's disadvantage educationally, economically and socially, are observed throughout Ethiopia with varying degrees.

Such cases have called for solid efforts to put into action through the initiatives like National Women's Policy (NWP) and the Rural Development Programs (RDPs) to achieve the ultimate goal of gender equality, by considering that major gender problems/disparities persist more in the rural Ethiopia than urban. Furthermore, the National Gender Policy (NGP) and Constitution are meant to provide some strong background that the government (both at federal and regional levels) and the development partners should use in order to handle gender specific issues/problems/activities.

In a nutshell, the indicators presented in this report suggest certain degree of progress being made in achieving gender equality across the discussed sectors, but continued gender disparities are also highlighted, perhaps, caused by ineffective implementation of the associated frameworks (policies, strategies, laws etc.). With respect to the gender aggregated data across the line ministries, varying patterns have been noticed. While MoE is found to be having a detailed presentation of educational statistics by gender (through EMIS and annual abstracts), MoA and MoH databases and reports are relatively weak in generating gender specific statistics. At the same time, CSA surveys are reported to be well oriented in capturing gender specific data/information on different issues like demographics and health (as observed through DHS).

5.2. Recommendations

In the light of gender data analysis and conclusion drawn from the associated findings, following recommendations can be forwarded in general and specific to sub-sections being analyzed:

General Recommendations

- Challenges were faced in obtaining data in gender disaggregated form from the sectors and systems (MIS) dealing with poverty and welfare, health, economic and employment, agriculture, power and decision-making, water, sanitation and electricity, and roads/transport. Therefore, line ministries dealing with such areas should enrich their database with gender disaggregated data being collected as a part of their normal routine (to be called administrative data) or via survey (if applicable).
- Collection and analysis of such data on a regular interval by concerned line ministries/authorities will be helpful in solving gender issues and in developing mitigation policies. As seen in the context of different line ministries, data disaggregation should be promoted through CSA (by giving capacity building training to them) to help understanding specific gender gaps across different sectors of the economy and mitigating them by crafting and implementing adequate strategies. The MoE's EMIS can be considered as a model approach to database in collecting and producing various gender specific statistics by other sectoral ministries too (concerning to their data disaggregation).
- Despite of the fact that political commitment and legal support, along with certain institutional arrangements, are being witnessed in the Ethiopian context, effective implementation of the plans/strategies remain mandatory to minimize the gender gaps at

least in the stated public service domains (Education, Health etc.). Furthermore, for effective implementation of any policy, institutional frameworks/arrangements enabling mainstreaming of gender issues across different programs/activities should be in place, and particularly focusing on the requirements of rural Ethiopia.

- Social partners should be of good help in solving gender issues and promoting gender equality within and between societies/communities through behavioral changes at large.
- Furthermore, in order to speed-up the empowerment of women in Ethiopia, it is believed that public-private partnership would play an important role. This will promote their economic and social status through employment generation, specifically targeted to women (may be via reservation in certain areas like primary education etc.) and their possession of certain resources, through specially allocated funds for women empowerment initiatives/programs.

Demography/Population

- With respect to demography and population statistics, a total of 14 indicators were selected for the analysis purpose, however only 9 were found to be reported in the Census and other surveys carried out by the CSA. This reveals certain degree of gap to be filled by incorporating the missing indicators in the forthcoming surveys and census studies.

Economy/Labor Force

- Among the indicators that were selected for the purpose of gender analysis pertaining to the labor force and employment/unemployment statistics, the data pertaining to 19 were

obtained from the Labor Force surveys of the CSA. This still requires additional collection of indicators that remained uncovered in the past surveys.

- The national and local economic development strategies should take consideration to how to facilitate women's effective participation (full-time work) in the labor market.
- Gender balancing in the employment can be performed through equal opportunities that are to be provided to the women both in the public and private domains, while the earlier should also work like a controller and/or monitoring authority for the latter.

Education and Training

- Similar to other sectors, among the indicators were identified for the purpose of analysis to reveal gender inequalities pertaining to the education and training domains, only 15 were found to be available through the EMIS of the MoE in gender aggregated form. Therefore, efforts should be made by the concerned sector to collect and provide the remaining information/data in gender aggregated format for analysis and decision-making purposes.
- Additionally, priority should be given to programs that focus on improving girls' education and retaining them in schools, along with a concentration on gender sensitive rural development, and targeted to bring 'cultural revolution' towards gender equality, generally in all aspects, by considering region specific problems/issues.

Health and Nutrition

- Among the indicators were selected to perform gender analysis on the health related issues, however, data pertaining to only 12 indicators were obtained through the DHS of

the CSA. Surprisingly, the Health-sector Management Information System (HMIS) was found to be not recording/producing concerned data in gender disaggregated manner. Therefore attempts should be made to incorporate the remaining/uncovered indicators on gender basis to help identify any gaps and to facilitate gender-specific decision-making and policy development in the health sector.

Agricultural Sector

- Most important gender indicators, which were identified for the purpose of analysis to reveal gender inequalities pertaining to the agricultural sector could not be obtained from both CSA's Annual Agricultural Sample Surveys and MoA administrative data. Therefore, steps should be taken to produce such statistics at the MoA level in a more gender-specific manner pertaining to the identified indicators.

Power and Decision-making

Among the indicators that were selected to analyze the position of women and men in power and decision-making, data could not be obtained pertaining to some important indicators. This shows certain degree of gaps in the gender-specific data relevant to determine women in power (being authorities) and associated decision-making. Thus, steps should be taken to enlarge the gender-specific data domain pertaining to ministries, public-services (e.g., police etc.), universities, courts etc.

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Annex

Gender Indicators with no data availability in recommended Data Sources

I) Demography/Population

Indicators	Data source
Sex ratio at birth (boys per girls)	Population Census (CSA)
Life expectancy at birth (years) by sex	Population Census (CSA)
Life expectancy at birth and at selected ages for each sex	Population Census (CSA)

II) Poverty and Welfare

Indicator	Data source
Total poverty head count (poverty Incidence) by sex of household head	HICS
Food poverty head count by sex of household head	HICS
Total poverty gap by sex of household head	HICS/WMS
Food poverty gap by sex of household head	HICS
Proportion of households under poverty line (PPP base) by sex of household head	HICS

III) Economy (Employment)

Indicator	Data source
Percentage of married workforce, by sex	LFS
Long-term unemployment rate (% total unemployment)	LFS
Percentage of the informal sector labor force that is female by branch of economic activity, for total, urban and rural areas	LFS

IV) Education and Training

Educational Characteristics of the Population Indicators

Indicator	Data source
Mean years of Schooling of Population 15 years and over	EMIS
Teachers trained in primary and secondary education, by sex (percentage)	EMIS
School life expectancy, by sex (number of years of school a child can expect to receive)	EMIS
School survival expectancy, by sex (number of years of school a child already in school can expect to receive)	EMIS

Survival rate to last grade of schooling, by sex	EMIS
Illiteracy rates by sex and broad age group, for total, urban and rural areas,	EMIS
Number of teachers by sex and educational level taught, for total, urban and rural areas	EMIS
Progression to secondary school, male (%)	EMIS

V) Health Sector

Indicator	Data source
Number of primary health-care centers nearby, by sex	DHS/HMIS
Number of cases that tele-diagnosis, imagery, and treatment is used on rural patients, by sex	DHS/HMIS
Number of new doctors, nurses, and nursing assistants trained and dispersed to underserved areas, by sex	DHS/HMIS
Waiting time to receive health care, by sex	DHS/HMIS
Successful diagnostic rate, by sex (percentage)	DHS/HMIS
Patients served by doctors using personal digital assistants, by sex (percentage and ratio)	DHS/HMIS
Community disease, by sex (number, percentage)	DHS/HMIS
Community knowledge of HIV	DHS/HMIS
Vitamin supplementation, by sex (percentage)	DHS/HMIS
Calorie consumption as a percentage of minimum requirements, by sex	DHS/HMIS
Sex before age 15 years, by sex	DHS/HMIS
Sex with multiple partners, by sex	DHS/HMIS

VI) Agriculture Sector

Indicator	Data source
Adoption of extension messages by sex of holder or sub-holder	CSA Agriculture surveys/ MoA
Agriculture insurance purchase, by sex and percentage working in agriculture	CSA Agriculture surveys/ MoA
Contributing family workers, by sex and percentage of total employed	CSA Agriculture surveys/ MoA
Distance from the fields to the homestead, by sex of holder or sub-holder	CSA Agriculture surveys/ MoA
Irrigation, erosion control and water harvesting structures access, by sex of holder or sub-holder	CSA Agriculture surveys/ MoA
Poverty alleviation grants recipients of vulnerable population, by sex	CSA Agriculture surveys/ MoA

Access to selected agricultural technologies by sex of holder or sub-holder	CSA Agriculture surveys/ MoA
Selected tools, equipment and machineries access, by sex of holder or sub-holder	CSA Agriculture surveys/ MoA
Property and asset ownership (other than land), rights or access to own, by sex of ownership	CSA Agriculture surveys/ MoA
Percentage of houses owned by male, female, jointly held	CSA Agriculture surveys/ MoA
Number of new extension agents hired, disaggregated by sex	CSA Agriculture surveys/ MoA
Number of users of technology, disaggregated by sex	CSA Agriculture surveys/ MoA
Number of employees hired to manage resources, educate others about traditional knowledge or disseminate new technologies/practices, disaggregated by sex	CSA Agriculture surveys/ MoA
Proportion of Women Receiving Skills Training for Income Generation	CSA Agriculture surveys/ MoA
Drought or other disaster affected HH by sex of HH head	CSA Ag. survey/ MOA
Drought or other disaster affected HHs supported in food items by sex of HH head	CSA Ag. survey/ MOA
Drought or other disaster affected HHs supported in non-food items by sex of HH head	CSA Ag. survey/ MOA
Annual change in value productivity per livestock unit by sex of HH head	CSA Ag. survey/ MOA
HHs using improved farm practices by sex of HH head	CSA Ag. survey/ MOA
Membership of HHs in farmers' organization rural cooperatives by sex of HH head	CSA Ag. survey/ MOA
Membership of HHs in rural Financial institutions by sex of HH head	CSA Ag. survey/ MOA
HHs having access to market information by sex of HH head	CSA Ag. survey/ MOA
average number of DAs and SMS per farming/pastoral HH disaggregated by sex	CSA Ag. survey/ MOA

VII) Power and Decision-making

Indicator	Data source
Proportion of women in the Cabinet	Civil service/ Parliament
Proportion of women in Political Party Executive Committees	Civil service/ Parliament
Proportion of women in Executive Positions in the Civil Service	Civil service/ Parliament
Proportion of female Government Officials in Leadership Training	Civil service/ Parliament
Parliamentary committee chaired by women (%)	Civil service/ Parliament
People eligible to vote by sex (%)	Civil service/ Parliament
Women in local civil service ministries (%)	Civil service/ Parliament
Appointed in senior-level positions in political and civil service by field, level and sex	Civil service/ Parliament
Female legislators, senior officials and managers (% of total)	Civil service/ Parliament
Women's share of ambassadors	Civil service/ Parliament
Women's share of central bank board members	Civil service/ Parliament
Women's share of constitutional court members	Civil service/ Parliament
Women's share of heads of universities	Civil service/ Parliament
Women's share of members of municipal councils or other local area governing bodies	Civil service/ Parliament
Women's share of police officers	Civil service/ Parliament

