

Network of Ethiopian Women Associations (NEWA)

1/15/2021

Report on Achievements, Gaps and Challenges of the BEIJING
+25 Implementation by Ethiopian Government in Relation to
Women's Economic Empowerment and Unpaid Care Works

Kassahun Belay , Tel.251-911 73 02 33
,E-mail:frekasu@gmail.com

Table of Contents

List of Acronyms.....	0
I. Executive Summary.....	0
1. Introduction.....	3
2. Objectives of the Assignment.....	4
3. Scope of the work.....	4
4. Approach and methodology.....	4
4.1. Approach.....	4
4.2. Methodology.....	5
5. Findings in Relation to Beijing +25 Report of Ethiopia on Women’s Economic Empowerment and Unpaid Care Work.....	6
5.1. Women’s Economic Empowerment Efforts s.....	7
5.1.1. Women’s Entrepreneurship and Women’s Enterprises.....	11
5.1.2. Access to and control over economic resources and opportunities.....	12
5.1.3. Social Protection and Child Care Services.....	13
5.1.4. Gender responsive budgeting.....	15
5.1.5. Leadership and Advancement.....	15
5.1.6. Education and Training.....	16
5.2. Inclusive Development, Shared Prosperity and Decent Work.....	16
5.2.1. Women’s Participation in Paid Work and Employment.....	16
5.2.2. Women and Unpaid Care Works.....	19
5.2.3. Efforts to Address Unpaid Care and Domestic Work Burden.....	25
5.3. Employment and Informal Economic Sector.....	27
5.3.1. Women’s Engagement in Informal Economic Sector.....	34
7. Major gaps.....	36
8. Major Challenges.....	37
9. Conclusion.....	39
10. Recommendations.....	40
11. References.....	46
12. Annexes.....	48

List of Acronyms

BDPFA- Beijing Deceleration and Platform for Action

ESDP- Education Sector Development Plan

FDRE- Federal Democratic Republic of Ethiopia

GEWE – Gender Equality and Women Empowerment

GoE- Government of Ethiopia

GTP-Growth and Transformation Plan

HPR- House of Peoples’ Representatives

HSDP- Health Sector Development Plan

MoWCY- Ministry of women, Children and Youth Affairs

MSEs - Micro, Small and Medium Enterprises

NEWA- Network of Ethiopian Women Association

UCDW- Unpaid Care and Domestic Work

UNDP- United Nation Development Program

WIEGO-Women in Informal Employment: Globalizing and Organizing

I. Executive Summary

Ethiopia's remarkable achievements made through laws, policies and/or programs and structures for the last 5 years in promoting women's empowerment and gender equality are promising. Accordingly, prominent achievements have been recorded in the areas of political participation and public leadership, elimination of harmful practices and access to reproductive health services. Primarily is the coming into position of a female president and the gender parity that was achieved in the Cabinet of the new Prime Minister Abiy Ahmed in 2018. Ethiopia has now joined the very few countries in the world with a cabinet comprised of 50 percent of women along with a female head of State. Following that, chief positions outside the cabinet such as the Federal Supreme Court President, National Electoral Board Chair are now filled by women for the first time in the nation's history. Women's representation in the Federal Parliament (the House of Peoples' Representatives-HPR) showed a significant increase from 27.9 percent in 2010 to 38.8 percent in 2015.

However, the Beijing +25 report as well as other evidence show that Ethiopian women are entangled with multifaceted problems and challenges which among them, women's economic empowerment and unpaid care work are some of the most important ones that remain to be a focus of intervention in the coming years. Thus, NEWA commissioned this assignment to capture and analyze the achievements, to identify existing gaps and major challenges so as to emphasize the need for enhanced programming and actions by relevant stakeholders on women's economic empowerment and unpaid care works.

The overall objective of the assignment was to produce evidence based analytical report on the situation of women's economic empowerment and unpaid care works with great due attention to implementation of Beijing +25 report by Ethiopian Government.

*The methodology employed to draw the analyzed report on women's economic empowerment and unpaid care works in reference to Beijing+25 report was focused on review of various reports and study documents that are linked with the execution of **Beijing +25 with commitments great emphasis to women's economic empowerment and unpaid care work.***

The needs in addressing the constraints on women's economic empowerment came out as fundamental to lasting, inclusive, and sustainable economic growth, poverty reduction, and food

security, and to the achievement of gender equality by donors, international organizations, and governments.

Thus, to draw this report on women's economic empowerment and unpaid care works, the BDPFA areas of concerns and strategic objectives, the SDGs and respective targets as well as GTP II and strategic pillars are reviewed and analyzed. To understand the advancement of BDPFA commitments by Ethiopian government towards women's economic empowerment, various perspectives including women's entrepreneurship and women's enterprises, access to and control over economic resources and opportunities, social protection and childcare services, gender responsive budgeting practices, leadership and advancement, and education and training are reviewed and analyzed.

As an advancement towards economic empowerment of women, their entrepreneurship that resulted in the establishment of about 439,117 micro and small enterprises, and about 1.9 million small and medium enterprises occupied by women, the job created for women in mega enterprises made. In the MSEs sector, women benefited in job creation (41 percent), access to government support (33 percent), access to credit (33 percent), and market networking (39 percent). According to Beijing + 25 report (2019), more than 2.2 million entrepreneurs have been organized in groups and were able to set up small and medium enterprises (SMEs). SMEs engaged in manufacturing, urban agriculture, construction, service and trade sectors have created 3.9 million new jobs between 2014/15 and 2017/18, and of these, 1.9 million (48.7 percent) were occupied by women.

The progression towards access and control over productive resources like land, house and property ownership became decisive for improving women's economic empowerment. To effect this, the GoE has exerted efforts for the past five years and substantial gains in increasing women's access to land and housing achieved. Positive development in terms of job creation for Ethiopian women as it is ushering more women into paid full-time jobs through a thirteen- year Industrial Strategic Plan (2013-2025) is encouraging as well.

Another component in supporting the advancement of women's economic empowerment is the issue of unpaid care works. Besides, often unpaid care and domestic works have been considered a private, domestic matter and there has been little evidence gathered about its extent or distribution in different contexts (rural/ urban etc). As a result, there has been limited

understanding of the impact of unpaid care and domestic work on women and it has received little consideration in public policy.

Despite the remarkable advancements, number of challenges both structural and incidental, have truncated the progress in the advancement of Women's Economic Empowerment towards the realization of commitments in the BDPFA. These challenges have manifested in different manners across sectors and they have been affected differently by various factors. Overall challenges observed in relation to women's economic empowerment and unpaid care works are summarized in terms of:

- *Capacity and Resources Constraints,*
- *Discriminatory Social Norms (cultural norms, traditions and related practices) and Stereotypes,*
- *Humanitarian Crisis,*
- *Poor infrastructure and technology,*
- *Control over and access to productive resources and market information*

Thus, the following perspectives as major recommendations would play very important roles for women's economic empowerment and in addressing UCDW towards achievement of BDPFA commitments by taking in to account existing contexts:

- a) ***Enabling institutional framework:*** *assisting all sector ministers to establish and implement laws, policies, and institutions that support women's economic empowerment, economic security, and rights;*
- b) ***Increase and consolidate women's economic opportunities:*** *support women to secure decent work, successfully establish and grow their businesses or increase their agricultural productivity and earnings;*
- c) ***Strengthen women's agency:*** *building women's ability to identify and act on economic opportunities, define, influence, and make economic decisions; and challenge social and cultural norms.*

1. Introduction

The Government of Ethiopia (GoE) is strongly committed to promoting gender equality and women's empowerment and has adopted a few institutional and policy measures that support these goals. Gender equality and empowerment of women (GEWE) is positioned as a national priority and at the center of all policy, legal and institutional frameworks. It has been integrated in ongoing development processes yielding momentous achievements over the past years. This is anchored in the national policy framework by mainstreaming gender within key national development plans such as the Growth and Transformation Plan (GTP) and sector specific plans such as the Education Sector Development Plan (ESDP), the Health Sector Development Plan (HSDP), Industrial Strategic Plan, etc.

As part of the gender equality commitments, Ethiopia has been implementing the Declaration of the Beijing platform for Action for the last 25 years. The Government of Ethiopia has adopted the major objectives and strategies of the BDPFA as part of the country's development and poverty reduction strategy that has been implemented for more than 20 years. Thus, actions are taken towards the provision and strengthening of institutional structures for the coordination and monitoring of actions on gender mainstreaming. Practical commitments were also been made in putting gender issues part and parcel of the development plans, and in applying gender responsive budgeting. This was complemented by the integration of GEWE within the national human rights framework through the National Human Rights Action Plan; budgetary commitment through gender responsive budgeting, and the development and strengthening of institutional structures for the coordination and monitoring of actions on gender mainstreaming. This has contributed to strengthened policy, legal and institutional frameworks aimed at promoting and accelerating concerted efforts on gender equality in all spheres of life that have brought about notable achievements in the social, economic and political spheres. To strengthen accountability, the government has also issued proclamation No. 1097/2018 that requires all government institutions to address women's issues in policies, laws, and development programs and projects. This has also been accompanied by the institutionalization of gender responsive budgeting (GRB) through the promulgation of Proclamation No.970/2016.

As part of the requirements set in the implementation of the Beijing Platform for Action, the government to measurement and report progresses made in implementing the objectives and commitments made in promoting gender equality and women's empowerment. Accordingly, the government of Ethiopia has produced the fifth report which is going to be presented at the UN some time during the end of 2020.

As per the report, Ethiopia has registered a remarkable achievement in promoting women's empowerment and gender equality; in different sectors. However, the Beijing report as well as other evidences show that Ethiopian women are entangled with multifaceted problems and challenges which among them, Women's economic empowerment and unpaid care work, women's access to justice, women in peace and security, women's health rights and women's access to health care services are some of the most important ones that remain to be a focus of intervention in the coming years.

Hence, while Ethiopia has shown promising progresses in promoting gender equality, there are still limitations that need immediate action. Thus, NEWA believes that it is necessary to amplify the achievements and identify existing gaps so that to emphasize the need for enhanced

programming and actions by relevant stakeholders. Therefore, the reason for conducting the document review was to get an insight on the main achievements, gaps and challenges of the Beijing +25 implementation in relation to **women's economic empowerment and unpaid care work**. In addition, data sources review, analysis and report writing covered women's engagement in informal economic sector. The data sources are the Beijing +25 report and from other data sources that enable to propose evidence based and strong resolutions for next actions by relevant stakeholders and by the client organization (NEWA) on stated matters.

2. Objectives of the Assignment

The overall objective of the assignment was to produce evidence based analytical report on the situation of women's economic empowerment and unpaid care work with great due attention to implementation of Beijing +25 report by Ethiopian Government. The specific objectives of analyzed report greatly focused on major policy and programme provisions, the achievements made to date, the gaps seen in this regard, major challenges and to come up with plausible recommendations and justifiable immediate actions to be done by relevant stakeholders.

3. Scope of the work

The Women's Economic Empowerment and Unpaid Care Work assessment and review report work included but not limited to address the following issues:

- The most important policy, program, and institutional provisions made to enhance women's economic empowerment and to address the issue of unpaid care work,
- The major achievements, gaps and challenges in relation to women's economic empowerment and the issue of unpaid care work (in terms of access to productive resources, access to production technologies and inputs, participation in and benefit from the country's economic resource, economic decision-making power, etc.),
- The best experiences and practices we can learn from the past interventions with regard to women's economic empowerment and the issue of unpaid care work,
- The major actions to be taken to improve the existing situation of women's economic status and the issue of unpaid care work,
- The major recommendations that need to be taken immediately to improve future achievements and to address existing gaps in relation to women's economic situations.

4. Approach and methodology

4.1. Approach

The Consultant approached the assignment in such a manner that tried to exhaustively address all available relevant documents and reviewed the inter-linkages between them. In addition, it was also necessary to exhaustively identified and reviewed the various reports and study documents that are linked with the execution of **Beijing +25 with great emphasis to women's economic empowerment and unpaid care work**. Based on the above approach therefore, the consultant produced these comprehensive documents review and analyzed report. The documents review and development of analyzed report covered all available documents indicated in the diagram on next page.

Diagram1: Institutional Document Mapping



4.2. Methodology

The proposed methodology was employed following the inception report submitted by Consultant to the client organization. The client organization has reviewed it, gave inputs and comments on the inception report, and the Consultant has addressed the comments given by the client organization.

The general methodology adhered to draw the analyzed report on women's economic empowerment and unpaid care works from Beijing+25 report by Ethiopian government is depicted on the table below. The overall activities by phases and methodological instruments were clearly highlighted and followed accordingly as stipulated on the table below.

5. Findings in Relation to Beijing +25 Report of Ethiopia on Women's Economic Empowerment and Unpaid Care Work

There is a need and growing understandings in addressing the constraints on women's economic empowerment as fundamental to lasting, inclusive, and sustainable economic growth, poverty reduction, and food security, and to the achievement of gender equality by donors, international organizations and governments.

In view of aforementioned needs and growing understandings, different researchers and organizations defined women's economic empowerment in several ways. For instance, International Center for Research on Women defined Women's Economic Empowerment as "a woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions" (Marie Golla et al., 2011, and Hunt, 2016).

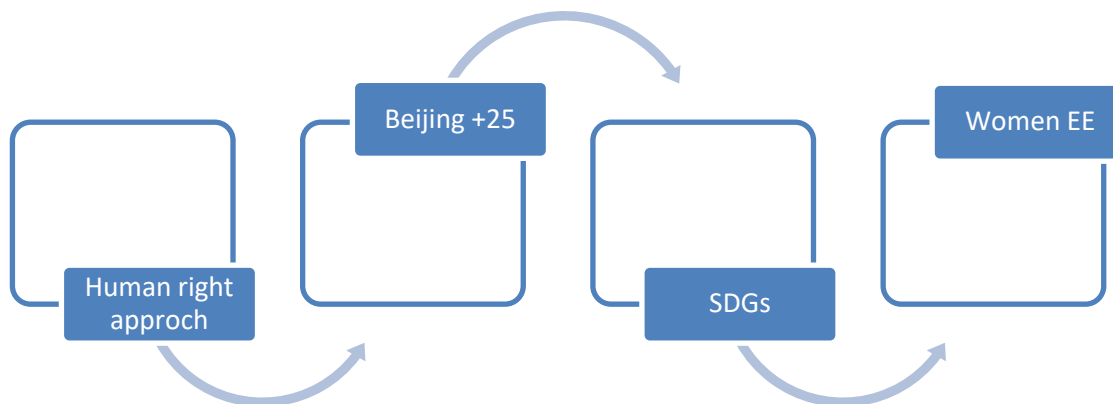
In addition, the Foreign Affairs, Trade and Development Canada (2013), women's economic empowerment combines both the concepts of empowerment and economic advancement. And the economic empowerment concentrates on factors that help women succeed and advance in the marketplace including increasing skills and access to productive resources, improving the enabling and institutional environments, and assisting women in their ability to make and act upon decisions in order to benefit from economic growth and development. Women's economic empowerment approaches have also recognized the economic empowerment as intertwined with social and political empowerment. For effective women's economic empowerment, taking into account the underlying social and cultural factors that limit women's ability to interact with and benefit from markets, such as unpaid and inequitably distributed domestic and care work, limited mobility, and the prevalence of sexual and gender-based violence became essential and any initiatives are expected to address the full range of constraints to women's economic empowerment. Women's economic empowerment is about ensuring women can achieve their full potential.

In sum, effective women's economic empowerment encompasses the following 8 building blocks and/or components.

1.	Access to safe and equitable employment opportunities	5.	Access to and control over reproductive health and family formation
2.	Access to and control over economic resources and opportunities	6.	Freedom from the risk of violence
3.	Education and training	7.	Voice in society and policy influence
4.	Social protection and childcare	8.	Freedom of movement

The women's economic empowerment and unpaid cares work analysis report has critically reviewed the Fifth National Report on Progress made in the Implementation of the Beijing Declaration and Platform for Action (Beijing +25) BDPFA report of Ethiopia. Thus, this report compasses the women's economic empowerment, unpaid cares work and women's engagement in the informal economic sector.

For purpose of this report, the following frame work among human rights, Beijing Platform, SDGs and WEE is employed.



Economic empowerment increases women’s access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and market information. WEE is rights-based, holistic, systemic, and aims to challenge mainstream economic thinking which systematically discriminates against women. In addition to important issues of decent work and of control over assets and material resources, it is also about the choices women make over their time, and requires social and political interventions.

The Beijing Declaration and Platform for Action is critically examined women and the economy. Thus, aims to ensure that the gender commitments that were included in the agreed goals of SDGs has been turned into actions.

The SDGs renewed the commitment to a transformational agenda on gender equality and the empowerment of women as ‘a crucial contribution to progress’ across the 17 goals and 169 targets, but also in a standalone goal. Goal 5 commits to ‘Achieve gender equality and empower all women and girls’ through eight targets. Under this goal the government committed to undertake reforms to give women equal rights to economic resources Goal 8 commits to ‘Decent work and economic growth’ facilitates structural transformation and economic growth by increasing the capacities of local actors which ultimately leads to WEE.

5.1. Women’s Economic Empowerment Efforts so far

Women participation and role in the economy is important for national growth. In accordance to this, the government of Ethiopia tried to encourage women’s economic development through the promotion of their employment rights and women’s participation in the economy. It has played crucial efforts towards accelerating progress for the advancement of women and girls through laws, policies and/or programs and structures for the last 5 years.

Bridging gender gaps through empowerment programs promoted by both governmental and non-governmental actors at the national and regional levels have started showing results but still have limitations. According to UNDP (2018), gender inequality index, Ethiopia ranks 121 out of 160 countries. This indicated that there is still significant gender inequality in the country. The gender gaps are manifested in unemployment, lack of access to financial services, and lack of ownership of land and other productive assets. Besides women are underrepresented in the formal sector (30.8%) and earn below men for same work. For instance, women entrepreneurs earn 35 cents while males earn 1 USD in Ethiopia. A substantial number of women (67 percent)

are employed in the informal sector while men are 33 percent, in this sector both the earnings and job security are low as observed by (IFC, 2014).

To understand the efforts made by the government for Women's Economic Empowerment in reference to Beijing + 25 report, the consultant has critically reviewed and analyzed the BDPFA areas of concerns and strategic objectives listed in the following table. In addition, the SDGs and respective targets as well as GTP II and strategic pillars directly linked to women's economic empowerment and unpaid care work are reviewed and analyzed.

To understand Ethiopian government's commitment towards advancement of women's economic empowerment various areas including women's entrepreneurship and women's enterprises, control over and access to economic resources and opportunities, social protection and child care services, gender responsive budgeting, leadership and advancement, and education and training schemes have been considered.

Table 2: Areas of Concerns and Strategic Objectives in relation to BDPFA, SGDs and GTP II for Women's Economic Empowerment

Areas of Concerns	Strategic Objectives
A. Women and Poverty	Strategic objective A.1- Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty
	Strategic objective A.2- Revise laws and administrative practices to ensure women's equal rights and access to economic resources.
	Strategic objective A.3. Provide women with access to savings and credit mechanisms and institutions
	Strategic objective A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty
B. Education and training of women	Strategic objective B.3. Improve women's access to vocational training, science and technology, and continuing education
C. Women and the economy	Strategic objective C.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources
	Strategic objective C.2. Facilitate women's equal access to resources, employment, markets and trade
	Strategic objective C.3. Strengthen women's economic capacity and commercial networks
H. Institutional mechanisms for the advancement of women	Strategic objective H.1. Create or strengthen national machineries and other governmental bodies
SDG	Target Areas
Goal 1. End poverty in all its forms everywhere	1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions

Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> ➤ Equal access for all women and men to technical, vocational and tertiary education. ➤ Access to quality early childhood development, care and pre-primary education. ➤ Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training.
Goal 5. Achieve gender equality and empower all women and girls	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
	5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services 8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
GTP II	Strategic Pillars
GTP II	Strategic Pillar 1-Sustainable Economic Growth and Risk Reduction
	Strategic Pillar 4-Maintainig Agriculture as a Major Sources of Economic Growth
	Strategic Pillar 7-Promote Gender and Youth Empowerment and Equity

5.1.1. Women's Entrepreneurship and Women's Enterprises

Economic empowerment of women through consolidation and reinforcement of women's entrepreneurship and expanding women owned enterprises has been an area of priority with notable achievements by the government. The expansion of micro, small and medium enterprises (MSMEs) which has also prioritized the creation of women entrepreneurs and supporting women's access to paid jobs are the priority areas by the government for advancement of women's economic empowerment efforts. To withstand challenges women faced in relation to access to finance, market networking and training on entrepreneurship, specific initiatives that focused on facilitating access to finance through saving and credits, provision of capacity building and skills training in business and entrepreneurship, creation and strengthening of market access for women entrepreneurs have been launched by the government. In relation to aforementioned efforts for instance, the BDPFA + 25 (2019) report has managed to show and presented that the economic empowerment of women through promoting women's entrepreneurship that resulted in the establishment of about 439,117 micro and small enterprises owned by women, and about 1.9 million small and medium enterprises occupied by women, the job created for women in mega enterprises.

According to FDRE progress on BDPFA (2019) report, about 439,117 women are engaged in small scale enterprises out of which 144,597 were provided with market access and networking opportunities. In the MSEs sector, women benefited in job creation (41 percent), access to government support (33 percent), access to credit (33 percent), and market networking (39 percent). According to Ethiopian government the BDPFA + 25 (2019) report, overall, more than 2.2 million entrepreneurs have been organized in groups and were able to set up small and medium enterprises (SMEs). SMEs engaged in manufacturing, urban agriculture, construction, service and trade sectors have created 3.9 million new jobs between 2014/15 and 2017/18. Of these, 1.9 million (48.7 percent) were occupied by women.

The aforementioned achievements and efforts or actions taken by the government are advancement of women's economic empowerment that directly hit BDPFA progress, ***the women and economy area of concern***. In doing so, the following strategic objectives of BDPFA under the women and economy area are addressed as well.

- **Strategic objective F.1.** Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources,
- **Strategic objective F.2.** Facilitate women's equal access to resources, employment, markets and trade,
- **Strategic objective F.3.** Provide business services, training and access to markets, information and technology, particularly to low-income women.

The government efforts with the appropriate combination of relevant policy direction and implementation with public financing enabled this encouraging advancement of women's economic empowerment resulted in created jobs, market access, and access to finance and assets which greatly contributed to the reduction of unemployment and poverty among women by improving their economic situation.

However, as reflected on the report, women-owned firms tended to be smaller, are concentrated in low productivity, low-technology, and low-growth sectors and there is huge gap in ensuring

the transformation of women owned small enterprises to medium enterprises and women's entry into manufacturing.

In addition, in Ethiopia, multiple projects have developed to fight against the persistent gender inequality and are advancing female empowerment as entrepreneurs and business owners. For example, The Women Entrepreneurship Development Project (WEDP) was created to provide funding and business support for female entrepreneurs in Ethiopia. According to the World Bank, "As of March 2019, more than 12,000 women entrepreneurs took loans and over 16,000 participated in business training."

In addition, the number of women benefiting from microcredit services and large-scale loans still remains low. This was due to the fact that the actors minimal efforts and actions taken for achievement of the BDPFA '*strategic objective F.4. Strengthen women's economic capacity and commercial networks*' with business organizations, non-governmental organizations, and cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self-help groups and other groups.

5.1.2. Access to and control over economic resources and opportunities

The government of Ethiopia progressed women's ownership of houses or land in both urban and rural areas of the country increasingly through the implementation of the GTP II. This progression towards access and control over productive resources like land, house and property ownership became decisive for improving women's economic empowerment. To effect this, the GoE has exerted efforts for the past five years and substantial gains in increasing women's access to land and housing achieved. Concerning land ownership rights therefore, the ownership rate of women has reached around 40 percent, while 25 percent own land jointly with someone. Through the implementation of the nation-wide land certification program, millions of women became owners of land and gained right certificates either jointly with their spouse or separately, and women's land holding certificates reached more than 8.5 million in 2015. In addition, under the GTP II (2015/16-2019/20), GoE targeted to certify the land use rights of an additional 2,594,135 land holders by 2020, and so far, 2,164,178 women have been granted land use certificate which is 83.4% achievement.

The stated efforts and achievements by the GoE of are an advancement towards concern areas of *Women and Poverty with Strategic objective A.2- Revise laws and administrative practices to ensure women's equal rights and access to economic resources* for BDPFA commitments.



However, overall, the proportion of landholder women **stood at 20 percent**.

The EDHS 2016, report indicated that about 16.7 percent of women aged 15-49 in rural areas owned a house alone while 38.4 percent owned a house jointly with someone else. The number is lower for urban women where 7.7 percent owned houses alone and 17.9 percent jointly. In the urban housing sector, the government continues to implement a scheme, i.e, 30 percent of constructed low-cost condominium houses are reserved for women while the 70 percent are equally allotted for men and women. According to the report hence, from total beneficiaries of the low-cost housing program at federal level, the proportion of women beneficiaries reached 52 percent while 47 % in regional states.

However, the gender gap in terms of access to and control over productive resources still remains much higher in urban areas despite the progress noted. The UNDP (2018), asserted that the availability of gender inequality index, and Ethiopia ranks 121 out of 160 countries indicating that still there are significant gender inequality. These gender inequalities are manifested in unemployment, lack of access to financial services, and lack of ownership of land and other productive assets.

In sum, the Being +25 government report 2019 indicated that the combined efforts including the general legal and policy reforms to ensure women's equal access to productive resources such as land and housing, specific programs including the quota system in housing allocation, the certification policy, and relevant public budget investments have contributed to the overall increase of such access for women that improved their economic status.

Such efforts of the government therefore, are achievements towards commitment of *Sustainable Development Goal 5: Achieve gender equality and empower all women and girls, and target 5.a undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. In addition, efforts of the government indicate BDPFA progress on the Women and the economy areas of concern in addressing Strategic objectives:*

-  ***C.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources,***
-  ***C.2. Facilitate women's equal access to resources, employment, markets and trade***

Nevertheless, as indicated on Being +25 government report 2019, rapid urbanization along with increasingly scarce public resources, unmatched budgetary allocations, and rural areas land scarcity and weak productivity posed threats and a great challenge to improve the lives of urban women and rural women respectively.

In tackling such threats and challenges however, the strengthened public-private coordination by the government is visible as a major gap area. This again shows the limitations or gaps on the side of the government to achieve the BDPFA commitment under area of concern ***'Institutional mechanisms for the advancement of women on strategic objective H.1. Create or strengthen national machineries and other governmental bodies.'*** This is to mean that various actions including *'strong political commitment, create a national machinery, where it does not exist, and strengthen, as appropriate, existing national machineries, for the advancement of women at the highest possible level of government are required. It should have clearly defined mandates*

and authority; critical elements would be adequate resources and the ability and competence to influence policy and formulate and review legislation; among other things, it should perform policy analysis, undertake advocacy, communication, coordination and monitoring of implementation.'

5.1.3. Social Protection and Child Care Services

women's economic empowerment (WEE) including (but not limited to): i) enabling women's access to small productive assets such as livestock, as well as assets like land via access to credit; ii) promoting access to both formal and informal credit for both men and women, as the schemes' regular payments may be considered a loan guarantee; iii) in some cases, cash transfers to female-headed households lead

to larger economic gains, because such households invest more in economic assets; and iv) increasing women's decision-making power and choices.

Pursuant of the National Social Protection Policy 2014, the Ethiopian government employed the social protection program include promotion of productive safety net; promotion of employment opportunities and improving livelihoods; promotion of social insurance and increasing equitable access to basic social services; and providing legal protection and support to citizens exposed to violence and oppression. To this end, various strategies, and programs such as the health extension and the productive safety net programs contribute towards the implementation of the policy. The Policy also envisages the provision of skills training and micro-finance credit services for the poor and vulnerable as well as the establishment of labor market information system. The social security schemes focus on the vulnerable, which includes children, women, people with disabilities, elderly people, the underemployed and those at risk because of social and natural problems and others.

One of the main thematic areas of the policy implementation is the employment sector owing to the dire need to reduce unemployment in the country and to promote livelihoods. This is complemented by the National Employment Policy and Strategy that is aimed at scaling up women's capacity in training and creating access to job opportunities in different industry and labor market demands. One of the best features of the social protection system in Ethiopia is the PSNP, which recognizes the risks and vulnerabilities of women and girls. Generally, PSNP as a social protection program, is designed to address concerns of social equity such as gender equality and to apply measures that improve social services to vulnerable groups in addition to enhancing incomes and capabilities. The Program incorporates employment opportunities; direct cash transfer; household asset building; small scale social cash transfers including non-contributory pensions; disability grants; cash grants to very poor families with children; and low interest loans aimed at poor households that have the capacity to engage in the economic activities. The household asset building gives priority to female-headed households through its program of preventing asset depletion by assisting food insecure households to transform their productive systems. Overall, more than 50 per cent of the beneficiaries of the PSNP were women.

The PSNP is designed to ensure that women at all levels benefit equally from the program by taking into account maternal and childcare responsibilities. Gender-specific actions that transform the inequalities between women and men have been identified through gender analysis and mainstreaming.

Gender specific components of the PSNP include the exemption of pregnant and lactating women and caretakers of malnourished children from public works, flexible hours and light work for women, and introducing Water Sanitation and Hygiene (WASH) interventions that eased women's time and labor burden in fetching water from longer distance. The Urban Food Security Strategy, the National Social Protection Policy, Urban Development Policy, Job Creation Strategy and Household Asset Building Programs are initiatives of the Government to reduce women's poverty and enhance and sustain development outcomes favorable to women. The government has also been implementing a comprehensive social protection program to help the poor maintain their livelihood.

In connection with childcare services, the new legislation (Civil Servants Proclamation (No. 1064/2017) that guarantees equal pay for equal work among men and women as well as the

provision of day care in office spaces. In recognition of the fact that the burden of childcare hold women back in the labor force, the mandatory provision for government institutions to put in place childcare facilities goes a long way in improving the rights of women when operational nationwide. However, only close to 75-day care facilities have been established across various government institutions for working mothers, and they are non-existent in private and public companies. This burgeoning effort is an important step towards reducing the burden of work-family balance on women and increases their participation and efficiency in paid work as reported above.

5.1.4. Gender responsive budgeting

The Government has integrated a Gender Responsive Budgeting (GRB) in the program budget process through the adoption of the Finance Proclamation No. 970/2016. The Proclamation requires sectors to integrate gender perspectives into the preparation of budget programs in order to enhance the participation and benefit of women from the economy.

In relation GRB for instance, the Ministry of Agriculture's (MoA) flagship program, Mainstreaming Gender in Agriculture Sector, provided the road map through which gender equality to be achieved in agriculture and rural development is one example which is acknowledging women's valuable contribution to the sector and the rural economy, and promising. Measures have been taken to ensure the participation of rural women in the formulation and implementation of policies and programs concerning them through community-based approaches that give particular attention and support was granted to Women Development Groups that are playing instrumental roles in the economic empowerment of women in the rural context.

Furthermore, Women and girls in rural areas of Ethiopia used to walk long distances to access safe and clean water. To address this, the government has set up schemes for the provision of a safe water source within a short distance (one and half a kilometer) that can significantly reduce the amount of time spent and the burden of fetching water, giving women more time and opportunity to engage in other productive activities. Regarding education, the government has been allocating a huge amount of budget for building schools, providing school facilities etc. Due to this, female enrollment has increased and dropout rate has reduced significantly.

The Government invested an increased budget to the MoWCY and gender offices in ministries that has strengthened gender mainstreaming across the sectors. The Beijing +25 2019 report, hence, shows an overall increment in the allocation of the budget towards the advancement of women and promotion of gender equality.

However, lack of disaggregated data on the implementation of measures under the GRB provisions of the Finance Proclamation and its impact in drawing significant resource mobilization to eliminate the discrimination of all forms. Studies still show wide gender gap in the budget in many sectors and budget constraint continued to be a major challenge for gender equality and the advancement of women in Ethiopia.

5.1.5. Leadership and Advancement

Although women are extremely active in Ethiopian economy, they are typically found in the lowest-level positions and face structural and cultural barriers to advancement. Different researches revealed that many lower-income women did not see a career path in their industry. While there are a few examples of women in executive roles in organizations and companies in Ethiopia, limited practices for role models and mentorship opportunities, challenges related to advancement of women are exacerbated.

Organizations and companies should ensure that promotion and recruitment processes are fair and transparent, and they should take steps to reduce unconscious bias that may contribute to discrimination. They should encourage informal and formal leadership opportunities to help women build self-esteem and develop tangible leadership skills. Companies and organizations should also support initiatives outside the workplace, such as women's networks and associations.

5.1.6. Education and Training

Throughout Ethiopia, women's lower education levels limit their access to career opportunities, particularly in higher-paying technical or leadership roles. Organizations and companies should use numerous levers to strengthen education and skills for girls and women. Although many companies provide on-boarding training, still more investments are needed in job-specific training at different points in a woman's career, as well as life-skills training in the workplace. By sponsoring technical training and internships for young women, companies can help to develop a pipeline of skilled workers. Companies also can advocate for greater public investments and incentives to keep girls in school.

5.2. Inclusive Development, Shared Prosperity and Decent Work

5.2.1. Women's Participation in Paid Work and Employment

Job creation

In spite of persistent gender gaps across all sectors, Women's involvement in the labor force of the country has been growing progressively over the years. For instance, in 2016/2017 women held 36.53 percent of the positions in government employment at national level compared to 32.8 percent in the year 2009/2010. Again, according to EDHS 2016, about 48 percent of married women aged 15-49 were employed as compared with the 99 percent of their male counterparts in the same age group. The fast growth of the Ethiopian economy over the last decade has resulted in an increased participation of women in the labor force. The overall participation of women in the Ethiopian labor market has grown to 77.8 percent even though the significant proportion of the participation (36 percent) is in the informal sector. The Ethiopian government has applied relevant measures to promote equal access for women to employment and to eliminate discrimination against women in the informal economic sector. With the view to monitor the proper implementation of the labor law, a labor inspection system has been established which asserts the implementation of such rights both in private and public sectors covered by the law. The labor inspection service operates from the federal to the regional level by assigning labor inspectors mandated to follow-up and inspect the minimum working conditions of workers which has integrated gender indicators in order to detect gender-based violations or

discrimination. For instance, maternity leave, sexual harassment, etc. are among the minimum working conditions included in the checklist of the inspection manual to be implemented regularly. Whenever non-compliance is identified, labor inspectors would provide instructions to the employer to take corrective actions within a certain period or they will also refer the matter to court. This indeed being an important tool to audit and redress gender-based discrimination and violations at work, there is however less gender analysis and reporting. Specific actions taken by inspectors on gender issues, the amount and nature of complaints involving gender-based discrimination and the achievements hitherto are not well documented. There needs to be a systematic capacity development to ensure the gender responsiveness of the labor inspection mechanism and to strengthen its effectiveness in addressing the rights of women workers. A thirteen- year Industrial Strategic Plan (2013-2025) which seeks to increase employment opportunities for Ethiopians has been adopted by the Government. The strategy prioritizes labor intensive, women-dominated sectors such as textile and garment, meat, leather and leather products, and agro-processing; potentially providing increased employment opportunities for women. The implementation of this strategy during the reporting period has indeed proved to be a positive development in terms of job creation for Ethiopian women as it is ushering more women into paid full-time jobs in the said sectors. It is important to note that the strategic framework aims to bring more women not only to low skilled job but also to medium and high skilled ones. Accordingly, 60 percent of low and medium skilled jobs and 30 percent of skilled jobs are targeted to be held by women by 2020. In addition to participation in jobs created through MSMEs, millions have also found employment in regular and mega development projects undertaken by the government. For instance, so far under GTP II, 5.5 million new jobs have been created with women taking a considerable share of these jobs' opportunities. As reported in the 2017/2018 fiscal year by the government, 133,000 jobs were created in industrial parks across the country with a substantial majority going to women (for example, 89.7 percent and 90 percent of new positions in Bole Lemi and Hawassa industrial parks were occupied by female workers respectively).

The aforementioned efforts and the strategic plan by the government are the advancement towards achieving its BDPFA, area of concern ***'Women and the economy with two strategic objectives including C.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources, and strategic objective C.2. Facilitate women's equal access to resources, employment, markets and trade.'***

In addition, the above efforts and initiatives by the government are the advancement towards its commitment of the SDG and GTP II, targets and strategic pillars as depicted **on table 2 above.**

Increased women's participation was also observed in the emerging manufacturing sub-sectors such as ICT manufacturing, but women still tend to be overrepresented **in lower skills strata at production.** There is more prevalent gap in high skilled jobs or traditionally male dominated sub-sectors such as the chemical and metal engineering industries (for example only 10 percent and 20 percent of women work as high skill production workers in these sub-sectors respectively). The trend in women's participation in manufacturing sector shows high concentration in textile and garment, and agro-industry processing, food and beverage (traditional and domestic labor dominated) and other limited agro processed exportable goods. Women are underrepresented in managerial or higher positions in almost all sub sectors. This is mainly attributed to societal biases about women's leadership role in general and perceptions

about managing manufacturing as “difficult” for women. Similarly, they are also underrepresented in labor unions and sectoral associations which has detrimental implications on their collective bargaining. The importance of the government’s job creation schemes in opening entry points for millions of Ethiopian women into formal paid work cannot be overemphasized. The setback however remains that most of these jobs are **low-skilled** and **low wage** which will reinforce the concentration of women in such type of jobs. This coupled with the absence of minimum wage implemented in the private sector, will leave women far behind in securing decent jobs with the desired entitlements to improve their lives and enjoy their rights. Moreover, lack of decent working conditions and heightened risk of GBV in industrial parks are constantly reported. Closer assessment of the sector further identified that limited information about opportunities, lack of safe and affordable housing, lack of flexible working conditions and essential facilities, weak protection from workplace violence and harassment, limited reproductive health knowledge and services, and absence of gender structures in most factories constitute among the major challenges facing female workers in accessing and maintaining employment in the manufacturing sector. On the other hand, stark gaps in implementation of equal pay for equal work, and workplace safety have become dominant in certain sectors such as construction. The gender pay gap between women and men (23 percent) in some sectors and the large concentration of women in the informal sector (36 percent) who are not covered by social and labor protection has become a huge concern. In particular, the lack of adequate protection for domestic workers leaves them to be heightened vulnerability to abuse and exploitation.

The stated gaps on women’s employment across sub-sectors are the limitation areas of the government on exerting its efforts to achieve the following commitment for women’s economic empowerment.

- BDPFA area of concern *‘Institutional mechanisms for the advancement of women on the Strategic objective D.I. Create or strengthen national machineries and other governmental bodies,*
- SDG 5. Achieve gender equality and empower all women and girls with its targets:
 - ✓ 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

Oversees employment

Another government’s commitment on women’s is the new *Overseas Employment Proclamation* (Proclamation No. 923/2016) which aims to improve the working conditions and protect the rights of Ethiopian migrant workers. The law requires a bilateral labor agreement for labor exchange to occur, sets the minimum age of labor migrants, calls for the appointment of labor *attachés* in Ethiopian embassies abroad and defines their functions, provides for the establishment of an independent public employment agency to identify and train migrant workers, and imposes more responsibilities and accountability on private employment agencies with greater government oversight of their activities. The proclamation stipulates strict requirements for licensing and advertising by private agencies for overseas employment and provides penalties for violation of the stipulations. Accordingly, in order to improve the working conditions and protect the rights of Ethiopian migrant workers, the government has signed bilateral overseas labor agreements with four Middle East countries, major destinations for Ethiopian migrant workers, especially women seeking to be hired in domestic work. Efforts are

also being made to assign labor attachés to provide advice and follow-up in Ethiopian embassies and missions in countries where there are significant numbers of Ethiopian migrant workers. Ethiopia has recently reached an agreement with Saudi Arabia and Qatar on a minimum wage for Ethiopian domestic workers in those countries. Further negotiations on the same are also ongoing with the UAE and Kuwait. These measures, coupled with the labor agreements are expected to improve the working conditions of Ethiopian migrant workers.

Employment policy

To ensure Gender-Sensitive Workplaces and Benefits or to improve the overall gender responsiveness of the labor market, the government employed the employment policy to come up with gender specific strategies that include: strengthening women for targeted vocational and skill training programs to ensure the competency of women in the labor market; providing appropriate legal protection for women against gender related discrimination in the labor market and employment and at workplace; strengthening supports that enhance the benefits of women in projects and programs aimed at job creation; providing support to improve the accessibility of women to benefit from programs aimed at enhancing business skills; improving the productivity and income of women by enhancing the supply of technologies; and providing the necessary support to establish day- care centers in or around working premises. This is a progressive policy framework that has laid the foundation for the positive practices that are mentioned in this section in relation to employment.

5.2.2. Women and Unpaid Domestic and Care Work

Unpaid care and domestic tasks such as cooking, cleaning, caring for children and collecting fuel and water are often considered to be ‘women’s work’ or not considered to be work at all. And the heavy and unequal workload this creates for women has a negative impact on their health, well-being, participation in public life, and livelihood opportunities, particularly in the poor countries.

Too often unpaid care and domestic work has been considered a private, domestic matter and there has been little evidence gathered about its extent or distribution in different contexts (rural/ urban etc). As a result, there has been limited understanding of the impact of unpaid care and domestic work on women and it has received little consideration in public policy.

But fortunately, this situation is now starting to change. International institutions, national governments, local authorities and the private sector are increasingly open to addressing unpaid care to achieve their goals on gender equality, poverty reduction and economic development. And they’re looking for evidence about unpaid care and domestic work and ideas about appropriate interventions.

There is significant opportunity for practitioners wanting to influence on unpaid care and throws up some challenges. Many policy makers still don’t recognize the link between unremunerated care work and economic policy and their own attitudes and circumstances may make them reluctant to tackle the issue. Those seeking to influence on unpaid care and domestic work need to find appropriate entry points through which to engage decision makers, effectively disarm their pre-conceptions and objections, and help them to identify what they can do within their own remits and contexts.

According to the UN's Economic and Social Council, survey data from 83 countries and areas shows that on average women spend three times longer than men on unpaid domestic and care work. Globally, women's unpaid care work ranges from a maximum of 8 hours and 10 minutes or 34 per cent of a 24-hour day (ILO, 2019). In Ethiopia women spent an average of 9.0 hours on care as a primary or secondary activity, while the average for men was 0.7 hours. Women typically spend disproportionately more time on unpaid care work than men (ILO, 2019). According to OXFAM household care service study in 2015, the hours spent by women in any care is 15.22 and men 2.9 hours in 24 hours. A research conducted in 6 lower income countries (including Ethiopia) shows that women spend on average 13 hours a day with care responsibility: "supervising" dependents, direct care work they do such as cooking and child care.

Women's overwhelming responsibility for unpaid care work is not only a major barrier to gender equality but also violates their rights to education, political participation, decent work and leisure, although the issue rarely receives the attention it merits from Ethiopian governments and international institutions. Ignoring unpaid care work has been called a "major failure" in governments' obligations to promote equality and non-discrimination under international human rights law for carers, as well as many of the people who receive their care like children, elders and people with disabilities.

Due to overburden of women by UCDW, the Sustainable Development Goals (SDGs) gave due attention to it to be addressed. In connection to this hence, SDG 5 is on gender equality and women's empowerment and it has specific commitments on care through Indicator 5.4 to 'Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate'. Addressing unpaid care contributes to achieving a range of other SDGs, including Goals 2, 4 and 8.

- Under SDG Goal 2 working on unpaid care contributes to increasing agricultural productivity and food security. Rural women's heavy and unequal UCDW limits how much time they can spend on agricultural work, which in turn limits households' agricultural output.
- SDG 4 (education) – ensures inclusive and equitable quality education and promote lifelong learning opportunities for all. However, because of the pressure of the unpaid care work by girls and women in most of the urban and rural settings of most of the developing countries, their access to education and learning opportunities were very much limited. Unpaid care work limits girls' participation and achievement rates in school. Girls' unequal share of unpaid care responsibilities is widely recognized as one of key barriers to girls' participation and attainment in higher primary and secondary education in developing countries including Ethiopia.
- SDG 8 (sustainable economic growth) – Promotes sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all. Reducing women's UCDW hours increases women's labour force participation rate with clear positive implications for economic growth, for example, through time- and labor-saving technology, infrastructure, and public services.

Unpaid care work according to various socioeconomic characteristics observed the gaps and variations between women and men in time use and can even be amplified depending on

geographical location (urban or rural areas), age group, education level, activity status, employment status, income group, marital status and presence of children in the household.

5.2.2.1. Unpaid care work by geographical location

ILO in its worldwide time use survey report, the geographical location used areas distinguished as the capital city, another major city (the economic capital for instance), secondary urban areas, semi-urban areas and rural areas. For comparison purposes and in order to avoid complexity, only two areas: rural and urban employed for this report. The analysis is based on the respective shares of women and men in paid work and in unpaid care work, in urban and rural areas, in absolute terms (number of hours) and in relative terms (share of the total burden).

In Ethiopia, time spent by women and men in unpaid care work in urban areas 10.25 hours while men 2.75. Likewise, in rural area 12.7 hours and men 5.8 hours. Time spent by women in paid work is longer in rural areas than in urban areas as rural areas are characterized by a vast agricultural population. A striking feature is that in almost all countries including Ethiopia women dedicate more time to unpaid care work in rural areas than in urban areas. The reason is that unpaid care work is usually less time consuming in urban areas, because these types of unpaid activities may become more capital intensive, there is better access to basic infrastructure, labour-saving devices and processed food, whereas in rural areas lot of time can be devoted to the processing of food products (pounding of grains for example and also water and wood fetching).

5.2.2.2. Unpaid care work by age group

According to ILO, defining youth, adults and the elderly by age groups is not easy. The age group of 15-24 or 15-29 is commonly used in high-income countries, whereas in Africa youth is defined (for instance, by the African Union) as comprising the whole range from 15 to 35 years. The 65+ age group most commonly defines the elderly, but in high-income countries the age group 75+ is sometimes used.

In Ethiopia, youth and adult women spend almost as much time (12.5 hours) when comparing with elderly (6.25 hours) in unpaid care work. Contrary to Ethiopia in most countries young women generally spend less time than adults in unpaid care work. The average time devoted to unpaid care work for women at the global level (including 75 countries) is 4 hours and 37 minutes or 19.7 per cent of a 24-hour day. In all regions, the number of hours spent by women in unpaid care work declines in old age, whereas the time spent by men in these activities increases during this transition mean that men strongly increase their time in unpaid care work when getting older.

5.2.2.3. Unpaid care work by educational level

Classifications by educational level are also far from being harmonized. In some countries secondary education is split into lower and higher education levels. In such cases, we have opted for the higher level. Pre-schooling is sometimes included in primary education and finally some countries distinguish between university level and other post-secondary levels. In order to make

comparisons possible, the university level was retained. However, and despite such heterogeneity in the categories, it is possible to identify some patterns. Therefore, ILO used the classification of none, primary, secondary and tertiary.

Women time spent in unpaid care work by educational level in Ethiopia decreases when education goes up. None educated women spent 13.3 hours per day, women in primary and secondary education level spent 11.2 hours and women in tertiary level spent 8.5 hours per day. In the other hand none educated men spent 6.2 hours and 4.5 hours those who have primary education.

The general pattern that emerges from the ILO report is that women's time spent in unpaid care work declines with the increase in educational level. In Ethiopia, the more educated men are, the less time they devote to unpaid care work. Women with tertiary level spend more time in paid work than their counterparts with secondary level and primary level. More generally the explanation for this drop in paid work when the educational level increases could be that in the countries concerned, women strongly participate to the labor force, mainly in informal employment and therefore by necessity. When this necessity is lacking, in more well off households, women may prefer to dedicate more time to household care.

5.2.2.4. Unpaid care work by activity status

The activity status distinguishes between the active and the inactive, and among the active, the employed and the unemployed. Challenges to comparisons come from the fact that in many countries several categories of inactive are distinguished, mainly including the “female housekeepers”, the “male retirees”. In other cases, the divide is between those “working” and “not working” or the “employed” and the “not employed,” the latter category including the “unemployed”. In addition, among the “employed”, the employed “full-time” and “part-time” are sometimes distinguished. The ILO published data do not make possible the aggregation of several sub-categories, therefore opted for the most representative (and aggregated) categories in this report.

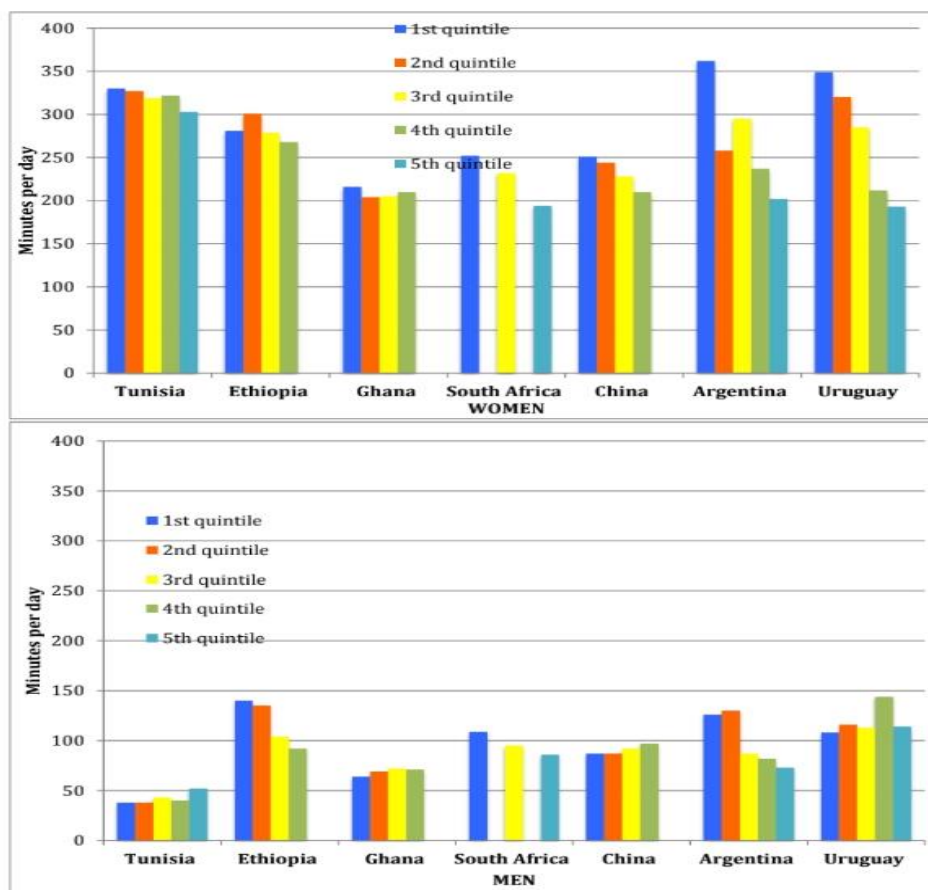
In Ethiopia the ILO source depicted that employed women spent 12.5 hours in unpaid work, unemployed spent 13.3 hours and the inactive is 8.7 hours. While employed men worked for 5.8, unemployed and inactive for 3.7 hours respectively. The same sources depicted that on average, in the 27 countries for which data were gathered, the average time spent in unpaid care work by employed women is 4 hours per day, as compared with 5 hours and 9 minutes for the unemployed and 5 hours and 14 minutes for the inactive. In Ethiopia, contrary to Asia, Europe and Latin America countries it is observed that inactive women spend less time than unemployed women in unpaid care work, and most often more than the employed themselves. As to employed men, they spend an average of 1 hour 30 minutes per day in unpaid care work, against 2 hours and 11 minutes for the unemployed and 2 hours and 5 minutes for the inactive. In most countries, men increase their involvement in domestic work and care when they are unemployed or inactive. Similar to women, in many countries in all regions, unemployed men dedicate more time to unpaid care work than their inactive counterparts. The reason is that the elderly represents a large share of the inactive.

5.2.2.5. Unpaid care work by income groups

Income groups may refer to household expenditures or to household income and therefore being classified by expenditures or income groups, or by quintiles.

In Ethiopia women in the second quintile income group spend 12.5 hours in unpaid work and women in the 1st, 3rd, 4th and 5th quintile spend 11 hours in unpaid care work. Men spend 5.4 hours in 1st and 2nd quintiles income group and 3.7 hours in 3rd and 4th quintiles income group. This signify that the more women work for pay or profit, the more the household income grows up. It means that women's work is a determinant factor of the household's standard of living and also that women's work is more socially accepted in well-off households. Women's unpaid care work is obviously downward oriented and as to men's unpaid care work, highlighted two different patterns, meaning that men reduce their time dedicated to unpaid care work as the household progresses through the income brackets, whereas the contrary occurs - though not regularly showing slow changes in cultural habits among higher-income groups. Such findings do not imply that unpaid care work does not improve living.

Figure 1: Time spent in unpaid care work by income group, 7 countries.



Source ILO, 2019).

5.2.2.6. Unpaid care work by marital status

Classifications of marital status are also very different by the details they provide. Generally, many sub-categories are used: officially married/living together, married monogamous/married polygamous, and on the other hand divorced, separated, widowed are often distinguished. Here again where aggregation revealed not to be possible, we have chosen the most numerous categories.

As regards unpaid work (ILO 2019), married women see a dramatic increase of their unpaid care work burden. In Ethiopia married women spend 15 hours in unpaid work, single women spent 10.4 hours, widowed 12.5 and divorced 11.6 hour respectively. In the other hand married men 9.1 and single 8.3 hours spend in unpaid work. Women's burden doubles for married women compared with singles and men counter parts. In Ethiopia Men's burden, in unpaid care work declines when married and rises up when divorced. Thus, in Ethiopia, whereas married women lessen their time dedicated to paid work where they leave the labor market at marriage or at first birth.

5.2.2.7. Unpaid care work by presence of children in the household and their age group

Maternity and care of children are major determinants of the increase of time spent in unpaid care work within the household. In order to capture changes in time-use due to childcare, survey reports use different methodologies. In Ethiopia, four categories have been defined: no children in the household; presence of children under 5 years of age and presence of children aged between 6 to 18 years.

Many study showed that, time dedicated to unpaid care work noticeably increases with the presence of children, and in particular of children less than 5 years old, in all reviewed countries (ILO, 2019). Women who have children under 5 years of age spend 14.5 hours in unpaid work, women who have children from 6 to 18 years spend 10.4 hours and women who have no children spend 9 hours respectively. In the other end, men who have children under 5 years of age spend 6 hours, men who have children from 6 to 18 years spend 4.5 hours and men who have no children spend 4 hours. From the data we can say that women spend more than doubles in unpaid work when compared to men counter parts. Men's unpaid care work even declines in all study countries with the presence of a young child.

5.2.3. Efforts to Address Unpaid Care and Domestic Work Burden

National and international governments has been attempting to address women equality through all round interventions. The Sustainable Development Goals (SDGs), SDG 5 is on gender equality and women's empowerment and it has specific commitments on care through Indicator 5.4 to 'Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate'. Addressing unpaid care contributes to achieving a range of other SDGs. Research comparing situations across a large number of countries has shown that a reduction of women's unpaid care work by 2 hours per day is related to a 10% increase in women's labour force participation rate (OECD Development Centre, 2014). Furthermore, several studies have found that fully closing gender gap in formal labour force participation could boost GDP by 5 to 20 percent for most countries. On the other hand, redistributing UCDW responsibilities between men and women is also important for challenging and shifting social norms around the gendered roles of women as 'caregivers' and men and 'breadwinners'. For this to happen, we need *recognition* by policymakers of UCDW as a development, economic and gender equality issue through better time-use data, inclusion in public policy etc.

Given the significance of UCDW as a development, economic, and gender equality issue in Ethiopia, there is a need to establish a coordinated multi-sectorial response across organisations and institutions with a role to play in recognising, reducing or redistributing UCDW in Ethiopia. A national multi-sectoral working group, convened by Oxfam and the Ministry of Women Children and Youth Affairs and composed of a range of development organizations, government sector Ministries, INGOs, Multilateral organizations, donors, and other stakeholders, would provide a unique platform to do this.

Under SDG Goal 2 working on unpaid care contributes to increasing agricultural productivity and food security. Rural women's heavy and unequal UCDW limits how much time they can spend on

agricultural work, which in turn limits households' agricultural output (Feminist Economics, April 2017).

SDG 8 (sustainable economic growth) – Promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Reducing women's UCDW hours increases women's labour force participation rate with clear positive implications for economic growth for example, through time- and labour-saving technology, infrastructure and public services.

It is crystal clear that Infrastructure investments have an untapped potential to reduce women's unpaid care work. Improved access to safe water and sanitation, clean energy, and the introduction of labour- and time-saving technology, as well as gender-sensitive approaches to transport and urban planning, have strong potential to improve women's use of time. All can lead to a reduction in drudgery and significant progress on women's economic opportunities, health, education, leisure and well-being. There is also huge, as-yet unrealised potential for infrastructure to be a “‘game changer’ for women's economic empowerment” and – specifically – to play a more intentional and expanded role in relieving women's time poverty by reducing drudgery (OXFAM, 2015).

Currently, few infrastructure programmes set out explicit aims to reduce – and even fewer to redistribute – women's unpaid care work. Even those that have these aims do not systematically monitor their impacts, or monitor them in a disaggregated way. Thus, while reducing drudgery and negative impacts on women's health and well-being is a priority alongside reducing time poverty, particularly for poorer women and girls in rural areas, there is little evidence of a consistent practice or attempts to capture impact on unpaid care work. However, where women are collectively engaged in consultative processes in the design of projects or decisions on how infrastructure investment funds are used, time-saving infrastructure or labour-saving technologies are more likely to be prioritised (ICRW, 2005).

However, Oxfam's the **4Rs approach i.e.**, Recognise care work; Reduce difficult inefficient tasks; Redistribute responsibly for care more equitably and Representation of care givers in decision making via the **WE-CARE Project** in Ethiopia very is encouraging and important initiative in influencing the government to address the UCDW.

Despite the potential for infrastructure to greatly reduce the time and effort needed for unpaid care work, there is no guarantee it will make a difference for women. The infrastructure sectors remain heavily male-dominated, making it difficult to design systems and investments that are inclusive of diverse user needs. Context-specific gender analysis is critical to ensure that investments are based on an understanding of the socio-cultural context and of local women's own priorities. If not, they may risk having unforeseen negative consequences on other dimensions of women's economic empowerment and potentially causing harm. Restrictive gender roles and lack of necessary skills may curtail women's and girls' ability to benefit from labour-saving technologies.

While labour-saving technologies have tremendous potential to reduce drudgery and free up time, scaling up through market-based solutions can be a challenge. This is particularly true for poorer households in contexts where existing social norms undervalue women's labour or markets are not sufficiently developed. Public financing and subsidies can mitigate these issues, and should be complemented by access to these technologies as well as information and awareness campaigns that highlight benefits and incentivize household investments (ActionAid, 2017).

Furthermore, the government's efforts to address UCDW and economic advancement is progressed through poverty reduction under core objective and central development agenda. Measures that

have been taken to ensure vulnerable sections of society including women and girls benefited from the overall economic growth of the country include incubated in all the sectors: education and training, health, employment, asset ownership and other relevant areas.

5.3. Employment in Informal Economic Sector

Ethiopia is a low-income country with an impressive growth performance—averaging over 9 percent per year since 2000. Whilst the country has made strong progress in reducing the barriers to women’s economic participation, persistent gaps in formal sector employment, education levels and economic opportunities for women may be holding back growth. Gender equality is also an important development objective, as evidenced by its inclusion in the 2030 Sustainable Development Goals (SDGs). This report then focus on identifying existing gender gaps in Ethiopia and recommends the authorities’ policies in informal economy sector, with a focus on women’s economic engagement.

The informal economy provides the largest share of employment globally vital to the jobs, incomes, and consumption of poor women and men. Of those that are employed globally, 61.2% are in the informal economy (ILO, 2018). Poor people are more likely to be in informal than formal employment (Avirganet al., 2005; IIED, 2016; ILO, 2018; Bonnetet al., 2019).

According to the international advocacy group WIEGO (Women in Informal Employment, Globalizing and Organizing), in developing countries more women are employed in the informal economy than the formal economy. It accounts for the lion’s share of employment for women but less so for men. Within the informal economy, men’s share of informal wage employment is higher

5.2.2. Women and Unpaid Domestic and Care Work

Unpaid care and domestic tasks such as cooking, cleaning, caring for children and collecting fuel and water are often considered to be ‘women’s work’ or not considered to be work at all. And the heavy and unequal workload this creates for women has a negative impact on their health, well-being, participation in public life, and livelihood opportunities, particularly in the poor countries. Too often unpaid care and domestic work has been considered a private, domestic matter and there has been little evidence gathered about its extent or distribution in different contexts (rural/ urban etc). As a result, there has been limited understanding of the impact of unpaid care and domestic work on women and it has received little consideration in public policy.

But fortunately, this situation is now starting to change. International institutions, national governments, local authorities and the private sector are increasingly open to addressing unpaid care to achieve their goals on gender equality, poverty reduction and economic development. And they’re looking for evidence about unpaid care and domestic work and ideas about appropriate interventions.

There is significant opportunity for practitioners wanting to influence on unpaid care and throws up some challenges. Many policy makers still don’t recognize the link between unremunerated care work and economic policy and their own attitudes and circumstances may make them reluctant to tackle the issue. Those seeking to influence on unpaid care and domestic work need to find appropriate entry points through which to engage decision makers, effectively disarm their pre-conceptions and objections, and help them to identify what they can do within their own remits and contexts.

According to the UN's Economic and Social Council, survey data from 83 countries and areas shows that on average women spend three times longer than men on unpaid domestic and care work. Globally, women's unpaid care work ranges from a maximum of 8 hours and 10 minutes or 34 per cent of a 24-hour day (ILO, 2019). In Ethiopia women spent an average of 9.0 hours on care as a primary or secondary activity, while the average for men was 0.7 hours. Women typically spend disproportionately more time on unpaid care work than men (ILO, 2019). According to OXFAM household care service study in 2015, the hours spent by women in any care is 15.22 and men 2.9 hours in 24 hours. A research conducted in 6 lower income countries (including Ethiopia) shows that women spend on average 13 hours a day with care responsibility: "supervising" dependents, direct care work they do such as cooking and child care.

Women's overwhelming responsibility for unpaid care work is not only a major barrier to gender equality but also violates their rights to education, political participation, decent work and leisure, although the issue rarely receives the attention it merits from Ethiopian governments and international institutions. Ignoring unpaid care work has been called a "major failure" in governments' obligations to promote equality and non-discrimination under international human rights law for cares, as well as many of the people who receive their care like children, elders and people with disabilities.

Due to overburden of women by UCDW, the Sustainable Development Goals (SDGs) gave due attention to it to be addressed. In connection to this hence, SDG 5 is on gender equality and women's empowerment and it has specific commitments on care through Indicator 5.4 to 'Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate'. Addressing unpaid care contributes to achieving a range of other SDGs, including Goals 2, 4 and 8.

- Under SDG Goal 2 working on unpaid care contributes to increasing agricultural productivity and food security. Rural women's heavy and unequal UCDW limits how much time they can spend on agricultural work, which in turn limits households' agricultural output.
- SDG 4 (education) – ensures inclusive and equitable quality education and promote lifelong learning opportunities for all. However, because of the pressure of the unpaid care work by girls and women in most of the urban and rural settings of most of the developing countries, their access to education and learning opportunities were very much limited. Unpaid care work limits girls' participation and achievement rates in school. Girls' unequal share of unpaid care responsibilities is widely recognized as one of key barriers to girls' participation and attainment in higher primary and secondary education in developing countries including Ethiopia.
- SDG 8 (sustainable economic growth) – Promotes sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all. Reducing women's UCDW hours increases women's labour force participation rate with clear positive implications for economic growth, for example, through time- and labor-saving technology, infrastructure, and public services.
- Unpaid care work according to various socioeconomic characteristics observed the gaps and variations between women and men in time use and can even be amplified depending on geographical location (urban or rural areas), age group, education level, activity status,

employment status, income group, marital status and presence of children in the household.

5.2.2.1. Unpaid care work by geographical location

ILO in its worldwide time use survey report, the geographical location used areas distinguished as the capital city, another major city (the economic capital for instance), secondary urban areas, semi-urban areas and rural areas. For comparison purposes and in order to avoid complexity, only two areas: rural and urban employed for this report. The analysis is based on the respective shares of women and men in paid work and in unpaid care work, in urban and rural areas, in absolute terms (number of hours) and in relative terms (share of the total burden).

In Ethiopia, time spent by women and men in unpaid care work in urban areas 10.25 hours while men 2.75. Likewise, in rural area 12.7 hours and men 5.8 hours. Time spent by women unpaid work is longer in rural areas than in urban areas as rural areas are characterized by a vast agricultural population. A striking feature is that in almost all countries including Ethiopia women dedicate more time to unpaid care work in rural areas than in urban areas. The reason is that unpaid care work is usually less time consuming in urban areas, because these types of unpaid activities may become more capital intensive, there is better access to basic infrastructure, labour-saving devices and processed food, whereas in rural areas lot of time can be devoted to the processing of food products (pounding of grains for example and also water and wood fetching).

5.2.2.2. Unpaid care work by age group

According to ILO, defining youth, adults and the elderly by age groups is not easy. The age group of 15-24 or 15-29 is commonly used in high-income countries, whereas in Africa youth is defined (for instance, by the African Union) as comprising the whole range from 15 to 35 years. The 65+ age group most commonly defines the elderly, but in high-income countries the age group 75+ is sometimes used.

In Ethiopia, youth and adult women spend almost as much time (12.5 hours) when comparing with elderly (6.25 hours) in unpaid care work. Contrary to Ethiopia in most countries young women generally spend less time than adults in unpaid care work. The average time devoted to unpaid care work for women at the global level (including 75 countries) is 4 hours and 37 minutes or 19.7 per cent of a 24-hour day. In all regions, the number of hours spent by women in unpaid care work declines in old age, whereas the time spent by men in these activities increases during this transition mean that men strongly increase their time in unpaid care work when getting older.

5.2.2.3. Unpaid care work by educational level

Classifications by educational level are also far from being harmonized. In some countries secondary education is split into lower and higher education levels. In such cases, we have opted for the higher level. Pre-schooling is sometimes included in primary education and finally some countries distinguish between university level and other post-secondary levels. In order to make

comparisons possible, the university level was retained. However, and despite such heterogeneity in the categories, it is possible to identify some patterns. Therefore, ILO used the classification of none, primary, secondary and tertiary.

Women time spent in unpaid care work by educational level in Ethiopia decreases when education goes up. None educated women spent 13.3 hours per day, women in primary and secondary education level spent 11.2 hours and women in tertiary level spent 8.5 hours per day. In the other hand none educated men spent 6.2 hours and 4.5 hours those who have primary education.

The general pattern that emerges from the ILO report is that women's time spent in unpaid care work declines with the increase in educational level. In Ethiopia, the more educated men are, the less time they devote to unpaid care work. Women with tertiary level spend more time in paid work than their counterparts with secondary level and primary level. More generally the explanation for this drop in paid work when the educational level increases could be that in the countries concerned, women strongly participate to the labor force, mainly in informal employment and therefore by necessity. When this necessity is lacking, in more well off households, women may prefer to dedicate more time to household care.

5.2.2.4. Unpaid care work by activity status

The activity status distinguishes between the active and the inactive, and among the active, the employed and the unemployed. Challenges to comparisons come from the fact that in many countries several categories of inactive are distinguished, mainly including the “female housekeepers”, the “male retirees”. In other cases, the divide is between those “working” and “not working” or the “employed” and the “not employed,” the latter category including the “unemployed”. In addition, among the “employed”, the employed “full-time” and “part-time” are sometimes distinguished. The ILO published data do not make possible the aggregation of several sub-categories, therefore opted for the most representative (and aggregated) categories in this report.

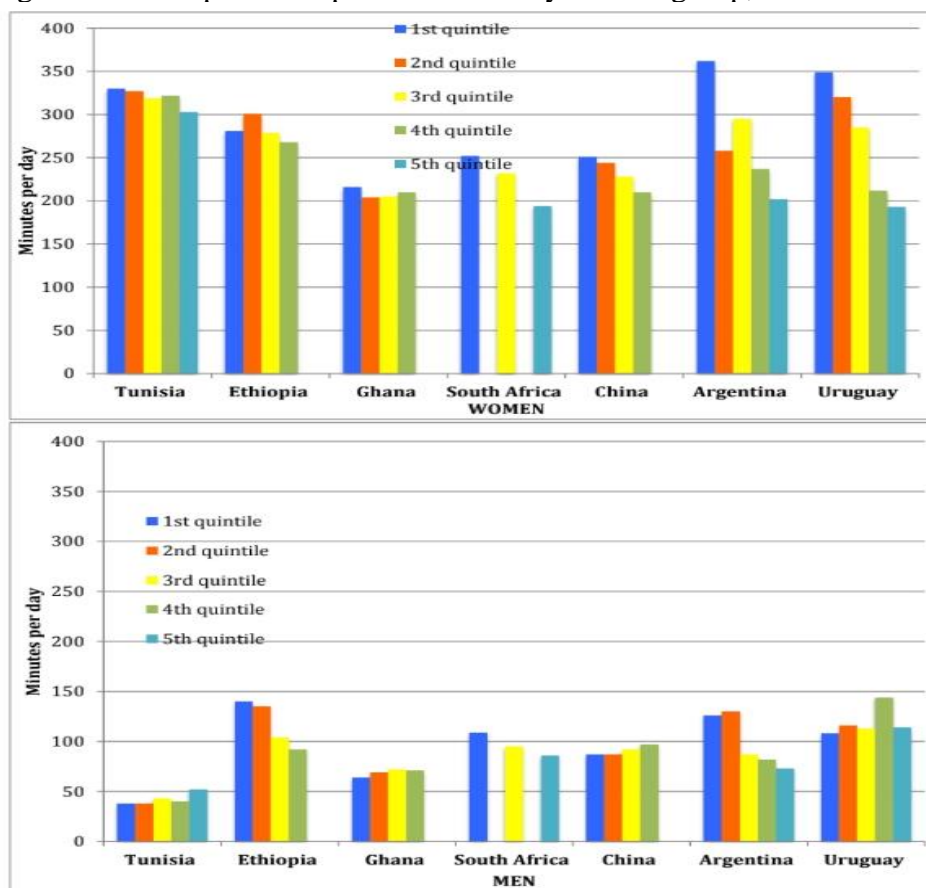
In Ethiopia the ILO source depicted that employed women spent 12.5 hours in unpaid work, unemployed spent 13.3 hours and the inactive is 8.7 hours. While employed men worked for 5.8, unemployed and inactive for 3.7 hours respectively. The same sources depicted that on average, in the 27 countries for which data were gathered, the average time spent in unpaid care work by employed women is 4 hours per day, as compared with 5 hours and 9 minutes for the unemployed and 5 hours and 14 minutes for the inactive. In Ethiopia, contrary to Asia, Europe and Latin America countries it is observed that inactive women spend less time than unemployed women in unpaid care work, and most often more than the employed themselves. As to employed men, they spend an average of 1 hour 30 minutes per day in unpaid care work, against 2 hours and 11 minutes for the unemployed and 2 hours and 5 minutes for the inactive. In most countries, men increase their involvement in domestic work and care when they are unemployed or inactive. Similar to women, in many countries in all regions, unemployed men dedicate more time to unpaid care work than their inactive counterparts. The reason is that the elderly represents a large share of the inactive.

5.2.2.5. Unpaid care work by income groups

Income groups may refer to household expenditures or to household income and therefore being classified by expenditures or income groups, or by quintiles.

In Ethiopia women in the second quintile income group spend 12.5 hours in unpaid work and women in the 1st, 3rd, 4th and 5th quintile spend 11 hours in unpaid care work. Men spend 5.4 hours in 1st and 2nd quintiles income group and 3.7 hours in 3rd and 4th quintiles income group. This signify that the more women work for pay or profit, the more the household income grows up. It means that women's work is a determinant factor of the household's standard of living and also that women's work is more socially accepted in well-off households. Women's unpaid care work is obviously downward oriented and as to men's unpaid care work, highlighted two different patterns, meaning that men reduce their time dedicated to unpaid care work as the household progresses through the income brackets, whereas the contrary occurs - though not regularly showing slow changes in cultural habits among higher-income groups. Such findings do not imply that unpaid care work does not improve living.

Figure 1: Time spent in unpaid care work by income group, 7 countries.



Source ILO, 2019).

5.2.2.6. Unpaid care work by marital status

Classifications of marital status are also very different by the details they provide. Generally, many sub-categories are used: officially married/living together, married monogamous/married polygamous, and on the other hand divorced, separated, widowed are often distinguished. Here again where aggregation revealed not to be possible, we have chosen the most numerous categories.

As regards unpaid work (ILO 2019), married women see a dramatic increase of their unpaid care work burden. In Ethiopia married women spend 15 hours in unpaid work, single women spent 10.4 hours, widowed 12.5 and divorced 11.6 hour respectively. In the other hand married men 9.1 and single 8.3 hours spend in unpaid work. Women's burden doubles for married women compared with singles and men counter parts. In Ethiopia Men's burden, in unpaid care work declines when married and rises up when divorced. Thus, in Ethiopia, whereas married women lessen their time dedicated to paid work where they leave the labor market at marriage or at first birth.

5.2.2.7. Unpaid care work by presence of children in the household and their age group

Maternity and care of children are major determinants of the increase of time spent in unpaid care work within the household. In order to capture changes in time-use due to childcare, survey reports use different methodologies. In Ethiopia, four categories have been defined: no children in the household; presence of children under 5 years of age and presence of children aged between 6 to 18 years.

Many study showed that, time dedicated to unpaid care work noticeably increases with the presence of children, and in particular of children less than 5 years old, in all reviewed countries (ILO, 2019). Women who have children under 5 years of age spend 14.5 hours in unpaid work, women who have children from 6 to 18 years spend 10.4 hours and women who have no children spend 9 hours respectively. In the other end, men who have children under 5 years of age spend 6 hours, men who have children from 6 to 18 years spend 4.5 hours and men how have no children spend 4 hours. From the data we can say that women spend more than doubles in unpaid work when compared to men counter parts. Men's unpaid care work even declines in all study countries with the presence of a young child.

5.2.3. Efforts to Address Unpaid Care and Domestic Work Burden

National and international governments has been attempting to address women equality through all round interventions. The Sustainable Development Goals (SDGs), SDG 5 is on gender equality and women's empowerment and it has specific commitments on care through Indicator 5.4 to 'Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate'. Addressing unpaid care contributes to achieving a range of other SDGs. Research comparing situations across a large number of countries has shown that a reduction of women's unpaid care work by 2 hours per day is related to a 10% increase in women's labour force participation rate (OECD Development Centre, 2014). Furthermore, several studies have found that fully closing gender gap in formal labour force

participation could boost GDP by 5 to 20 percent for most countries. On the other hand, redistributing UCDW responsibilities between men and women is also important for challenging and shifting social norms around the gendered roles of women as ‘caregivers’ and men and ‘breadwinners’. For this to happen, we need *recognition* by policymakers of UCDW as a development, economic and gender equality issue through better time-use data, inclusion in public policy etc.

Given the significance of UCDW as a development, economic, and gender equality issue in Ethiopia, there is a need to establish a coordinated multi-sectorial response across organisations and institutions with a role to play in recognising, reducing or redistributing UCDW in Ethiopia. A national multi-sectoral working group, convened by Oxfam and the Ministry of Women Children and Youth Affairs and composed of a range of development organizations, government sector Ministries, INGOs, Multilateral organizations, donors, and other stakeholders, would provide a unique platform to do this.

It is crystal clear that Infrastructure investments have an untapped potential to reduce women’s unpaid care work. Improved access to safe water and sanitation, clean energy, and the introduction of labour-and time-saving technology, as well as gender-sensitive approaches to transport and urban planning, have strong potential to improve women’s use of time. All can lead to a reduction in drudgery and significant progress on women’s economic opportunities, health, education, leisure and well-being. There is also huge, as-yet unrealised potential for infrastructure to be a “‘game changer’ for women’s economic empowerment” and – specifically – to play a more intentional and expanded role in relieving women’s time poverty by reducing drudgery (OXFAM, 2015).

Currently, in Ethiopia few infrastructure programmes set out explicit aims to reduce – and even fewer to redistribute – women’s unpaid care work. Even those that have these aims do not systematically monitor their impacts, or monitor them in a disaggregated ways as in other African countries too. Thus, while reducing drudgery and negative impacts on women’s health and well-being is a priority alongside reducing time poverty, particularly for poorer women and girls in rural areas, there is little evidence of a consistent practice or attempts to capture impact on unpaid care work. However, where women are collectively engaged in consultative processes in the design of projects or decisions on how infrastructure investment funds are used, time-saving infrastructure or labour-saving technologies are more likely to be prioritised (ICRW, 2005).

However, Oxfam’s the **4Rs approach** i.e., Recognise care work; Reduce difficult inefficient tasks; Redistribute responsibly for care more equitably and Representation of care givers in decision making via the **WE-CARE Project** in Ethiopia is very encouraging and important initiative in influencing the government to address the UCDW. Oxfam’s WE-Care project was initiated to address the issue of unpaid care work, in 2014 as a three-year programme, ‘Women’s Economic Empowerment and Care: Evidence for Influencing (WE-Care)’. The programme aimed to complement and strengthen Oxfam’s initiatives on women’s leadership and livelihoods by building evidence for influencing change on care, while also providing the development sector with methods and knowledge to strengthen future advocacy on women’s economic empowerment and care work. Summary of key achievements • The WE-Care initiative has successfully influenced practice within government and local organizations have used evidence from WE-Care research to engage with stakeholders and to win investments from government authorities and private companies, and to implement innovative strategies to shift social norms about care ((OXFAM, 2015))

Despite the potential for infrastructure to greatly reduce the time and effort needed for unpaid care work, there is no guarantee it will make a difference for women. The infrastructure sectors remain heavily male-dominated, making it difficult to design systems and investments that are inclusive of diverse user needs. Context-specific gender analysis is critical to ensure that investments are based on an understanding of the socio-cultural context and of local women's own priorities. If not, they may risk having unforeseen negative consequences on other dimensions of women's economic empowerment and potentially causing harm. Restrictive gender roles and lack of necessary skills may curtail women's and girls' ability to benefit from labour-saving technologies.

While the government response through the introduction of labour-saving technologies have tremendous potential to reduce drudgery and free up time, scaling up through market-based solutions can be a challenge. This is particularly true for poorer households in contexts where existing social norms undervalue women's labour or markets are not sufficiently developed. Public financing and subsidies can mitigate these issues, and should be complemented by access to these technologies as well as information and awareness campaigns that highlight benefits and incentivize household investments (ActionAid, 2017).

Furthermore, the government's efforts to address UCDW and economic advancement is progressed through poverty reduction under core objective and central development agenda. Measures that have been taken to ensure vulnerable sections of society including women and girls benefited from the overall economic growth of the country include incubated in all the sectors: education and training, health, employment, asset ownership and other relevant areas.

5.3. Employment in Informal Economic Sector

Ethiopia is a low-income country with an impressive growth performance—averaging over 9 percent per year since 2000. Whilst the country has made strong progress in reducing the barriers to women's economic participation, persistent gaps in formal sector employment, education levels and economic opportunities for women may be holding back growth. Gender equality is also an important development objective, as evidenced by its inclusion in the 2030 Sustainable Development Goals (SDGs). This report then focus on identifying existing gender gaps in Ethiopia and recommends the authorities' policies in informal economy sector, with a focus on women's economic engagement.

The informal economy provides the largest share of employment globally vital to the jobs, incomes, and consumption of poor women and men. Of those that are employed globally, 61.2% are in the informal economy (ILO, 2018). Poor people are more likely to be in informal than formal employment (Avirganet al., 2005; IIED, 2016; ILO, 2018; Bonnetet al., 2019).

According to the international advocacy group WIEGO (Women in Informal Employment, Globalizing and Organizing), in developing countries more women are employed in the informal economy than the formal economy. It accounts for the lion's share of employment for women but less so for men. Within the informal economy, men's share of informal wage employment is higher than women's share.

5.3.1. Women's Engagement in Informal Economic Sector

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Whilst rates of informal sector employment are declining, women are still overrepresented and so have fewer social and economic protections. The informal economy is a key component of economy in Ethiopia. According to the 2018 Ethiopia Gender Statistics Report, the rate of informal employment amongst women fell from 58 percent in 2000 to 36 percent in 2016, compared to 38 percent and 20 percent respectively amongst men. This leaves many women without social protection, health benefits, and legal status. The report found that women routinely work for lower wages and in unsafe conditions, including the risk of sexual harassment.

In Ethiopia, even in the formal sector, women dominate in labor-intensive and low skill sub-sectors, such as agro-processing and textiles, and they are underrepresented in the formal sector (30.8%) and earn below men for same work. For instance, women entrepreneurs earn 35 cents while males earn USD1. A substantial number of women (67 percent) is employed in the informal sector while men are 33 percent, in this sector both the earnings and job security are low (IFC, 2014). Recent study by World Bank shows that investing in the dimensions of women's inequality, especially women's entrepreneurship in Ethiopia is expected to benefit the country's economy as a whole.

Because, a range of discriminatory social norms limited their access to property, assets and financial services; opportunities for education and skills development; and social protection. Strong cultural norms constrained women's mobility outside the home, restricting them to low-paid home-based jobs. Strategies to empower women in the informal economy should address these established norms, structures and imbalances in power and provide women with agency (Hunt and Samman, 2016; UN Women, 2015). To this end, ILO Recommendation No. 204 envisages the inclusion of an integrated policy framework in national development strategies or plans, as well as in poverty reduction strategies (ILO, 2013a).

Concluding remarks?

Although overall participation of women in the Ethiopian labor market has grown to 77.8 percent, the significant proportion of the participation (36 percent) is in the informal sector. Relevant measures have been taken to promote equal access for women to employment and to eliminate discrimination against women in this sector.

Moreover, women in Ethiopia typically face a higher burden of family care responsibilities and other unpaid household activities. For example, according to the 2013 Time Use Survey conducted by the Central Statistics Agency (CSA), of those engaged in domestic or personal production, 93 percent were women compared to 57 percent for men. Household survey data suggest that women are over three times more likely to spend time collecting firewood or water (38 percent compared to 18 percent) and when they do, they spend, on average, around 50 mins per day on these chores compared to 12 mins for men. In rural areas, women are often engaged in a high number of unpaid activities resulting in less time available for farming activities female farmers spent around 14.4 hours per week on their farm, compared to 23 hours for men.

Hence, to be addressed coming years' assignment-the UCWD is one of the major factors to confine and to stay women in the informal economy sector in Ethiopia.

6. Policy and Strategies Support and Initiatives for Women's Economic Empowerment and Unpaid Care Works

The government of Ethiopia has put in place, employed, and executed various policies and strategies in support of WEE and to address the UCDW as indicated as follows.

- ✚ Ethiopia national policy and strategy document on Disaster Risk Management (DRM), 2013,
- ✚ The National Policy on Ethiopian Women (1993) as the main national policy framework for gender equality and the advancement of women.
- ✚ The National Social Protection Policy of Ethiopia adopted in 2014,
- ✚ The Growth and Transformation Plan (GTP II) (2014/15-2019/20),
- ✚ A thirteen-year Industrial Strategic Plan (2013-2025)
- ✚ The Development and Change Strategy (2017), which has 4 strategic focus areas namely; bringing attitudinal change; ensuring women's participation and benefit in the political, economic and social spheres; ensuring the rights and benefit of women who need special protection and enhancing the participation and benefit of pastoralist and semi-pastoralist women,
- ✚ The introduction of a levelling tool to track and measure the federal sectors' progress and results on gender equality and women empowerment (GEWE) and ensuring institutionalization of GEWE and set up accountability system,
- ✚ Gender Responsive Budgeting (GRB) in the program budget process through the adoption of the Finance Proclamation No. 970/2016,
- ✚ The Ethiopian Women, Development and Change Strategy, developed in 2017/18, aims to increase women's economic empowerment by addressing high rates of unemployment and informality and ensuring urban job creation and food security for women.
- ✚ The Ministry of Women, Children and Youth Affairs (MoCYA) mandate has been strengthened through Proclamation No. 1097/2018,
- ✚ Ethiopia's long tradition in mainstreaming and integrating global and regional development initiatives (such as the MDGs, the SDGs and Agenda 2063) into its holistic development plans and programs,
- ✚ The 2017 New legislation of Civil Servants with Proclamation No. 1064/2017.

7. Major gaps

Well analyzed quantitative and qualitative data providing concrete evidence on gender relations in terms of gender roles, access to asset and resources as well as time use are required and observed as major gap. Data's are essential for the development of appropriate and effective economic and social policies at a national level. Although the country has conducted various household surveys in recent years as useful sources for gender statistics, however, there are still gaps in getting and using these data sources. In many cases the outcomes of these surveys have not always been properly analyzed and utilized to generate the required gender statistics for policy making and subsequent evaluations. Capacity limitations to utilize raw data within sectors to feed into the policy making process are visible as well. Because of capacity gaps, lack of user-friendly reports, policy briefs, research papers or another knowledge product on gender statistics and a centralized web-based database and/or dashboard have been apparent.

Furthermore, data generated through household surveys are confined to capture regional realities and lower administrative levels. This amplifies the need for sex- disaggregated data collection system at all administrative level. Another major gap observed in this exercise is that, the government has missed to include any systems to address issues related to UCDW in the 5 years priority areas.

Therefore, absence of well-structured gender statistics and sex disaggregated data on women economic empowerment and UCDW are major gaps to feed into the policy making process and implementation to commitments of BDPFA. Finally, weak coordination and loose systems in place among various actors are remarkable gaps that affects women's economic empowerment and UCDW efforts as well. There has been little evidence gathered about UCDW extent or distribution in different contexts (rural/ urban etc). As a result, there has been limited understanding of the impact of unpaid care and domestic work on women and it has received little consideration in public policy.

8. Major Challenges

Despite the remarkable advancements, number of challenges both structural and incidental, have truncated the progress in the advancement of Women's Economic Empowerment towards the realization of commitments in the BDPFA. These challenges have manifested in different manners across sectors and they have been affected differently by various factors. Overall challenges observed in relation to women's economic empowerment and unpaid care works are summarized as follows; -

i. Capacity and Resources Constraints

As revealed by several reports, the national gender machineries have encountered challenges at various levels. The challenges are related to limited capacity of these machineries in terms of educated and skilled personnel to follow up, monitor and evaluate the activities of the different divisions and departments from a gender perspective in general and women's economic empowerment in particular. Capacity limitation problems are identified in relation to mainstream policy implementing bodies as well as specialized bodies that are mainly related to skill and knowledge limitations to deliver at the expected level. Apart from the technical and human capacity limitations, financial capacity has constrained the effectiveness of the gender machineries as well.

Budgetary constraints are still apparent in the different sectors to ensure gender responsiveness in implementation of existing relevant laws, policies, strategies and/or action plans although gender responsive budgeting system is put in place via proclamation No. 970/2016.

Challenges in practicing and applying for gender related performance indicators including budgets as part of the targets and outcomes are observed both at Federal and regional levels at various sectors. Moreover, there is disparity in implementation of the guidelines at sector level and there is very loose mechanism to ensure sector accountability. This shows that there is a need for further institutionalizing gender mainstreaming across sectors at all levels in the country.

The new Leveling tool developed by the MoWCY will play an instrumental role to address these gaps as its core objective to track and measure sectors' progress and results in gender mainstreaming and women's empowerment as well to ensure the institutionalization of GEWE and set up accountability mechanisms.

ii. *Discriminatory Social Norms (cultural norms, traditions and related practices) and Stereotypes*

Women and girls in Ethiopia continue to face discrimination throughout their life cycle despite the legal protections available. Customary and religious traditions, practices, and norms that are deeply patriarchal and discriminatory towards women are prevalent in many parts of the country. Deep rooted detrimental cultural values, attitudes and traditions, the perpetuation of gender stereotypes together with multifaceted intersecting forms of discrimination, and the limitation of women's roles in society, remain a barrier to combating discrimination against women's economic empowerment efforts. The prevalence of discriminatory social norms plays out detrimental effects on positive efforts in several areas of women's economic empowerment and women's lives including in employment, education, health, leadership, property ownership, etc.

Family is one area where such discrimination remains dominant. Customary and religious norms that govern roles, relations and entitlements within the family in particular those related to marriage formation, conducts during marriage, resolution of marital disputes, remedies during divorce, and inheritance largely became an obstacle against women's economic empowerment. Even though, family laws in most parts of the country enshrine the equality of husband and wife; in many communities the husband is still the head of household which has its negative bearings in the power dynamics affecting equal decision- making on health, education, matters concerning children, property, public participating or engagement paid work, etc.

Moreover, there is a widely held stereotyped societal norm that considers technical works such as machine operator and other similar works in manufacturing as "men's work" and "too difficult for women". This also affects the education and vocational training fields as well as the type of work women can choose. Politics and leadership are still a male domain. Discriminatory norms and gender stereotypes greatly impede men's participation in household and care work leaving women with high burden to household chores and care work, which in turn are major barriers to women's economic empowerment.

iii. *Humanitarian Crisis*

Ethiopia has faced catastrophic humanitarian crisis arising out of both natural and manmade disasters which negatively affected efforts towards the advancement of women and girls. In 2015 and 2016 the country faced one of the worst droughts it has ever seen in decades due to failure of seasonal rainfall and an El Nino effect that put millions of people on emergency assistance. The crisis has escalated in a swift manner reaching its pick by early 2016 with more than 10 million people affected. Though it showed decline in 2017, the size of the affected population was still more than 5 million. This catastrophe was followed by tragic flooding in 2018 due to overflow of the Genale and Wabishebele rivers and heavy rains that affected thousands of people in Somali, Oromia and Southern regions affecting more than 382,000 and displacing 172,000 of which half are women. The flooding has caused considerable damages on livelihoods and infrastructure destroying houses, schools, health facilities, roads, bridges, water sources, etc.

This was accompanied by ethnic conflicts arising in several parts of the country causing the displacement of many more. The number of conflict induced IDPs in the country had already recorded significant rise in 2015 and continued to grow swiftly over the years with the emergence of new conflicts in different parts of the country.

iv. Poor infrastructure and technology

As one of the most important and strategic directions of the GTP, was the allocation of resources on pro-poor infrastructure development which include water, roads and energy. In the efforts to strengthen the economic sector along with industry and other development sectors, national efforts on infrastructure development are geared towards strengthening roads, railway transport, energy, telecommunication, potable water supply, irrigation development, transport services, maritime transport, air transport services, and urban construction and development issues.

An assessment of women's participation and benefits through national infrastructure revealed that further actions are required to enhance women's access to roads, potable water, food markets, and sources of energy. Efforts have also been made to improve women's access to low cost urban housing using a quota system, though further studies are recommended in order to determine the extent to which women actually access and benefit from this. In the telecommunication sector, there is a need for comprehensive information on women's actions as users of telecommunications, especially in reference to enhancing their livelihoods. While disaggregated information is available on the number of women and men engaged in Micro and Small Enterprises (MSEs) under the infrastructure sector, further studies are recommended to determine women's successes and challenges in benefitting from this scheme in particular, and the infrastructure sector in general.

v. Control over and access to productive resources and market information

Given women's engagement and contribution to the economy sector, government efforts also aim at ensuring women's control over productive resources like land, capital and access to extension services and market information have still a challenge to many women across the country.

Therefore, all these multifaceted challenges cripple and limit the capacity of the government and other development actors not to advance towards achievement of the BDPFA commitments and SDGs as expected effectively and efficiently.

9. Conclusion

The Ethiopian government marked notable achievements and progress in the advancement and the implementation of the commitments under the BDPFA for women's economic empowerment and the SDGs global frameworks for GEWE. Important milestones were observed in the area of women's economic empowerment in terms of increased access to productive resources

(ownership of land and housing), finance, business and job creation; elimination of violence against women and girls.

In addition, other encouraging developments and positive trends are documented in the critical areas of concern with respect to GEWE including issues such as education, social protection, poverty reduction, peace and security, environment, etc.

Relevant policy, legal and institutional frameworks have come into play, good practices, opportunities and favourable conditions have emerged, important lessons were learned, and capacities and partnerships became developed. However, the recurrent humanitarian crisis that hit the country hard and affected efforts in the implementation of the BDPFA that was also accompanied by capacity constraints and discriminatory social norms posing major impediments to progress on women's economic empowerment and addressing UCDW.

10. Recommendations

Effectively to implement successful women's economic empowerment and UCDW, putting the framework in place is vital and mandatory. Thus, the following perspectives as major recommendations would play very important roles for women's economic empowerment and UCDW towards achievement of BDPFA commitments by taking in to account existing contexts:

- a. **Enabling institutional framework:** assisting all sector ministers to establish and implement laws, policies, and institutions that support women's economic empowerment, economic security, and rights;
- b. **Increase and consolidate women's economic opportunities:** support women to secure decent work, successfully establish and grow their businesses or increase their agricultural productivity and earnings;
- c. **Strengthen women's agency:** building women's ability to identify and act on economic opportunities, define, influence, and make economic decisions; and challenge social and cultural norms.

As such, rigorous economic and gender analyses should be used to help in identifying the specific challenges, constraints, opportunities, and risks associated with women's economic empowerment to inform an initiatives, activities and expected results. Such initiatives might include support for enforcing of laws regarding strengthening the capacity of women's organizations to hold governments accountable for agreed commitments with respect to women's rights.

When considering and designing women's economic empowerment initiatives, government should seek out and build on innovative partnerships and coordinated efforts.

Following are detailed recommendations across the aforementioned frameworks for women's economic empowerment and unpaid care works.

1. Enable the Legal and Institutional Framework

The institutional framework, including laws and the policies and operations of a country's formal institutions should have an impact on women's engagement in the economy. Paid employment and asset ownership, particularly land are important means by which women can gain autonomy and security, the institutional framework should fully acknowledge or facilitate the work that

women do, or enable women's ability to secure assets, inputs, and services, and otherwise benefit from economic activity.

1.1. Legal frameworks

Legal frameworks should define and secure women's and men's rights as citizens and economic actors. Due to their (women's & men's) different roles and responsibilities, laws and regulations should also consider women differently than men, and where laws do support gender equality, their effectiveness should not be affected by uneven enforcement, and women's inability to take advantage of legal protections, or discriminatory informal and customary laws and practices should be addressed.

To ensure legal frameworks do not discriminate against women and effectively support women's economic empowerment, any programming can or should work to:

- Eliminate gender differentiation in legal systems and support women's ability to access public institutions,
- Accelerate and support any reform of laws and regulations that strengthen women's ability to work and to access, own and control land, property, inheritance, and other economic assets and productive resources.

1.2. Public institutions

As women are concentrated in fewer economic sectors than men and face different constraints to participating in formal and informal employment, public economic management, including government policy, plans, spending, and services should consider women differently than men. Gender mainstreaming and applying a gender lens to public economic policy at all levels of government, informed by sex-disaggregated data, can help promote gender equality. To ensure that women and men are considered equally in government action and that economic policies and investments take women's circumstances into account, programming should consider to:

- Strengthen the integration of a gender lens into government policies, budgeting, and resource allocation including taxation, program spending, and social protection, and support gender equality impact assessments or audits.
- Strengthen the integration of gender equality considerations into labour, industrial, trade and investment, and infrastructure policies and programs.
- Reinforce and increase the collection, analysis and use of sex-disaggregated data to inform economic policy making.
- Strengthen the institutional capacity of government agencies for economic development and women's affairs to address women's economic empowerment; and
- Support natural disaster preparation and recovery measures that integrate or target women.

1.2. Business Enabling Environment.

Creating business development enabling environment is a crucial steps. To ensure business environments more efficient and responsive to both women- and men-led businesses, government and development actors should work to:

- Decrease gender bias in processes necessary to start and expand a business, including formal registration, licensing, and permitting;
- increase women's ability to operate a business including managing administrative burdens and taxation; and
- Improve women's access to commercial and improve the responsiveness of commercial justice to women-led businesses, including in the informal sector.

1.3. Workplace Protection

Putting in place and ensuring protections for women workers both in the formal and informal sectors, working directly with the private sector and civil society as well as through legal systems, is essential to ensure decent work and realize women's rights as workers. Hence, to support women's participation in paid employment under better working conditions and protections, government should work to:

- Follow up, reform and enforce laws, and work with the private sector and government on policies to address equal pay for work of equal value, sexual harassment, and workplace discrimination;
- Improve the status, protection, and benefits associated with both regular and irregular work arrangements, such as casual, temporary, seasonal, contract, part-time, and migrant work, where women are concentrated; and
- Improve health and safety measures in sectors where women are concentrated, including agriculture, manufacturing sectors such as garments and textiles, the informal economy, and home based work.

2. Increase Women's Economic Opportunities

Reducing the barriers that women facing to participate in the workforce and support increasing their productivity and earnings gives them a greater chance of succeeding as wage workers, farmers and entrepreneurs. Differences in women's use of time and access to and control over resources and markets limit women's earning ability, as does their segregation into lower-paying jobs.

Addressing these imbalances can encourage women to join the workforce and increase their income, status, and well-being through higher-value jobs and more profitable businesses. Reaching out to the poorest women is also essential to support their participation in economic activities.

2.1. Women's Business Development

Strengthening the support to women entrepreneurs, including farmers, can create more sustainable incomes for the large proportion of women who are self-employed and running their own businesses and farms. Giving due attention in providing inclusive and innovative services and resources, including to micro entrepreneurs and smallholder farmers in the formal and informal sectors, can improve the viability and profitability of women's enterprises. Strengthening linkages to markets, knowledge of value chains and technical standards, financial services, and access to technology to help move women-led enterprises into more value-added products and allow them to take better advantage of market opportunities. To support the productivity and profitability of women's businesses, including farms, any programming should work to:

- Coordinated efforts to provide women with entrepreneurial, managerial, and operational training and support to start, run, and grow their businesses in coordinated ways;
- Target women-led businesses and farms with development and extension services in areas such as agricultural practices and natural resource management, marketing, production standards, value-chain entry points, and links to markets and buyers;
- Reinforce and support to improve access to financial services for women entrepreneurs, including farmers, especially in rural areas, including lending, savings, insurance, and leasing; and
- Provide women entrepreneurs, including farmers, with greater access to appropriate technologies, equipment and inputs, such as information and communications technology, machinery, seeds, and fertilizer that can increase their productivity, output, and market access.

2.2. Education, Training, and labour market linkages

Education and training play crucial basis for labour force skills and knowledge. Although women and girls are achieving higher levels of education, women are still more likely than men to be illiterate, and are often channeled into education streams that lead to low-growth, low-status, and low-paying employment. Education and skills training, including technical, vocational, and agricultural training and extension services, can provide women with the knowledge needed to engage in higher-value and emerging jobs and sectors while breaking down occupational segregation.

To support women, female youth in particular, to develop knowledge and skills and participate in paid employment and in higher-value work, and programming should consider or work to:

- Increase access to technical and vocational training, including in non-traditional, higher-value, and emerging sectors;
- Make education and training delivery more responsive to women, adapt curriculums to avoid gender stereotyping, and provide young women and men with information on the jobs and earnings associated with various educational choices;
- Build women's life skills, basic literacy and numeracy, and financial literacy; and
- Giving due attention and create linkages between education and training programs and employment opportunities to facilitate the transition from education to work.

In addition, the capacity limitations are observed at ministry level of the government in terms of implementing existing policies, mainstreaming guidelines and in applying, analyzing and using sex disaggregated data into economic development policy making and results. Capacity development services for government experts and professionals are very imperative.

2.3. Addressing Women's unpaid work

Women and girls continue to perform the large majority of domestic and care work, requiring significant levels of time and energy, as well work supporting family farms. Therefore, the 'time poverty' is a major reason why women have a greater presence in the informal economy, leading them to choose home-based work, work that does not require travel, part-time or flexible work, or self-employment where they can choose their own hours. Putting strategies in place to allow

women to balance the “double burden” of household and paid work the high priority areas of the government and other development actors.

Relieving and accommodating women’s care work, and the time are essential in giving women with greater market opportunities. To reduce or accommodate the unpaid domestic and care work that women perform, any programming should work or consider to:

- Improve domestic, transportation and other types of infrastructure, such as roads, sanitation, water, and electricity to reduce the time needed to complete household tasks;
- Strengthen and support the provision of child care services generally at all levels as well as link to education and employment; and
- Giving due attentions and encourage the redistribution of unpaid domestic and care work among women and men and across governments, the private sector, communities, and households.
- Give due attention for **4Rs** (Reduce, Recognize, Redistribute & Represent) to address the UCDW among women.

Because, women’s economic empowerment will only be possible when their Unpaid Care Work is recognized as a crucial public, societal and economic good, and seen as a collective responsibility to be shared within the household, and crucially between households, the community and the state.

3. Strengthen Women’s Agency

Agency is the ability to recognize and make choices, and to turn those choices into tangible results. Agency is key to economic empowerment as it allows women to make and influence decisions, challenge social and cultural norms, and change the underlying factors that affect their ability to succeed. Agency is essential for women to take part in economic activities, and to assert themselves in the marketplace and within societal and family decision making. For the marginalized and poorest, agency is essential to support their greater inclusion in the economy.

3.1. Social capital, leadership and decision making

Understated but important constraints to agency related to lack of social capital essential for navigating the productive economy. This is to mean that women may experience a lack of self-confidence because of systemic lifelong discrimination and lack of appropriate role models. Women have fewer networks upon which to draw, fewer women are found in leadership positions and women often have less say both in public and family economic decisions that shape their lives. To strengthen women’s leadership, support networks, and ability to make and influence decisions, any programming can or should work to:

- Strengthen the linkage of women through community and business networks, associations, cooperatives, and organizations, including women’s organizations, and build their capacity to serve women and represent women’s interests;
- Establish mentoring and leadership programs to build women’s confidence in both public and family life and strengthen their ability to negotiate; and
- Support women’s representation in corporate boards; entrepreneur, farmer, and worker associations; and community and other organizations.

3.2. Public Engagement

Cultural and social attitudes lie at the core of many barriers to women's economic empowerment by creating expectations around the 'natural' spheres of work for men and women and fostering gender discrimination. Stereotypes of men as the principal breadwinners, for example, limit the choices women have, such as to enter the workforce, or to choose vocations that are typically pursued by men. Engaging the public, and men in particular, to create support for women's rights, and to break down gender stereotypes surrounding domestic and paid work can change social attitudes and challenge the status quo. To address these underlying social and cultural factors that limit women's economic empowerment hence, any programming should work /consider to:

- Underpin and promote understanding of women's rights, economic rights.
- Ensure the engagement of the public, communities, organizations, businesses, and families on issues of gender stereotypes and discrimination surrounding women and work;
- Strengthen the involvement of men as participants in and supporters of women's economic empowerment.

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12. Annexes



WEE & UCDW
Review Assignment Template

Annex 2: Assignment's Phases and Methodological Instruments

Phases	Key methodological Instruments
Inception phase	1) Presentation of inception report and kickoff meeting made between the client organization & the consultant
	2) Consensus made and client organization engagement
	3) Data source identification made
Desk research, analysis and Report writing Phase	4) Document (data) collection for the assignment
	5) Outlines for structure of the review and report made
	6) Relevant documents & data reviewed, and relevant data extracted
	7) Analysis of data made
	8) Analyzed report Drafted and submitted to client organization
Report Submission & Presentation	9) Incorporated client organization's inputs and comments
	10) The report presented on national workshop
	11) Workshop participants' comments incorporated
	12) Submission of final assessment report