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This report was prepared by Ms. S. Pitamber, Senior Gender Specialist following her mission to Ethiopia in October 2003. Further information on this report can be obtained from Mr. B. B. Sidibe, Director, ONAR.
LIST OF ABBREVIATIONS

ADB  African Development Bank Group
ADLI Agriculture Development Led Industrialisation
APR Annual Progress Report
ARV Anti retro viral drugs
CSA Central Statistics Authority
CSO Civil Society Organisations
CSP Country Strategy Paper
DA Development Agents
ESDP Education Sector Development Programme
ESW Economic and Sector Work
GAW Group for Advancement on Women
GOE Government of Ethiopia
HSDP Health Sector Development Programme
MCGP Multi-sector Country Gender Profile
MDG Millennium Development Goals
NAC National AIDS Council
NGO Non Governmental Organisations
NPW National Policy on Women
PBL Policy Based Lending
PLWHA People Living With HIV/ AIDs
RMC Regional Member Countries
SDPRP Sustainable Development and Poverty Reduction Programme
TB Tuberculosis
TVET Technical and Vocational Education and Training
UNDP United Nations Development Programme
WAD Women’s Affairs Department
WAO/ PMO Women’s Affairs Office at the Prime Minister’s Office
WUA Water User’s Association
SUMMARY OF THE STUDY

1. The concept for a country gender profile originated during discussions with the Women’s Affairs Office in Ethiopia late 2002. The Bank subsequently followed up on it and received financial support from the Finland Bilateral Funds for the preparation of the MCGP. The mission for the preparation of this MCGP was undertaken during October 2003. The goal of the Ethiopia MCGP is to identify the short and long term gender issues to be addressed and mainstreamed in Bank Group interventions and which are pertinent to poverty reduction and sustainable development in Ethiopia. The MCGP is, however, not meant to provide statistically gender disaggregated data as that would require a different research methodology and approach. It is rather meant to highlight critical issues which may have an impact on Bank projects’ performance and thus may require in-depth analysis at the specific project formulation stage.

2. It is expected that the findings and recommendations of this report will inform Bank staff as well as GOE representatives on gender strategies and the way-forward for gender responsive development. Furthermore, it is envisaged that the recommendations of this report will be adopted in the various sectoral and sub-sectoral focus of Bank projects and programmes in Ethiopia.

3. The Profile is organised, starting with a presentation on poverty in Ethiopia and the principal gender issues within the poverty reduction framework, followed by section on gender issues in governance including, review on relevant issues in the constitution, legal framework, and civil service. The following section presents a review on gender issues in macro-economic planning and budgeting in the development process. The Profile then presents a sector gender analysis in agriculture and rural development, health and education. Section ten presents discussion and recommendations for addressing weaknesses in gender mainstreaming monitoring and supervision of existing Bank projects, as well as for policy dialogue and CSPs. Conclusion and recommendations are presented in section twelve of the Profile.

4. The overall conclusion of the report is that while significant efforts are being made by the Government of Ethiopia to address and mainstream gender issues, the requisite gender/women institutional framework has weak technical and skills capacity, is inadequately involved in regional and international networking activities, and is unable to comprehensively participate in development programmes and projects. Findings also suggest that education is a priority development issues and which has an impact on livelihoods of both men and women. Furthermore, access to economic resources as well as increased and improved opportunities for economic participation have been highlighted as necessary to tackle the current vulnerability of the majority of the population. The report presents recommendations in four key areas: gender sensitive development planning, gender equity in access to resources, gender in human development, and gender monitoring and reporting in existing Bank projects.
1. INTRODUCTION

1.1. The African Development Bank has singled out gender mainstreaming as a priority cross-cutting issue which must permeate all Bank operations as stated in its Vision Document. The Document also requires the Bank to work closely with Regional Member Countries (RMCs) to mainstream a gender perspective and to promote the empowerment of women. In order to operationalise the Vision Document the Bank developed its Gender Policy in July 2001. The Policy provides the requisite conceptual and operational framework for promoting gender responsive development in Africa, and through this policy, the Bank seeks to promote the mainstreaming of gender in Bank operations and to assist RMCs in obtaining gender equality objectives. The policy is designed to concretise the commitment of the African Development Bank (ADB) Group to promote gender mainstreaming as the means of fostering poverty reduction and economic development on the continent.

1.2. The GOE has also reiterated its commitment to promoting gender equity and putting in place measures that will improve the Ethiopian women’s socio-economic status. It has operationalised this commitment in the National Policy on Women (NPW) by identifying the major constraints and interventions necessary. The GOE has re-emphasised gender equity in the Sustainable Development and Poverty Reduction Programme (SDPRP) by identifying the need to mainstream gender issues in all programs and to improve women’s status in the economic structure, in particular in agriculture and related sub-sectors, and improve access to education and health facilities.

1.3. Thus, the Multi-sector Country Gender Profile (MCGP) intends to set a platform for all stakeholders to understand the critical gender and women’s development issues in the current economic development planning process. It will further, provide Bank task managers with background information on the gender related situation in the country, critical gender analysis by sector, and user-friendly recommendations which will assist them in further investigating and addressing gender mainstreaming issues in the Country by sectors. The most critical feature of the MCGP is its identification of gender-related policy and programmatic interventions that are likely to have high payoffs for poverty reduction, economic growth, and sustainable development in a respective RMC. The MCGP will be a means by which the Bank and the borrowing Country participate in a collaborative process to analyse the gender dimensions of development and identify gender-responsive policies, programmes and actions necessary for poverty reduction, economic growth, promote human well-being and development effectiveness in the country.

1.4. The MCGP is, however, not meant to provide statistically gender disaggregated data as that would require a different research methodology and approach. It is rather meant to highlight critical issues which may have an impact on Bank projects’ performance and thus may require further in-depth investigation at the specific project formulation stage.
1.5. The goal of the Ethiopia MCGP is to identify the short and long term gender issues to be addressed and mainstreamed in Bank Group interventions and which are pertinent to poverty reduction and sustainable development. The specific objectives of the MCGP are:

a) To identify the most effective and pertinent gender mainstreaming approach and strategy for Bank Group lending and non-lending interventions,

b) To establish a platform for policy dialogue on gender and development issues in the country, especially in the CSPs and PRSP implementation, monitoring and reporting,

c) To have closer collaboration with the respective country women/ gender Ministry in designing interventions and support strategies which fit their respective needs and long term gender and development plans and achieving MDGs,

d) To identify and document constraints as well as best practices in addressing gender issues and gender mainstreaming in the country policies, programmes and projects, at the level of the ministries, NGOs, CSOs, and other donor interventions.

1.6. The methodology used to prepare the report is primary data collection from group discussions with some community representatives, interviews with key government officials at the federal and regional level, technical officers from key line ministries, and discussions with donor representatives in the field. The team held a stakeholders workshop where some preliminary findings of the field work were presented. The major recommendations of this meeting were to include more emphasis on trade and industry, analyse the role of the donors and how their respective activities can be better coordinated and targeted, as well as to clearly highlight and emphasise the institutional constraints in promoting gender responsive development planning in Ethiopia.

1.7. The concept for a country gender profile originated during discussions with the Women’s Affairs Office in Ethiopia September 2002. The Bank subsequently followed up on it and received financial support from the Finland Bilateral Funds for the preparation of the MCGP. The mission for the preparation of this MCGP was undertaken during October 2003.

1.8. The Profile is organised, starting with a presentation on poverty in Ethiopia and the principal gender issues within the poverty reduction framework, followed by section on gender issues in governance including, review on relevant issues in the constitution, legal framework, and civil service. The following section presents a review on gender issues in macro-economic planning and budgeting in the development process. The Profile then presents a sector gender analysis in agriculture and rural development, health and education. Section ten presents discussion and recommendations for addressing weaknesses in gender mainstreaming monitoring and supervision of existing Bank projects, as well as for policy dialogue and CSPs. Conclusion and recommendations are presented in section twelve of the Profile.
2. POVERTY PROFILE AND GENDER

2. The Sustainable Development and Poverty Reduction Program (SDPRP)

2.1.1. The SDPRP spells out the development plans of the GOE by looking at the critical sectors which will promote sustainable human and economic development as well as free the country from dependence on food aid and render the poor the main benefits of economic growth. To achieve this goal, the SDPRP has outlined four major areas: (i) Agriculture Development Led Industrialization (ADLI) strategy, (ii) judiciary and civil service reform, (iii) decentralization and empowerment, and (iv) capacity building. Crosscutting issues, such as, gender, environment, private sector development, good governance, population and HIV/AIDS are also elements of the poverty reduction strategic framework. The sectoral focus of the SDPRP are: (a) agriculture and rural development with a strong emphasis on food security, (b) social sectors, specifically education and health; (c) water supply and sanitation and (d) road transport. The SDPRP puts emphasis on strengthening of private sector participation in agriculture through commercial farming, rapid export growth through the production of high-value agricultural products and increased support for export-oriented manufacturing, based on agro-processing.

2.1.2. The SDPRP recognizes gender issues under the section ‘Cross Cutting Issues’ and lists possible measures in the area of food security and agriculture, education, health, enhancing political participation of women, confronting harmful traditional practices, reducing women’s workload and strengthening the legal environment. However, addressing gender is limited to this section rather than being mainstreamed throughout the document. Certain weaknesses in highlighting specifically gender related issues and activities in the different sectoral chapters gives the impression that gender is a one-time concern and not a process which will need to be monitored and evaluated. Furthermore, the issue of gender disaggregated data is not emphasized enough, and this weakness comes out in the recent Annual Progress Report on the SDPRP where again there is no clear reporting on gender impact of the SDPRP implementation. Moreover, the SDPRP does not identify adequate gender monitoring indicators and thereby future follow-up and reporting is compromised.

2.1.3. With regards to the Millennium Development Goals, the poverty analysis points to the great challenge facing Ethiopia in its ability to meet them by 2015. According to the analysis in the SDPRP, the Government estimates that the Ethiopian economy must grow in real terms by 5.7% per annum until 2015 to reduce poverty by half from its current level. Furthermore, according to the UNDP 2002 MDG progress tracking report, Ethiopia is either “far behind” or has “slipped back” in its progress towards achieving most of the MDGs by 2015. However, the GOE has reaffirmed its commitment to the achievement of the MDGs and has outlined specific action in the education, health, transport and agriculture sectors through their respective strategies and realignment of operational structures in these major sectors.
2.1.4. The current Annual Progress Report (APR) on the SDPRP was critiqued for inadequate reporting on gender issues. In particular the Group for Advancement of Women (GAW - a gender donor group) reported that the APR made very few references to gender issues. The analysis of the APR showed that most of the data provided, such as farmers, trainees in different sectors, most vulnerable population, development agents, pastoralists, completion rates in education, textbook/ pupil rations, teachers, TVET, etc., were not disaggregated by gender. Pertinent areas that need to be included in the APR such as gender-specific MDG indicators in the SDPRP matrix (maternal mortality, for instance). Reproductive health and family planning, population issues do not receive adequate coverage; rather only contraceptive prevalence rate is indicated. Furthermore, no reference is made to micro and small enterprise development is made - a sector in which many women are involved. Therefore, there is a growing concern that while GOE emphasizes its commitment to gender mainstreaming, very little is done in reality.

2.2. Gender and Poverty in Ethiopia

2.2.1. Ethiopia’s population in 2001 was about 64.5 million, of which half are women, with a growth rate of 2.4% per annum and total fertility rate of about 6 children per woman. About 45% of the population is under the age of 14 years, implying a high dependency ratio. Ethiopia is administratively divided into 10 National Regional States of Tigray, Afar, Amhara, Oromia, Somalia Benishagul-Gumuz, Southern Nations Nationalists and Peoples Region (SNNPR) Gambella and Harar and the two administrative States Addis Ababa city administration and Dire Dawa Council.

2.2.2. Ethiopia is one of the poorest countries in the world with a per capita GNP estimated at about US$ 100. The UNDP 2003 Human Development Report ranked Ethiopia as 169 out of the 175 countries in terms of Human Development Index (HDI). The incidence and severity of poverty is largely identical amongst the three most densely populated rural regions where it is estimated that the Tigray region is the poorest, followed by Amhara region, Southern region, and Afar region in this order respectively with poverty index of above 50%. Rural poor households have little or no access to production resources, health, education and sanitation facilities. Poor nutrition and deteriorating health conditions are also evidence of poverty. The rural agricultural households are more vulnerable to poverty and suffer from low levels of agricultural technology, limited diversity in agriculture production, underdeveloped rural infrastructure, and weak access to inputs, as well as inadequate irrigation systems. The poor households are also highly vulnerable to external factors such as drought and famine, increased degradation of the natural resource base, and increased occurrences of food insecurity.

2.2.3. Approximately 15 to 20% of poor rural households are female headed. According to the participatory poverty assessment, which was carried out by GOE and the World Bank, women-headed households may be more vulnerable as they traditionally have less direct access to land and other productive resources. In urban centres such as Addis Ababa female headed households account for 37%, and about 52% of these fall into the low income category. Most of these female- headed households are often immigrants.
from rural areas who come to live in the urban areas in search of a better life. Furthermore, the high incidence of HIV/AIDS pandemic is a major challenge, to gender and development and which could worsen the poverty situation by reducing life expectancy and national productivity.

2.2.4. The findings and analysis of this study indicate towards some poverty causing characteristics of a household which can be identified as: (i) households which are in rural Ethiopia with high rates of illiteracy amongst men and women and which limits their economic activities to primary production activities, 80% of which are agriculture oriented activities. Men and women from rural households reported that it has become more time and energy consuming as well as less profitable to pursue farming given their traditional skills, knowledge, and equipment. (ii) Another characteristic of poor households is identified as having a large family or number of dependants. This has been reported to directly impact on quantity and quality of food intake by each member of the family which at certain times of the year equals to one meal per day. In this case women have reported that when the husband is not present it becomes more difficult for them to provide for such a number of dependants because they cannot do the same economic activities as the men; this was later clarified as being related to issues of access to resources. The resulting under-nourishment has led to reduced productivity, which further contributes to increased poverty particularly of female headed households. (iii) Other characteristics which have been reported, are frequent illnesses in the family where men tend to suffer from respiratory problems and women complain mainly of bone diseases.

3. GENDER IN GOVERNANCE

3.1. The Constitution and the Other Women’s Rights Conventions

3.1.1. The Constitution of Ethiopia, adopted in 1995, assures women of equal rights with men in every sphere and emphasizes affirmative action to remedy the past inequalities suffered by women. It also reiterates the rights of women to own and administer property as well as access to reproductive health services. Furthermore, based on the constitutional rights of women, the pension benefits of female civil servants is given to their survivors, maternity leave has been extended from 45 days to 3 months, and the family law has been revised.

3.1.2. Furthermore, Ethiopia has ratified the UN charter on Human Rights and more importantly the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), which outlines a variety of political, social, economic, and legislative issues that countries have to work on to eliminate discrimination against women and create equality between men and women. It also reiterates that state parties will adopt the necessary measures to achieve human rights of women identified in the Convention. CEDAW also discusses a procedure of reporting and follow up of the measures states have taken up in order to eliminate discrimination against women.

3.1.3. Although the GOE has signed and ratified several of the UN conventions, implementation of these conventions has been far from successful. In particular, more
efforts are still needed in the area of increasing women in top-decision making positions in policy making as well as technical ministries. Furthermore, more efforts need also to be focused on operationalising the legal safeguards which are already in place for gender equity such as in employment, promotion and training, inheritance and ownership of land and other assets, etc. Efforts can be focused on training of the legal machinery including the police force and courts, monitoring and holding accountable the respective institutions on progress made on implementation of gender specific rights.

3.2. **Women and Law**

3.2.1. Although the Constitution guarantees women equality, practice has shown that disparities still exist in the implementation of gender equity measures. While a seemingly sound legal framework regarding economic and social equity exists in Ethiopia, the lack of awareness and information amongst men and women of their legal rights, as well as inadequate sensitisation of community leaders has resulted in the extensive use of customary practices in dealing with certain ownership and constitutional rights issues. Furthermore, the customary practices themselves differ widely from one region to another, and this has resulted in unequal and rampant gender disparity economically and socially in Ethiopia.

3.2.2. Until 1960 all matters related to personal issues such as inheritance, marriage, divorce, guardianship and alimony were regulated by customary laws. These customary laws were in itself varying, for example Muslims would be governed by a combination of customary practices and the *Sharia*. Christians on the other hand would be governed by traditional and customary practices in addition to the *Feteha-Negast* or “The Law of the Kings”. However, after 1960 a civil code was introduced to regulate and modernise the legal framework. Thus, today all personal matters are regulated by this civil code; some customary practices, however, continue to be applied.

3.2.3. Currently a new Family Code is being put in place which has reformed some critical areas, such as the legal marriage age for a girl has been raised to 18 years; contract of marriage should be between the husband and wife and not between the families, as was previously the practice; matrimonial property shall be shared ownership and that the husband must consult with the wife in dealing with these, previous practice was that the head of the household would deal with property on behalf of the wife.

3.3. **Women in the Civil Service**

3.3.1. It is estimated that out of the total labour force employed in the Civil Service, 40% are women. Of these, 71% are employed in lower level jobs earning less than Birr 400 per month (approximately US$ 47). Furthermore it is estimated that in the Ethiopian Civil Service 6% of the men earn a salary of more than Birr 1,000 as compared to only 1% women. With regards to the level of education, it was reported that almost 95% of the women had less than a bachelor’s degree as compared to 79% of the men. Moreover, 70.9% of the professional positions are held by men while women occupy only 29.1% of these jobs out of which only 2% women are in decision-making positions.
3.3.2. The Civil Service Proclamation of January, 2002, touches upon gender equity under the section on employment. It states that no discrimination will be made on the basis of ethnicity, sex, religion or political affiliation. In addition to this, the proclamation has put in place affirmative action by stating that during the recruitment process, where two candidates, a man and a woman, have the qualification required for the position, preference will be given to the female candidate. Furthermore, improvements have been made for female civil servants regarding maternity leave and other related issues. The proclamation states that women will be entitled to paid leave for medical examination before delivery if recommended by a doctor. She will also be entitled for a paid leave of 30 days before delivery and 60 days after delivery. Finally if she does not deliver on the presumed date she can get her annual leave after the 60 days of post-delivery leave.

3.3.3. Field investigations and discussions show that inspite of the positive legal framework, gender inequities continue to exist in the public service. Respondents indicated that there are four main reasons behind the inadequate number of women in professional and top decision making positions: (1) not enough girls complete school education and thus not enough women enter university; (2) from those women who go to university, very few enter into technical or applied sciences fields; (3) women are not exposed to adequate technical experience to be able to compete for higher level positions; and (4) while training opportunities are limited, they are geared towards technical categories in which case women account for only one out of five professionals.

3.3.4. The findings imply that a number of factors are responsible for inadequate women’s representation at key positions in public administration. They are all interrelated, however, priority was placed on two key issues: increase in the number of girls completing school, and increased opportunities for training of women.

4. GENDER RESPONSIVE MACRO-ECONOMIC PLANNING AND BUDGETING

4.1. The gender differentiated impact of macroeconomic interventions and adjustments need to be adequately analysed in order to ensure gender equitable impact. Such an investigation will include a gender aware analysis of Government’s budget, expenditures, and revenue. Many of the macroeconomic policies, such as fiscal policy, tend to deal with economic aggregates rather than people, and thus is normally considered to be gender-neutral. But several studies have clearly shown, that government expenditures and revenues have a different impact on men and women, since they generally have different social and economic positions in society due to gender differentiations and socialisation. It is important to recognise that ‘women’s budgets’ or ‘gender-sensitive budgets’ are not separate budgets for women, or for men. They are attempts to break down, or disaggregate, the government’s mainstream budget according to its impact on women and men, and different groups of women and men, with cognisance being given to the society’s underpinning gender relations (Sharp, 1999) Thus such gender blind policies do not manage to clearly highlight the impact at the level of the people. One of the most critical macro-economic planning tools should be the
analysis of gender disaggregated impact of public expenditure on the income, livelihoods, nutrition and human capital investment. Furthermore, macro-economic analysis derived from household income data should also include gender differentiated reporting of earnings for an accurate picture of household level income sources and activities. (See Annex 4 on further elaboration of gender budgeting).

4.2. During the macro-economic planning exercise, inadequate mainstreaming of gender related activities at the planning stage has had direct negative impact on the capacity of staff to address men and women’s needs in development. Due to these constraints, the regional WAB representatives are unable give adequate focus on: (1) bottom-up needs identification and a planning process which will involve men and women at the household level; (2) planning activities which will address socio-economic disparities at the household level and at the community level; and (3) designing activities which will address barriers to women’s participation in development.

4.3. The planning process, as the line ministry level, is dominated by budgetary issues more than the need to prioritise real constraints. While it is true that generally the country is suffering from administrative budget constraints, the WAD’s activities were disproportionately constrained. An example was given that in some of the WAD offices the budget allocated was only enough for salaries and minor office expenses, and no money was allocated to actual activities aimed at promoting and addressing gender issues.

4.4. While the development plans and budget are consolidated at the central level by the ministry of finance and economic development, technical persons in charge of these activities admit that they are not knowledgeable on issues of gender and women’s development. They cannot visualize these issues as being an integral part of planning and cannot illustrate what a gender sensitive planning process would include. While the WAD is mandated to ensure gender mainstreaming issues in the macro-economic planning process, it has limited impact and outreach due to its current weak technical capacity.

4.5. Thus, the findings suggest that the development planning process in Ethiopia is unable to address and accommodate issues related to community and household needs.
and is in particular constrained to comprehend the importance of designing development plans which arise from men and women's needs. Bank programmes such as policy based lending (PBL) and non-lending activities such as CSPs, ESW, and agriculture sector reviews, should make room to identify activities which will address these deficiencies.

5. POLICY AND INSTITUTIONAL FRAMEWORK

5.1. The National Policy on Women and Institutional Framework

5.1.1. The GOE has affirmed its commitment to the equitable development of women and has drafted the National Policy on Women (NPW) in 1993 and the promulgation of the new Constitution in 1995 where women's rights are mainstreamed. The National Policy on Women aims to institutionalize the political and socio-economic rights of women by creating appropriate structures in government institutions. As a result, measures were put in place to enhance the implementation capacity of the NPW. In 1992 the Women's Affairs Office was created within the Prime Minister's Office and mandated to coordinate and facilitate conditions to promote gender equality in areas of development. The declaration of the first National Policy on Women in 1993 provided a framework within which Government's commitment to empower women can be channelled. The NPW highlights the following issues as areas of intervention to achieve women’s empowerment and gender equity in Ethiopia: (1) addressing discriminatory practices and mainstreaming women’s issues in existing laws, regulations, customary practices and enabling a conducive environment for women to participate in decision making structures; (2) coordinate and incorporate women’s issues in all government programmes and policies as well as at institutional levels; (3) work towards changing discriminatory attitudes in society against women and girls; (4) and promote research and awareness raising in all areas concerning women’s development and gender equity. The Policy also recommended the establishment of women’s development machinery at the respective sectoral ministries in the form of Women’s Affairs Departments (WADs), the Regional Women’s Bureaus (RWBs) at the regional administration level, and women’s coordination and desk officers at the respective Zonal and Woreda levels. The extensive structure was meant to ensure that gender and women’s development issues could be addressed comprehensively at all levels of administration and society.

5.1.2. The National Action Plan (NAP) is meant to operationalise the National Policy on Women and to set out clear priorities for intervention both for donors and the GOE. The WAO/ PMO has developed a concept paper for the design and finalisation of the NAP. A number of donors in the country are helping the WAO/ PMO with financial and technical resources to finalise this document which is expected in August 2004.

5.1.3. The Women's Affairs Office of the Prime Minister's Office (WAO/ PMO) is technically charged with responsibilities to oversee and coordinate activities leading to the effective implementation of the National Policy on Women. The WAO is situated under the social sector of the Prime Ministers Office and is headed by a Minster who is supported by six staff members. The WAO/ PMO is accountable to the Prime Minister and is responsible for coordination and monitoring of Women's Affairs activities at a
National level and creating a conducive environment for the implementation of all aspects of the NPW at various regional levels and in different sectors. In particular, the WAO is specifically charged with: (1) coordination, facilitation and monitoring of women’s affairs activities at the national level; (2) to initiate proposals for developing gender sensitive policies as well as reviewing existing ones to ensure that gender is mainstreamed; (3) to collect relevant data and information nationally and sectorally in order to disseminate them as well as to undertake studies on pertinent gender and women’s issues; (4) to organise workshops, conferences and symposiums at the national level to promote and raise awareness on women and gender issues in the Country; (5) to enable a conducive environment which will promote women’s empowerment and equal participation. The Women's Affair Office also creates a forum where government and non-government organizations at national level exchange experiences.

5.1.4. In line with the guiding principles of the National Policy on Women, Women's Affairs Departments (WADs) were established within 16 strategically situated line ministries. These WADs are mandated to bring out the issues of women's and gender gaps as well as to develop strategies to best address these inequities in the respective sector and sub-sector of responsibility. In particular they are charged with: (1) to create a favourable condition for effective gender mainstreaming and implementation of gender sensitive activities in the sector of their mandate; (2) the WAD will be responsible to monitor progress and report to the WAO periodically on challenges and constraints; (3) the WAD will also be in charge of ensuring that gender is mainstreamed in all projects and programmes within the authority of their respective sector and ministry. The departments are accountable to the respective ministries and commissions but also report to the WAO/ PMO concerning their annual plan and other pertinent gender issues that need due attention.

5.1.5. Similarly, and in line with recommendations of the NPW, and also to ensure the incorporation of gender in the planning and implementation of development programs at all levels, the Regional Women's Affairs Bureaus (RWABs) were established in all the regions and administrative zones. The RWABs are accountable to their respective Regional Administrative Council. The duties and responsibilities of the respective RWABs include, (1) provision of gender mainstreaming guidance to all regional, Zonal and Woreda level programmes and project interventions; (2) identification of gender mainstreaming and equity needs at all levels in the region; (3) developing respective gender mainstreaming strategies for the different technical and sectoral bureaus in the region; (4) to initiate, undertake and disseminate critical research and studies related to gender and women’s development issues within the regional context; and (5) to initiate and undertake gender mainstreaming and awareness raising sessions at all levels of the region and across all sectors. Moreover they help to create favourable conditions for the implementation of the NPW and follow up, and monitor various activities undertaken at regional level. They identify areas of concern based on the needs and priorities of each region and plan to achieve the goals envisaged.

5.1.6. Within the recent on-going decentralisation, the Zonal and Woreda level administration are given more responsibilities for all development related activities. Thus,
with regards to gender and women’s development, both at Zonal and Woreda level, the structure accommodates a unit to oversee and undertake relevant activities. The Zonal level offices usually play a coordination role between the RWABs and the Woreda but are in a position to have a view of the regional disparities and needs. The Woreda level administration works more closely with the communities and identifying and addressing needs at the grass roots level. At the Woreda level the women’s desk officer is in charge of implementing relevant activities as highlighted in the different gender and women’s development policy, programme and/ or project interventions.

5.1.7. The NPW has highlighted **the federal and regional coordination linkages and processes.** The WAO/ PMO is the overall body in the country mandated to ensure gender and women’s development issues are adequately addressed in all government policy and programmes. It is expected to do so through the sectoral WADs, Regional WABs and through them reach the Zonal and Woreda level gender machinery and regional line WADs. While each of these institutions is accountable to its own direct organisation head, they are required to report to the WAO/ PMO regularly on progress made in their respective geographical and sectoral fields. They also hold regular meetings with the WAO/ PMO to discuss work activities and proposed programmes for gender mainstreaming. In turn, the WAO/ PMO is mandated to source funds to undertake relevant training for the gender machinery, develop guidelines, tools, and sensitisation campaigns wherever possible. Currently, this role of the WAO/ PMO is not fully accomplished due to its weak technical capacity of their staff, and inadequate funds for developing the necessary tools.

5.1.8. The most critical problem facing the majority of the gender machinery in Ethiopia is the inadequate **capacity.** Staffing of the WAO/ PMO as well as the Ministerial WADs, the regional, Zonal and Woreda level gender offices is inadequate. Some offices are understaffed so that their outreach and impact is limited to fewer activities. In some regional bureaus, officers are shared between other technical bureaus and the women’s bureau. This again limits the human and geographical outreach of these officers in terms of implementation or monitoring of the women’s advancement strategies.

5.1.9. **Equipment and mobility** is another serious constraint which has a negative impact on the achievements of the gender machinery. Some offices do not have adequate information technology and other working environment technology. Of particular importance at the regional and woreda levels is mobility for the officers to reach the rural women and men as well as address productivity and poverty reduction issues. This is constrained due to the lack of adequate transportation facilities to these officers. Furthermore, the gender machinery does not always enjoy adequate **budgetary** allocation, and may face budgetary cuts more often than other technical departments in the respective Ministry, which in turn affects their achievement of planned activities negatively.

5.1.10. **Training** and updating of knowledge and skills is another critical constraint. Staff of the gender machinery are not given priority in the overall training needs of the various ministries and/ or regional bureaus. This results in gender and development staff using
old approaches and information which may not have the overall and comprehensive impact in gender mainstreaming.

5.1.11. An additional critical constraint facing the women’s machinery in Ethiopia is the inadequate sensitisation of the respective Ministerial, regional, and local administration level staff on gender issues. Since the majority of these officers are men and most of them dealing with technical issues they are unable to clearly address gender and women’s issues in their work related activities. This gap is mainly due to the weak capacity of the gender machinery itself as well as the view that such activities are the responsibility of the gender officer rather than all Ministerial and regional staff. This in turn puts the responsibility for mainstreaming women’s issues on the gender focal person alone.

6. **GENDER IN AGRICULTURE AND RURAL DEVELOPMENT**

6.1. Agriculture is the dominant sector of the Ethiopian economy and its performance is the major determinant of overall GDP growth rate. On the average, the sector contributed about 48% of Ethiopia’s GDP between 1995 and 2001. It equally accounted for 90% of export earnings and 70% of raw material inflow into agro-based industries during the period. The agricultural sector is also the major employer, accounting for 85% of total employment in the country and an estimated 70% employment for rural women. The crop sub-sector accounts for 60% of the sector output, livestock 30% and forestry 10%, respectively. Farm households are responsible for cultivating about 96% of the cropped area and producing 90% to 94% of all cereals, pulses and oilseeds. However, survey data show that around half of the country’s rural population is chronically food insecure, living below the food poverty level of 2,200 K/calorie equivalent per adult per day. Agriculture production in semi-arid and drought prone areas is affected by recurrent droughts and environmental degradation leading to increased poverty levels in these areas. In particular, women are disproportionately affected as their access to productive resources is limited and where they are the heads of households their ability to ensure food security for the family is negatively affected.

6.2. **The Agriculture and Rural Development Policy Framework**

6.2.1. The *Agriculture Development Led Industrialisation (ADLI)* Strategy was initiated in 1994 and emphasises the need to develop the agriculture sector to fuel the growth of other sectors of the economy, as well as for assuring food security. The ADLI notes that an industrial development programme of the country should be based on extensive use of the country’s resources contributing to an inter-dependant development of the agricultural and industrial sector growth. This strategy relies on increased employment in the rural areas, increased productivity especially for small-scale farmers, improved social and marketing infrastructure, and tapping into the export oriented markets. While the strategies mentioned under ADLI are of high relevance to female farmers who are responsible for household subsistence, there is little attention given to mainstreaming of women farmer’s concerns or the impact of gender relations in the subsistence farming sector. The GOE *Food Security Strategy* targets the chronically food insecure, moisture deficit and the pastoral areas of the country. Both the ADLI and SDPRP put emphasis on
the need to achieve food security for highly vulnerable groups such as female headed households. Table 1 illustrates the vulnerability of such households:

Table 1: Food Aid by Gender

<table>
<thead>
<tr>
<th>Head of Household</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>24.2%</td>
</tr>
<tr>
<td>Female</td>
<td>43.5%</td>
</tr>
</tbody>
</table>

(Source: Land Tenure and Agriculture Development in Ethiopia, 2002, Pp.67)

6.2.2. The Ministry of Agriculture has a WAD which is mandated with the function of mainstreaming women’s and gender development issues. However, the unit faces several constraints. It is currently under-staffed; out of a total allocation of nine full time positions within the unit, only three positions are currently staffed. The unit has weak technical and budgetary capacity, it has only one computer and which is not connected to internet or email facilities; they have very little office equipment; the staff are not adequately mobile to reach rural women or satisfactorily linked up with the regional women’s bureaus for implementation of planned activities, the staff have not received adequate skills and knowledge updated training, thus they perform their tasks based on older information and past individual experiences. Furthermore, they do not have adequate gender awareness material or guidelines, and they are unable to carry out adequate sensitisation of the ministerial and regional administration staff.

6.2.3. The WAD in the Ministry of Water Resources faces similar constraints as its counterpart in the Ministry of Agriculture. Currently the office is staffed by only two persons, the chief of department and her deputy. They are further constrained by inadequate office technology and coordination with the regional women’s bureaus on issues concerning water resources. However, the unit has done well in producing a gender guideline and check-list for the water sector, as well as identifying gender and women-specific issues in both the Water Resources Management Policy and the Water Sector Strategy.

6.3. Gender based constraints to agriculture and rural development

6.3.1. Women and men face different constraints in the agriculture sector, mainly because of their different access to resources. Table 1 gives a snapshot of some areas where differences can be observed. Farm sizes for female heads of households are usually smaller than those under male headed households, and moreover women tend to suffer from landlessness more than men. Furthermore, women tend to use more labour on their plots which increases their expenses for land management and eventually reduces their income.

Table 2: Gender Differences in Ownership of Farm Resources

<table>
<thead>
<tr>
<th>Farm Size (Ha.)</th>
<th>Household Size</th>
<th>Land-Labour ratio</th>
<th>Landlessness (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>M</td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>1.03</td>
<td>0.9</td>
<td>5.41</td>
<td>4.2</td>
</tr>
</tbody>
</table>

(Source: Land Tenure and Agriculture Development in Ethiopia, 2002, Pp.38)
6.3.2. Te other critical issues to be considered is the identification of a woman as a head of household. In polygamous marriages, the husband is available but may be currently not living with one of the wives. Thus, planning and monitoring authorities overlook women who are living under this situation, because they are not identified as heads of households as long as the husband is alive and the couple are still officially married. Women in polygamous marriages, to a large extent, continue to live alone and care for their children and households without the physical presence of a husband at all times. This situation has implications in terms of distribution of land, technology, contact with extension workers, and access to other support services.

6.4. Division of labour

6.4.1. Agriculture officers and community representatives identified that in agriculture there is a division of responsibility of tasks. Women are assigned the “small” tasks such as weeding, storing and processing, hand-harvest of some cash-crops; culturally, it is not acceptable for women to sow or plant. Men will do the “heavy” tasks such as clearing and preparing the land usually involving some form of technology, and they will harvest. Women are also involved in growing subsistence crops and vegetables for household consumption. Thus, men do marketing of cash crops while women will market surplus subsistence crops. Findings reveal that income from sales of men’s crops is used mainly to purchase agriculture inputs, large livestock or draught power, and for large household equipment. Income derived from sales of women’s produce is used to buy small household equipment, food necessities, clothing, and to meet community obligations. Men’s and women’s income are shared for health and education expenses of the family.

6.5. Land Tenure

6.5.1. There is a wide variation on the access to and use of land in Ethiopia as there have been several attempts at reform, and to date some regions, such as Tigray and Amhara, are undertaking limited amendments in issues concerning land. Thus, women from some regions have reported to have better access to and ownership of land in their own right, especially as a result of the land reform programmes, while in other regions land is still allocated mainly to men and on a limited basis to female heads of households. Where women did not own land, upon divorce her access to her husband’s land was taken away and she was forced to move to another location to seek her own survival. Furthermore, in the case of the husband’s death it the Peasant Association was quick to take away a large part of the land for reallocation to someone else, which was not the practice if the wife had passed away. Furthermore, women pointed out the fact that where land was being brought under irrigation, they were allocated the most marginal land, in terms of requiring extensive labour for clearing and preparing for cultivation, or that the land was far from their homes, and next to forests.

In Tigray, previously women could not own land, but only farm on their husbands’ plot. The Tigray Women’s Association has lobbied and managed to influence a policy change which now allows married women to own land jointly with their husbands. Currently under new revision of the law, it is now possible for unmarried and widowed women to also own land. (Source: Culture and Change, P.41)
where wild animals were threatening crops. One of the other problems highlighted by women was the fact that they had to depend to a large extent on male labour and/or rented traction power which was difficult for them and thus their land was not ploughed, sowed, or harvested in time. Furthermore, due to these constraints female heads of households were forced to lease their land to sharecroppers and received less produce in return.

6.6. Extension and Training Services

6.6.1. Currently the ratio of female to male extensionists is about 1:15. At the grassroots level, farmers are in contact with development agents (DA) of which the female to male ratio is 1:50 DAs. Female land owners reported that they had rarely been visited by an extension worker, and only about 2% of the female respondents had been part of a demonstration exercise. Women farmers did not proactively seek extension advice and were only knowledgeable of the credit facilities available from some local institutions. These women were also not exposed to use of and training in fertilisers, pesticides, or small equipment. One woman reported, that at one point women in the community, including herself, had been targeted to plant and promote olive trees, but once they did that no extension officer came to monitor their progress and very soon the plants died. The women expressed that they would like to improve the production and yield of their own crops and vegetables as that would mean better food and clothing for the household, and also because it means that the family can survive in times of price fluctuations and marketing constraints for cash crops.

6.7. Access to Credit:

6.7.1. The women in the interview group responded positively on the availability of micro-credit in most urban centres. However, some women complained that in order to get credit and make repayments they had to travel long distances which sometimes constrained their decision to approach credit institutions. These women reported that they were mainly involved in community based revolving credit and savings groups, which were much more convenient to them in terms of the distance, the ease of access, and the fact that they dealt with people from the community. However, the sums involved in these credit systems were too small to purchase agriculture inputs and were basically used for household needs satisfaction. Agriculture credit requires some form of guarantee of repayment and since women do not own either the land, equipment, or the produce it is more difficult for them to qualify for a loan. Some credit schemes such as solidarity groups and associations are much more limited to petty trading, and informal sector activities, or are enough to meet some personal social obligations.
6.8. **Irrigation and Systems**

6.8.1. Discussions with agriculture officers and community representatives revealed that women are generally unable to provide labour on construction of irrigation facilities due to the heavy tasks involved. However, they contribute their labour in terms of transportation of construction material and putting in place light fixtures. Due to this limited role they are also not well represented in Water User Associations and are not considered to be part of the training in operations and maintenance of the facilities. Nevertheless, findings indicate that while women tend to be less mobile and do not migrate, for economic reasons, as often as men, they are better suited to maintain and manage such facilities.

6.9. **Livestock**

6.9.1. Generally there is a division of ownership of livestock, where large animals are considered belonging to the men and small ones to the women. However, both men and women have different priorities with regards to livestock. Both men and women agreed that veterinary services and medicines were very important as it helped to maintain livestock for the whole family. Men were more concerned for the need to have adequate pasture land, especially for large animals. However, this was also of concern to women because they were usually charged with collection of fodder and feeding livestock left at home, as in the case of animal fattening programmes. Easier access to fodder was considered of great importance by women, especially in areas where grazing land was becoming scarce. Women also considered it important to have better breed of small animals whose productivity would be higher. However, it was highlighted that there was a need for adequate technical advice on the new breed’s management, especially in cases of vulnerable stock such as poultry. Women generally are not made aware on the proper care of the new breed which are less resistant at times than the indigenous breed. For closed livestock, women’s labour is used for cleaning of the animal shelters or space as well as the milking activity. Women are in charge of the dairy processing activity while, generally children are in charge of herding the large animals.

6.10. **Agro-processing**

6.10.1. Currently the majority of women in rural agriculture households are involved in some form of processing of farm produce, mainly for home consumption. However, women have also reported selling these items in local markets in order to purchase other food necessities, such as cooking oil, spices, etc. A number of women reported the need to improve their skills and knowledge in these activities and also to be able to take their products to larger markets for better profits. They reported that currently their major constraint is accessibility in terms of roads and transport, equipment for

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The Dodota project is a gravity water scheme designed in 1990 to supply 50,000 people. Most of the construction was carried out by women and more than 50 women were trained in management, operation, and maintenance. Currently the scheme was evaluated to be one of the most well maintained and functioning facilities. Almost all women trained still fulfilled their original duties in operation and maintenance. *(Source: SIDA Gender and Water)*
processing of foods, preservation and storage techniques and knowledge, and diversifying the types of foods processed.

6.11. Participation in development planning and decision-making

6.11.1. Women’s involvement in development planning and decision-making is essential to sustainable human and economic development. While the institutional structure for the implementation of the National Women’s Policy has provided for gender officers up to the Kebele level, very little attention is being given to promoting women’s participation within and from the community itself. As part of the decentralisation process in Ethiopia, rural and community participation has become more important. However, due to inadequate gender sensitisation of local administration officials as well as male community leaders, women are not adequately involved in local development planning and decision-making. Community based groups such as water user’s associations and village development committees, which have an important role in deciding on available economic and production opportunities, do not generally give adequate attention to women-specific constraints which in turn reduces the impact of sustainable poverty reduction measures. This is particularly of relevance because of male out migration and the threat of HIV/ AIDS which has wiped out large sections of productive male and female population and.

6.12. Rural Infrastructure

6.12.1. In rural Ethiopia, women may be walking up to 2 to 6 hours one-way to fetch an average of 6 litres of water per head-load, which is still not enough for an average family of 6 persons. Women have reported that fetching water consumes a lot of their time and thus they are unable to undertake other social or economic activities. The water is also reported to be of poor quality. Due to the time consumed in this activity women will assign children, boys and girls, to fetch water sometimes, and this would be at the expense of the children’s schooling. Water borne diseases are also known to occur in this activity due to the inadequate management of the water source as well as the trekking of the distance through forests and other unpaved areas.

6.12.2. Discussions with farmers revealed that men usually take the farm produce to the markets, both their own and that of the women. This is especially in the case where produce would need transportation, and where women’s goods cannot be sold locally, such as some home based craft-work, pottery, handicrafts, etc. However, women have expressed the need to have access to markets as well, especially where they are heads of households. This indicates that there is a need to have markets which are close, easily reachable in terms of roads, and which are secure. They have, in this case, given an

Women in many parts of Ethiopia have little opportunity to participate in wider society, especially in educational or extension programmes which are dominated by men. Thus, women in Ethiopia engage in Wobera groups, this is a group whereby women come together to help each other in various activities such as weeding, threshing, cotton spinning, preparing for social occasions such as child birth, etc. The Wobera group gives women a platform to discuss problems, exchange information and generally be a support group. (Source: Culture and Change, 2003, Pp. 33).
example of some groups where women organise themselves and collect their produce and one or two women will take all the merchandise to the market and then later distribute profits accordingly.

6.12.3. Availability of good roads enhances the access to markets for both men and women. However, feeder roads are generally constructed by participation from the communities who are also later expected to maintain them. Women have reflected that in such cases they are the ones burdened with contributing the community participation, as men in effect volunteer them out to the constructors. They feel that although the roads are important to their livelihoods, it usually takes up much of their time which they otherwise would have used in family sustenance activities. Thus, the women expressed the need to ensure that both men and women equally participate in such activities and that women should be allowed to take turns in contributing their participation, based on the respective community members.

7. GENDER AND HEALTH

7.1. The Policy Framework

7.1.1. The goal of the Ethiopian National Health Policy is to restructure and expand the health care system and to make it responsive to the health needs of the less privileged rural population, which constitute the majority of the population, as well as being the major producers in sectors such as agriculture. The policy supports the decentralization of the health service system, and strengthening intersectoral activities. The policy pays special attention to the health needs of the family as a whole, and in particular women and children. It also mentions the need to focus on the previously neglected regions in the country. The implementation strategy for the National Health Policy is the Health Sector Development Programme (HSDP) formulated in 1996. The HSDP is designed with the mechanism of empowering communities and their representatives in the management of their health issues. Furthermore, it stipulates gender mainstreaming as a cross-cutting issue, and addresses this through recognition of the specific health problems of men and women and as the need to address the social values and beliefs that create these gender specific health problems.

7.1.2. The National HIV/AIDS policy is given high priority in order to intensify efforts in mitigating the impact of AIDS in Ethiopia. The Policy recognizes that HIV/AIDS is not only a health problem but also a development problem. The overall goal of the policy is to provide an enabling environment for the prevention and control of HIV/AIDS in the country. More specifically the policy aims to establish effective HIV/AIDS preventive and control strategies in order to curb the spread of the epidemic, promote a broad multi-sectoral response to HIV/AIDS epidemic, coordination of the activities of different sectors and the mobilization of resources for the control of the epidemic, as well as to take adequate measures in order to alleviate the social and economic impact of HIV/AIDS.
7.1.3. The first HIV/AIDS case reported in Ethiopia was in 1984 and by 1986 a further four positive cases were detected. According to the UNAIDS, it is estimated that as in 2001 the adult prevalence rate was 6.4% with approximately 2.1 million adults and children were living the virus in 2001 of which 1.1 million were women in the age range of 15 to 49 years. It is reported that in Ethiopia at least 97% of the men and 84% of the women have heard of HIV/AIDS at one point in time and have some knowledge of its symptoms. The National AIDS Prevention Council, established in 2000 is headed by the President of Ethiopia and consists of members from government, NGOs, religious bodies, and civil society representatives. The Council is mandated to oversee the implementation of the federal and regional HIV/AIDS plans, examine and approve annual plans and budgets, and monitor performance and impact. More recently, a National AIDS Council (NAC) Secretariat was established under the Prime Minister’s office to coordinate and facilitate implementation activities. The First Lady is spearheading the National Women’s AIDS Coalition where female members of parliament and ministers have initiated awareness raising campaigns.

7.2. Gender and Health – Operational Issues

7.2.1. Reproductive Health

7.2.1.1. The most critical risk to women’s health in Ethiopia are issues of reproductive health. According to the health ministry technical officers, rural women continue to be exposed to a number of reproductive health risks. The practice of many pregnancies has led to increased infant and maternal mortality. Women have reported complications during pregnancy and child birth, such as: stunted birth, anaemia, increased miscarriages, and uterine infections. A number of women suffer from infections and tumours caused by circumcision, and which has in some cases reported to cause infertility. Women have also expressed the need for awareness raising for men, where issues and problems of early marriage, frequent pregnancies, inadequate child spacing, and fidelity should be discussed. The women reflected that there has been a significant increase in diseases related to reproductive organs; this was later clarified as sexually transmitted diseases (STDs). Some women reported the use of traditional herbs to cure such diseases.

7.2.1.2. Incidence of rape was found to be another major cause for increased reproductive health risks. Due to the violent nature of the crime, some women suffered from long-term infections, physical disabilities, and mental trauma. These problems usually worsen due to lack of adequate medical attention. In the case of rape, women were not used to seek immediate medical attention due to taboos, and especially if the girl was yet a child or an unmarried teenager.

7.2.1.3. Early marriage for girls is further cause for women’s poor health. Women tended to take on the role of wife and family caretaker from an early age which increased the pressure on girls to have many children immediately, and thus increased their long-term exposure to pregnancy and delivery related risks.
7.2.1.4. Due to cultural restraints and barriers, women in some regions did not seek medical attention from male health assistants. Because of this constraint many rural women go through unassisted childbirth. Therefore, any complications arising during childbirth are not addressed leading to sometimes fatal results. The health assistants also reflected the need for improved gender sensitisation of their training curricula as well as the need to increase the number of female health assistants.

7.3. HIV/AIDS

7.3.1. Findings suggest that women are disproportionately at risk of infection because of several reasons. The practice of polygyny, especially, in rural areas, increases risk of infections due to the multiple partners involved. Moreover the risk of infection increases amongst women in the age range of 15 to 24 years due to their early marriage to older men who may already have other partners. In addition, younger women and girls are also continuously exposed to abduction and rape increasing their risk of infection. Circumcision is also reported to increase HIV risk because of the unhygienic operating conditions and lack of facilities for sterilisation of operating instruments. Finally, poverty has also impacted on increased risk of HIV infections for women because there is an increase in women entering into commercial sex sector as a means of generating income, and they are categorised as the high-risk group in order to facilitate the economic work of the sick as well as those taking care of the sick.

7.3.2. The findings on health of women and men suggest that there is a growing need to raise awareness of men and women on reproductive health, family well being, and HIV/AIDS transmission and mitigation. The findings also imply that there is a need to mainstream and promote labour saving technology both for economic and non-economic activities, such as introducing mills, appropriate farming technology and hand tools, intermediate means of transport, and promoting communication facilities.

8. GENDER AND EDUCATION

8.1. The Policy Framework in the Education Sector

8.1.1. The Ethiopian Education and Training Policy was approved in 1994 and the overarching goal of the Policy is to provide a new education system which will achieve the present and future national and social development goals. The Policy focuses on increasing access to educational opportunities based on enhanced equity, quality and relevance. In particular it promotes an education system that would remove the cultural and traditional misunderstandings attached to benefits of female education. The policy also states the need to design and develop curriculum and teaching material that will give special attention to gender issues, as well as increasing the number of female teachers and providing them with increased opportunities for training.

8.1.2. In order to implement the Policy the GOE designed the Education Sector Development Programme I which managed to achieve wide spread Government ownership for the development and implementation of the ESDP Program. It put in place
broad participatory and equity approach measures. ESDP II is meant to build further upon the experiences of ESDPI and pay special attention to the design of strategies for improving gender equity in terms of mainstreaming them into the annual planning process to improve the intake of girls into primary schools, teacher education programs, community participation strategies, curriculum development, etc. Special attention is also paid to improving access to education for the children of highly marginalized and pastoralist communities, to narrowing the urban-rural gap in access to education, and to reducing the regional disparities.

8.1.3. The Ministry of education has established a WAD which has the role of ensuring that gender and women’s promotion strategies and activities are mainstreamed in all the respective programmes and projects. The Unit has developed an Education Sector Gender Policy which identifies specific activities to reduce the gender gap in the sector, with priority focus on reducing female drop-out rates, increasing female teachers, and building the capacity of the teachers in general and male teachers in particular to be gender responsive, sensitive and pro-active in understanding the traditional and cultural aspects which constrain female access to education in Ethiopia. The Unit is also involved in providing assertiveness training for female students at the various higher education institutions and organizing discussion on gender issues. The Unit also provides technical support and back-stopping to the regional women’s focal points. Like its counterparts in the other respective Ministries, the Women’s Development Unit faces serious constraints in terms of staffing, technical and office capacity as well as budgetary restrictions.

8.2. Operational Gender based Constraints in the Education Sector

Table 3: Literacy Status of Population aged 10 years and above

<table>
<thead>
<tr>
<th>Grade and Literacy</th>
<th>National</th>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M%</td>
<td>F%</td>
<td>M%</td>
</tr>
<tr>
<td>Illiterate</td>
<td>59</td>
<td>81</td>
<td>16</td>
</tr>
<tr>
<td>Grade 1-6</td>
<td>59</td>
<td>60</td>
<td>39</td>
</tr>
<tr>
<td>Grade 7-8</td>
<td>11</td>
<td>14</td>
<td>18</td>
</tr>
<tr>
<td>Grade 9-11</td>
<td>6</td>
<td>9</td>
<td>15</td>
</tr>
<tr>
<td>Grade 12+</td>
<td>3</td>
<td>2.7</td>
<td>9</td>
</tr>
</tbody>
</table>


8.2.1. Table 3 above highlights the gender differences in the education process. While generally the percentage of illiterate women is higher than that for men, some differences can be observed at the different levels of schooling. Girls tend to be more at the primary schooling level and gradually drop out. Several reasons cause girls to increasingly drop out of school and they are discussed below.
8.3 Girls’ dropout

8.3.1. Female school drop-out rates have not been significantly reduced despite intensified efforts. In particular the problem is more exasperated in rural areas where both women and men reported that the major constraint as social and cultural attitudes and practices. Women in particular have related this to the need for girls to help mothers at home. Most women interviewed agreed that they need their daughters to be at home and help them with domestic chores and by doing this they restrict the daughter’s educational opportunities. The women, however, felt that the issue was beyond their control as they themselves were raised in this way and that the growing demands and pressures of survival forced them to use their daughters’ labour in family maintenance. Furthermore, the incidence of teacher abuse and harassment towards the female students has remained unchanged. Other threats to female education are the problem of insecurity leading to abduction and/ or rape on the roads to the schools has also caused families to be unwilling to let the girls continue schooling. The lack of adequate number of female teachers reduces the girls’ motivation to go to school and as well does not provide adequate female role models or supportive environment.

8.4. Gender Gaps in higher levels of education

8.4.1. One of the results of increased female drop-outs is the few number of women entering universities or technical colleges, which in turn will result in fewer women participating in the formal sector employment. While GOE has made great efforts in re-adjusting the structural aspects of the sector to address the gender gap, crucial challenges still lie ahead. According to MOE (2000), overall illiteracy rate is 74%, 54% for males and 75% for females. Furthermore, the gender gap widens in the upper levels of schooling and higher education. In the academic year 1999/ 2000, only 24% women managed to enter colleges at diploma level, and only 13% entered the degree programmes in various higher education institutions. It is reported that in 1999/ 2000 out of 2,420 students enrolled in technical and vocational schools, only 811 were girls. Furthermore, in the same academic year among the 570 students who entered the Faculty of Medicine, only 81 were women; in the Natural Sciences, out of 2,846 students, only 329 were women; from the 1082 students in the Faculty of Technology, only 78 were women.

8.5. Findings imply that Bank interventions should put in place measures to reduce girls’ dropout, such as promotion of domestic and economic technology, improvements in roads, water and other livelihood infrastructure, reducing the distance to schools, teacher sensitisation and training, counselling for rape victims, gender sensitisation of curricula and teaching methodologies, and putting in place awareness raising group

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Gete was in high school when a man raped her. She became pregnant, and was expelled from school because school administration did not want to encourage sexual activity among students. The school’s gender club negotiated with the administration and she was allowed to return to school after she had her baby. Since then the teachers and school administration have consciously improved girls and boys’ participation in school affairs as well as organising extra classes for those who have difficulties in catching up on the curricula. (Source: Culture and Change, P. 51).
activities. Bank sectoral interventions, such as those for infrastructure, agriculture, health, and trade and industry should target universities and relevant departments to mainstream gender, allocate some bursary funds in the university for promotion of women in these disciplines, and motivate the girls benefiting from the Bank funded university level bursary to get on the job training in respective project activities.

9. GENDER AND TRADE

9.1 According to CSA (1997) Ethiopian women operated about 65% of micro enterprises and 26% of small enterprises. Furthermore, Zewde and Associates (2002) indicate that the MSE sector has the potential to contribute to economic growth, employment generation and poverty reduction. Micro enterprises in particular are considered important in contributing to the socio-economic empowerment of women.

9.2 Some recent studies (AEMFI, 2002) have shown that many women engaged in micro enterprises started their business to overcome the challenges of poverty and its consequences. Some of the driving forces behind them starting a business include:

- Unsatisfied household subsistence needs i.e. in order to meet basic needs like food, clothes, education of children etc;
- Girls dropping out of school and being unable to find waged employment; Family pressures on girls to earn their own living and;
- Credit facilities being offered to women in their local communities.

9.3 Research conducted by Zewde and Associates (2002) revealed that women entrepreneurs are mostly engaged in the trade and service sectors and have low representation in the small-scale manufacturing sector. This can be attributed to factors such as:

- Low levels of education and a lack of opportunities for training;
- Heavy household chores that leave women less time to devote to their businesses;
- Lack of contact and exposure to the business world;
- Meagre financial and human capital at the disposal of the women concerned; and
- Issues that relate to ownership rights, which deprive women of property ownership in general, and means that they are unable to use land as collateral for accessing bank loans, etc.

9.4 Furthermore, study conducted by Zewde and Associates (2002) indicates the following constraints to women’s entrepreneurship:

- Access to credit continues to be a major constraint for female entrepreneurs, particularly with regards to access to loanable funds, lending conditions and repayment arrangements.
- Access to land and premises for business is a factor in influencing the kind of activities undertaken by women entrepreneurs. In particular, women should be provided with certain incentives such as tax relief and availing lease-free land for first time female entrepreneurs.
- Marketing assistance for women should encourage market networks with large and medium firms, quality improvement training, accessibility to local/ regional
and international market information systems, and introducing affordable technology.

- Business Development Services (BDS) should become an integral part of entrepreneurship development and monitoring. In particular, services such as training both technical and managerial, advisory and counselling services are very crucial for sustainable growth of women entrepreneurs. In this regard support agencies need to tailor their training and advisory services to meet the specific needs and situation of women entrepreneurs.

- Capacity Building is a crucial factor in the promotion of female owned enterprises and respective products. The WAD at the Ministry of trade and Industry as well as technical and professional support associations aimed at female entrepreneurship could be strengthened in order to play the necessary services which will further help to promote and enhance the performance of female owned micro and small enterprises in Ethiopia.

- Enabling environment focusing on the regulatory framework that affects business activities in general, and those influencing women entrepreneurs such as the tax system, requirements for business registration, and appropriate accounting and auditing services should be reviewed and where necessary adjustments should be made.

10. MONITORING AND EVALUATION I EXISTING BANK PROJECTS

10.1 While the Bank has made considerable strides and achieved significant milestones in gender mainstreaming in lending and non-lending activities, existing projects have not been reviewed for assessing their conformity to achieving gender equitable project outreach. Up to the end of 2001, the Bank had a loans and grants portfolio of UA 1,122.78 million in all sectors in Ethiopia, of which more than half of the number of projects are still under implementation.

10.2 Upon conducting a desk-review of a random sample of these existing older projects (formulated between 1995 – 1999), it was found that the projects did not clearly identify gender or women’s development issues related to the sector and/ or sub-sector. Information was limited to being descriptive and general to the country. The projects further did not introduce any meaningful and/ or quantifiable gender mainstreaming or sensitisation activities within the framework of the project components and respective activities. Moreover, and due to the absence of any specific gender related activities no budget was allocated to gender mainstreaming activities. Existing projects made some reference to the project having a positive impact on women and other vulnerable groups, but this is mostly related to indirect effects depending on externalities. Furthermore, and as a result of lack of adequate attention to gender mainstreaming activities in the project design stage, it was noted that supervision mission issues papers do not clearly identify the gender issues and constraints to be reviewed during the mission. The supervision reports as well as the PIU initiated quarterly progress reports provide no or very little analysis on gender impact and give no gender-disaggregated data on project outreach or benefits.
10.2. In view of the Bank projects’ cycle implementation procedures and within the reemphasis of the Bank’s commitment to addressing gender mainstreaming issues, the following are some recommendations which will help to strengthen existing project impact. Furthermore, the fact that some of these existing projects are yet to conduct a mid-term review, avails an opportunity for reallocation of resources within the project to gender mainstreaming and sensitisation activities. Thus, in this respect the main guiding recommendations of this report for gender mainstreaming in on-going projects in Ethiopia would be:

- That task managers bring the issue of gender and women’s promotion on the discussion table with the GOE and/ or PIU when visiting their projects,

- Refer to the Bank Operations Gender Expert for guidance, information on monitoring and evaluation process, assistance in review of some critical issues and suggestions on mainstreaming them in the existing projects, and providing other available tools to assist the PIU in addressing gender issues in the respective projects.

- Require PIU progress reports to provide feedback on issues pertaining to gender and women based constraints, as well as gender-disaggregated data with respect to implementation of project activities.

- Introduce primary gender disaggregated data as well as target and process indicators within the existing project framework.

11. CONCLUSION

11.1. The Ethiopia Multi-sector Country Gender Profile has identified and highlighted constraints and issues based on the GOE development priorities. Specific recommendations are made to effectively mainstreaming gender issues for sustainable human development and poverty reduction, through gender sensitive interventions in agriculture and rural development, education, health, rural infrastructure, trade and industry, as well as macro economic planning. The report has also placed some focus on further improvements needed within the Bank’s project cycle and formulation stages. Given the importance placed by the Bank on poverty reduction as an overarching goal and the vast rural-urban disparities in Ethiopia, the present report has focused mainly on rural poverty and development framework.

11.2. It is expected that the findings and recommendations of this report will inform Bank staff as well as GOE representatives on gender strategies and the way-forward for gender responsive development. Furthermore, it is expected that the recommendations of this report will be adopted in the various sectoral and sub-sectoral focus of Bank projects and programmes in Ethiopia. Furthermore, the report has analytical evidence on the need to support stand-alone projects for capacity building and institutional support in the area of gender mainstreaming in Ethiopia.
12. RECOMMENDATIONS

This section will give a brief overview of the proposed recommendations based on the information and critical analysis of the various institutional and sectoral gender issues discussed above. Annex 2 gives a detailed listing of these recommendations within a framework of intended objectives to be achieved.

12.1. Gender Sensitive Development Planning

12.1.1. The findings of this study suggest that the development planning process in Ethiopia is unable to address and accommodate issues related to community and household needs, particularly designing development plans which arise from men and women’s needs. Thus, Bank programmes such as policy based lending (PBL) and non-lending activities such as CSPs, ESW, and agriculture sector reviews, should make room to identify activities which will address these deficiencies. This should be done by proposing a platform for policy dialogue with gender responsive reformulations and concrete targets.

12.1.2. In order to pursue and support gender sensitive development planning, there is a need to improve the capacity of the gender machinery nationally and regionally. In particular, the WAO at the PMO should be supported with improved gender mainstreaming tools, updating of staff skills as well as networking technology which will assist them in carrying out their official mandate as a coordinating and guiding institution. The WAO should also be supported to strengthen their role in implementation and monitoring of the Beijing Platform for Action Commitments, as well as furthering gender equity and increasing the number of women in the political and public administration sphere.

12.1.3. Project and programmes should carve-out a clear role for the respective Ministerial WADs (depending on the sector of Bank intervention) as well as the Regional Women’ Bureaus and beneficiary communities. Thus, it is recommended that a budget of at least 1% of the total cost of a proposed Bank intervention should be allocated to gender mainstreaming activities for grass-roots and community level, as well as institutional development and support for gender mainstreaming at the local and regional administration respectively. These implementation partners should be given charge of gender specific activities of implementation, training, monitoring and evaluation. The WADs should also receive adequate capacity building support to carry out the mandated activities under a respective project or programme.

12.1.4. The report has highlighted the need to mainstream and address gender issues at the macro-economic planning and development policy design level in order to ensure that gender equity is enshrined within the overall development plans and framework. Thus, the report proposes that there is a need to support the WAD of the Ministry of Finance and Economic Development with training in undertaking gender mainstreaming at macro-economic level. Furthermore, a mechanism should be put in place whereby the WAD at MOFED would be involved in major policy and structural
reforms and that the WAD’s contributions will be a pre-requisite for finalising of such proposals. Moreover, there should be extensive gender sensitisation of senior government officials in order to improve their ability to guide and monitor the gender mainstreaming process within their sphere of control. The review of the SDPRP is currently ongoing and therefore there is a need to put in place a gender sensitive monitoring system and to ensure gender issues are more comprehensively addressed in the future SDPRP updates.

12.2. Gender Equity in Access to Economic Resources

12.2.1. Findings of this study indicate that Bank projects should thoroughly analyse site specific issues and constraints related to men and women’s performance and participation, specially in agriculture. Specific attention must be given to address activities which are delineated along gender division of roles. In particular women’s increased burden of workload due to the gender division of labour should be addressed and mainstreamed in activities related to domestic and economic technology, household energy uses, water and sanitation, and diversification of traditional income generation activities.

12.2.2. While currently micro-credit has been reported to be adequate, it will however need to be better targeted in Bank projects with measurable indicators for outreach to men and women. Currently the national average for women’s outreach by credit institutions is about 40%, thus Bank programmes involving micro-credit should aim to achieve at least 35% of female clients in the loans portfolio, in addition to gender sensitive lending conditionalities and gender disaggregated data collection and reporting on loan portfolio performance and constraints.

12.2.3. Access to markets has a significant impact on women’s access to improved income and family livelihoods. Thus, programmes and projects should give full attention to ensuring that market prices and other information reach men and women equally, that the location of market infrastructure and rental of market space are easily accessible and affordable by female producers as well. Moreover, market locations should have adequate security and protection for female vendors. Furthermore proposed interventions should also consider the different crops produced by women and if there are any specific marketing needs or strategies for such produce, such as storage facilities.

12.2.4. Technology also plays an important role in determining gender differentiated improvements in income generated. Thus, proposed interventions should consider providing improved basic tools to improve activities done by hand, and that farming technology options should consider women-specific limitations, such as their physical strength, size, and time constraints. In particular, women should be comprehensively involved in training for the maintenance and operation of available technology as well as procurement procedures and methods for spare parts.

12.2.5. Land is an important factor in agriculture production, which is the mainstay of economic activity in rural Ethiopia. Bank programmes can be instrumental in promoting gender equity in ownership to land through ensuring that Peasant Associations
and Kebele Administration are adequately gender sensitised and that they give equal attention and priority in land allocation to female heads of households as well as single or young women who are willing to use land for production. Furthermore, in programmes where land will be redistributed, female heads of households, and other women should be given equal access and attention to allocations.

12.2.6. **Extension services** have had a very weak outreach towards female farmers in rural Ethiopia, and this has been a critical constraint to improved production on women’s plots. The report recommends that proposed programmes should design mechanisms to increase the number of female extensionists in colleges and in the field. Furthermore, male and female development agents and extension officers should be exposed to intensive gender sensitisation and training on improving outreach to female farmers. The extension agents can develop a mechanism of female contact farmers in order to increase outreach to women farmers. The female contact farmers should be provided with proper equipment, materials, and mobility to undertake this activity. Local administration should mainstream gender disaggregated data collection and reporting on farmer outreach and contact.

12.2.7. **Agro-processing** is particularly relevant to income generation for women involved in rural agriculture. Thus, agriculture programmes should include activities to improve women’s skills in agro-processing, as well as avail them with needed technology, training and materials. Furthermore, agro-processors should be organised in production groups for improving their access to credit and marketing opportunities.

12.2.8. **Livestock ownership** and by-product management forms an integral part of the rural Ethiopian household income and nutrition. Thus, there is a need to improve the breed and management of small ruminants which are usually taken charge by women. Women should also be encouraged to participate in ownership of bigger animals such as cattle and oxen which can be used for agriculture production, as well as other animals which can be used for transportation such as horses or donkeys, where possible. Ownership of bigger animals by women can improve their income by renting the animals to other producers and users. Furthermore, proposed programmes should include adequate gender sensitisation to address certain traditional beliefs and attitudes regarding women and livestock ownership and management.

12.2.9. **Women’s participation** in planning and decision-making has proven to improve sustainability of programmes and projects at all implementation levels. Thus, the report proposes that extensive consultations with the communities and with women in particular should be held during design and formulation stage. Women should be specifically sought to participate in decision making structures such as WUAs, functional cooperatives, village development and planning committees, etc. Moreover, local administration and community leaders should be exposed to gender sensitisation in order to recognise the need and importance of women’s participation. A close monitoring and reporting of women’s participation and progress made should be mainstreamed in a proposed intervention.
12.2.10. Women in Ethiopia are also greatly involved in trade and industry in particular within the small and micro-enterprises as well as the informal sector. Thus the report proposes that women micro entrepreneurs should be organised and provided with updated skills and business management training, as well as exposed to international quality and standards control measures. Furthermore, certain tariff exemptions can be granted to promote women’s manufacturing industry and exports, as well as flexibility in legal requirements for business registration and start-up. Finally the Chamber of Commerce should be more proactive in involving business women in their planning meetings as well as in key events and conferences.

12.3. Gender And Human Development

12.3.1. The report has highlighted some critical issues of reproductive health, gender disparities in HIV/AIDS and education, and which particularly affect the Ethiopian women’s development and empowerment negatively.

12.3.2. The report recommends that in order to improve the reproductive health of women in Ethiopia there is a need for intensive training and gender sensitisation of the health workers in order to support them to eradicate traditional beliefs and taboos related to women’s roles, sexuality, nutrition practices. Furthermore, traditional birth attendants need to be adequately trained and provided with adequate supplies and equipment to reduce maternal and child mortality rates. Health assistants and workers should also be trained to sensitise communities in issues of rape, abduction of young girls and women and entering into early marriage and early and frequent pregnancies. Sensitisation and awareness raising should be provided on eradicating harmful traditional practices such as Female Genital Mutilation which increase reproductive health risks.

12.3.3. HIV/AIDS in Ethiopia affects women disproportionately, because they are the care takers of PLWHA, as well as they are targets of rape, abduction and forced marriage to older men who have been sexually active, and due to the increase in the number of commercial sex workers as a result of poverty. Thus, the report has concluded that the pandemic is a serious threat to sustainable development in Ethiopia and must be addressed in a multi-pronged approach as well as across multi-sectors. The report proposes that Bank interventions should support ARV treatments as well as treatment of other HIV/AIDS related symptoms such as TB, pneumonia, etc, and promote safe sex practices. Furthermore, Bank group sectoral interventions should introduce labour saving technology for men and women for both domestic and production activities in order to enable the women and men to continue supporting their family livelihoods. Furthermore, Bank interventions should mainstream voluntary testing as well as train volunteers to give counselling and facilitation services, and intensive gender based awareness raising on the disease.

12.3.4. The primary constraint to women’s development in Ethiopia is the high levels of illiteracy. Thus, the report proposes that priority should be given to reducing girls’ dropout rates by improving security to and from the school, reducing sexual harassment by male teachers, increase number of female teachers, putting in place
flexible school times so that girls can finish their household chores and then come to school, provide adequate school supplies, and improve gender roles’ representation in school books, provide a platform at school for girls’ counselling and discussion of cultural and traditional constraints, and promote and publicize female role models to motivate girls to complete their education.

12.3.5. Much of the gender inequity at the professional and formal *employment* level is a result of low levels of girls going to school and completing to graduation. Due to this, the number of women at the higher education level is also low. Thus, the report proposes that some form of affirmative action is necessary to increase the number of women in Universities and thereby in the labour market. It is proposed that girls, within an acceptable range of lower average scores, should be allowed to enter into traditionally male-dominated programmes, such as sciences, medicine, engineering, etc. Promote career counselling for female university students and put in place a long term programme for their increased employment into the different sectors, both public and private.

12.4. Gender Mainstreaming in Existing Bank Projects

12.4.1. It is recommended that the Bank Group should align its gender mainstreaming activities in project formulation and monitoring to contribute to the efforts of GOE in achieving gender equity. Thus, it is proposed that the project task managers should conduct a gender impact assessment during the project formulation stage, develop base line targets and project intervention indicators, mainstream gender into the relevant project components and activities with the respective budget allocated to the implementation of these activities. The appraisal reports could provide an annex showing the gender analysis of the benefits of the project.

12.4.2. Bank supervision missions do not give adequate attention to evaluating social impact and therefore it is proposed that management should require task managers to provide serious evaluation and analysis of the social and gender impact of the on-going project and attention to identifying gender based constraints in the project, and generally to be more vigilant on social issues monitoring and reporting in government prepared progress reports. Furthermore, it is recommended that the task managers work with the Operations Gender Expert closely in order to develop strategies and propose activities, where necessary, for gender mainstreaming and equitable distribution of benefits. Finally, task managers should also emphasise the need for gender sensitive project implementation and reporting to the PIU as well as the Executing Agency. These implementation agencies should be held accountable to implement and report on progress made on gender mainstreaming and other related activities.
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**APPENDIX I – BANK GROUP OPERATIONS IN ETHIOPIA**
### ANNEX II

**ETHIOPIA MULTI-SECTOR COUNTRY GENDER PROFILE**

**DETAILED RECOMMENDATIONS**

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<td>WAO/ PMO needs to upgrade its staff training and technical skills to be in line with the new visions, strategies and approaches in gender and development.</td>
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<td>The WAO/ PMO needs support to build a regional and international network for experience sharing platform as well as for engaging in crucial discussions and agreements on post-Beijing achievements.</td>
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<td>Bank Projects and Programmes should involve a component to promote the involvement and build the capacity of the respective Ministry’s WAD, as well as the regional women’s bureau, the Woreda and Kebele level gender desk officers.</td>
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<tr>
<td>Providing adequate equipment, transportation facility, technical assistance to assist the national and federal gender machinery in upgrading their own operational systems and methods, designing guidelines, manuals, training of extension officers and development agents in issues of gender awareness and mainstreaming strategies.</td>
</tr>
<tr>
<td>Create a role for the women’s development unit at the federal level to support and back-stop the project in gender mainstreaming issues, create a role for the regional women’s affairs bureau in the implementation of women and gender specific activities and providing them the necessary support to carry out their role.</td>
</tr>
<tr>
<td>Bank interventions should negotiate with GOE to staff these offices respectively and provide them with adequate technical and financial resources where such are identified to be missing or inadequate.</td>
</tr>
<tr>
<td>Bank interventions should contribute to building the technical and staffing capacity of the sectoral and regional WADs by making provision to allocate them funds for specific activities identified during project preparation and appraisal.</td>
</tr>
<tr>
<td>The Bank sectoral interventions should support gender sensitisation and awareness training for sectoral and regional implementation partners, assist in developing guidelines to be used by the respective officers, and promote gender disaggregated data collection and reporting.</td>
</tr>
<tr>
<td>It is recommended that a budget of at least 1% of the total cost of a proposed Bank intervention should be allocated to gender mainstreaming at for grass-roots and community level, as well as institutional development and support for gender mainstreaming at the local and regional administration respectively.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Mainstreaming in Governance Issues and Macro-economic planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific attention should be given to the sensitisation of senior government officials to the need for gender responsive planning,</td>
</tr>
<tr>
<td>Support preliminary pilot activities to realize gender responsive macro-economic planning and budgeting, And support the design of gender responsive indicators for monitoring of PRSP progress,</td>
</tr>
<tr>
<td>Build the gender mainstreaming capacity of the Ministry of Finance Women’s Affairs Department to under take their mandate in monitoring of the SDPRP more extensively,</td>
</tr>
<tr>
<td>Put in place a mechanism for gender disaggregated reporting by gender sensitisation of the data collection instruments, methods and personnel.</td>
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</table>

<table>
<thead>
<tr>
<th>Gender Equity in Access to Economic Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Division of Labour</strong></td>
</tr>
<tr>
<td>It is recommended that future Bank interventions in the agriculture sector and related sub-sectors should support provision of improved technology for domestic purposes such as a community based mill, bringing closer sources of drinking water, provision of sanitation facilities where required, and providing intermediate means of transport to facilitate the daily mobility of women and children and allow them to save time and effort.</td>
</tr>
<tr>
<td><strong>Micro-Credit</strong></td>
</tr>
<tr>
<td>The on-lending institutions adopt a gender sensitive client targeting approach,</td>
</tr>
<tr>
<td>They try to increase the number of female clients to at least 35% of the loan portfolio from the first cycle of on-lending, and gradually increase to achieve at least 50% in subsequent lending cycles which will take place from repayments of the initial lending portfolio.</td>
</tr>
</tbody>
</table>
The credit should not be limited to petty trading but focuses also on agriculture and related activities such as agro-processing, trading, storage activities, and agriculture related micro-businesses.

The institutional staff are gender sensitive and the lending approach and conditionalities are appropriate for easy access by women and men.

That adequate supplementary support is given to women clients in terms of satisfactory management and recording of the credit and repayments.

### Markets
- Give equal attention to the provision of marketing facilities of women’s produce or crops.
- Establish a market and price database which should be disseminated to both men and women farmers equally.
- Women should be sought to become members in existing or new cooperatives or other marketing associations.
- Technical information on new and high-value produce should be equally disseminated to men and women farmers.
- Location of market infrastructures should be easily accessible by women in terms of distance and security to and from the market.
- Prices for rental of market space should be appropriately fixed bearing in mind constraints that women have in accessing disposable income.

### Technology
- On-farm technology should also be made easily accessible to women as well as the design of some available technology should be appropriate to women’s needs and physical strengths and limitations.
- Adequate technology should be introduced to alleviate the burden for some hand-farming activities which are mostly carried out by women and children.
- Men and women should be given extensive information on available and usable technology options for certain activities, for example small scale irrigation or water harvesting, and that they should participate in the decision on the choice of technology to be introduced.
- Women should also be given adequate training in the management, operations and as well acquiring spare-parts for on-site mechanised technology.

### Land
- Project and programmes involving some redistribution of site-specific land, for example in irrigation projects, women, specifically female heads of households, should be given equal access to premium land under irrigation.
- Male community members, Peasant Associations and Kebele administration should receive gender sensitisation and gender mainstreaming guidance on issues concerning land allocation and women’s access in order to overcome traditional beliefs and practices and improve women’s access and use to land.

### Extension and Training Services
- Support agriculture colleges and schools to increase their intake of female students.
- Sensitise local administration on methods and approaches to attract and retain female extensionists, such as appropriate housing, transport facilities, possibility for family accompaniment to the duty station.
- Exposure of all extension officers and development agents to gender sensitisation and mainstreaming strategies, as well as monitoring their performance for adequate outreach to women farmers and addressing their needs, in addition to inclusion of women farmers in demonstration sessions, technical information dissemination, and designing a close follow-up on the female farmers performance by intensifying visits to their plots.

### Agro-processing
- Improve and update their skills and knowledge in processing, storing and increasing shelf-life of produce.
- The women will need to be supported with improved technology for agro-processing as well as provide them with other inputs, such as containers, preservatives, flavours, colours, etc.
- Women should be trained in basic marketing principles in terms of accessing untapped markets and using basic advertising principles.
- Women agro processors can be mobilised into groups and/ or associations in order to negotiate for accessing better prices for inputs as well as end products.
- Women in agro processing can also benefit from improved inputs to increase production of raw materials such as vegetables, fruits, and dairy produce.
- Female agro processors should have adequate access to credit and other entrepreneurial and management skills development opportunities.

### Livestock Production
- Promotion of in-depth study on gender division of responsibilities on all aspects of livestock management.
- Take into consideration cultural and traditional beliefs and perspectives on management of any kind of livestock and use and/ or consumption of livestock produce.
- Design specific activities for improved breeding of women-owned animals such as sheep and goats.
- Facilitate access to improved feed, extension services and technical knowledge to improve productivity of small animals.
- Close monitoring of progress of small animals through appropriate veterinary services.
- Developing and/ or providing improved markets and market information for small animals and their by-products.
- Mainstream reporting formats that will require the presentation of a comprehensive progress report on livestock owned by women.

### Improved Participation in planning
- Bank interventions from the project design and formulation stage should hold extensive consultations with the communities and with women in particular and this should be documented as in needs assessment brief during project design.
In the respective project/ programme components and activities women should be involved especially in decision making structures such as WUAs, functional cooperatives, village development and planning committees, etc. At least 40% women’s participation is usually required for adequate attention to women and gender issues.

Women’s involvement in the different structures should be accompanied by adequate technical, managerial, and leadership training.

Women should be organised and mobilised in development groups in order for them to discuss and address their needs to the respective local administration authorities.

### Improved Gender Mainstreaming and Equity in Trade and Industry

Provide continuous skills training and updating in new products which are manufactured mainly by women, promote a women’s entrepreneurs’/ innovators association where new product ideas can be discussed and further developed.

Organize women traders and manufacturers for participation in regional and international trade events.

Provide women entrepreneurs and traders with exemptions for importation of certain raw materials, skills, and/or technology, which will enhance their production methods.

Provide women entrepreneurs with adequate access to capital which will improve their competitiveness in the market.

Provide adequate and accessible quality control and standardization guidelines for effective marketing and competition.

Review the legal framework in order to make it more responsive and appropriate to women’s businesses and promotion.

Sensitise and mainstream gender issues of trade and industry within the Ethiopian Chamber of Commerce and improve women’s participation in key meetings and events.

### Gender Equity and Sustainable Human Development

**Reproductive Health and Institutional aspects**

There is need for awareness and sensitisation for both men and women on the issue of women’s control of their own body and sexuality. In particular, adequate information should be provided with regards to choices of contraceptives for women.

Adequate gender sensitisation and training to be provided to health workers in order to allow them to overcome cultural beliefs regarding women, to build their capacity to deal with cases of rape, abduction, and early marriage. They should also be empowered to play the role of a counsellor to men and raise awareness on their negative sexual and physical behaviour towards women and girls.

Improve community participation in the management of the health centre facilities in order to promote a demand driven approach to health services and sense of ownership. Nevertheless, in this respect the issue of user fees should be revisited within the poverty framework of the gender aspects of the rural population.

Adequate awareness and information should be provided with regards to the negative aspects of FGM both from a medical and social point of view.

There is a need for a socio-economic and cultural perception towards health issues with respect to addressing the various nutrition related taboos, cultural practices which are gender based, and as well the aspect of gender roles and division of responsibilities which puts a disproportionate burden on women and girls.

To promote the widespread training of Traditional Birth Attendants at the health centres and to provide them with appropriate equipment, medication and supplies as well as intermediate means of transport for providing safe assisted delivery.

Training of female community leaders in basic preventive and curative health practices and providing them with communication equipment in order to contact trained medical professionals in cases of emergencies.

**HIV/ AIDS**

First and foremost there is a need to provide labour saving technology for household, farming, and non-farming activities in order to alleviate the work-load burden of women who are also care givers to the sick. Furthermore the provision of this technology will also help infected men to continue with some of their daily activities without causing increased bodily exhaustion.

There is a great need for awareness raising and information dissemination on behavioural changes and on the existence, transmission, and risks of the disease. This should not be seen as a one time activity, but rather a continuous activity at specific intervals in order to renew the message. Other communication methods should be used such as radio, mobile theatres, and role-plays to reach the remote rural areas.

Bank interventions should support ARV treatment, as well as treatments for other symptoms of the Virus.

Awareness raising should also be intensified within all levels of schooling.

There is a need to promote safe-sex as well as abstinence especially amongst high-risk groups, such as commercial sex-workers, trans-boundary transport carriers, etc.

There is a need to put in place village based support groups and/or focal persons who can be trained as counsellors and information disseminators.
Training and updating information and knowledge of health personnel on the disease and its symptoms,
Voluntary testing should be made available at all rural and urban health facilities.

<table>
<thead>
<tr>
<th>Gender Gaps in higher levels of education</th>
<th>Promote special career guidance and counselling services for female students in their selection of higher education programmes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Allow girls, within an acceptable range of lower average scores, to enter into traditionally male-dominated programmes, such as sciences, medicine, engineering, etc.</td>
</tr>
<tr>
<td></td>
<td>Provide financial and housing support to girls, and especially those coming from rural areas</td>
</tr>
<tr>
<td></td>
<td>Develop programmes for their intake into the employment sector after their graduation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Girls' dropout</th>
<th>Raise the awareness of parents towards importance of education in general and for girls in particular,</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Develop adult literacy programmes for parents of children at school or of school-age in order to sensitise them to educational achievements</td>
</tr>
<tr>
<td></td>
<td>Provide bursary systems for female students, especially in the rural areas</td>
</tr>
<tr>
<td></td>
<td>Provide boarding facilities from secondary level education for girls especially in rural areas,</td>
</tr>
<tr>
<td></td>
<td>Increase the number of schools, especially in villages in order to improve retention and access by reducing distance;</td>
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<tr>
<td></td>
<td>Increase the number of female teachers, especially in rural areas</td>
</tr>
<tr>
<td></td>
<td>Introduce innovative school attendance times so that girls are not pinned down by household chores and responsibilities,</td>
</tr>
<tr>
<td></td>
<td>Gender sensitisation and awareness raising for school teachers and community leaders, with specific intention to address sexual harassment, rape, abduction, early marriage and other cultural constraints to access to education by girls</td>
</tr>
<tr>
<td></td>
<td>Develop counselling services to provide girls with a platform to discuss social, traditional and cultural constraints in general and to access to education in particular,</td>
</tr>
<tr>
<td></td>
<td>Publicize in the audio and video media the activities and outreach of popular local female figures such as those who have pioneered in different technical professions, educationalists, political figures, development activists, and women from the arts and music sector.</td>
</tr>
</tbody>
</table>
## Ethiopia Country Profile

### Millennium Development Goals

<table>
<thead>
<tr>
<th>Goal</th>
<th>Target Date</th>
<th>1990</th>
<th>1995</th>
<th>2001</th>
<th>2002</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Eradicate extreme poverty and hunger</strong></td>
<td>2015</td>
<td>-</td>
<td>-</td>
<td>81.9</td>
<td>-</td>
</tr>
<tr>
<td>Population below $1 a day (%)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>39.9</td>
<td>-</td>
</tr>
<tr>
<td>Poverty gap at $1 a day (%)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.4</td>
<td>-</td>
</tr>
<tr>
<td>Percentage share of income or consumption held by poorest 20%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>47.7</td>
<td>-</td>
</tr>
<tr>
<td>Prevalence of child malnutrition (% of children under 5)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>44.0</td>
<td>-</td>
</tr>
</tbody>
</table>

**2. Achieve universal primary education** | 2015 | - | - | - | - |
| Net primary enrollment ratio (% of relevant age group) | - | - | - | - | - |
| Percentage of cohort reaching grade 5 (%) | - | - | - | - | - |
| Youth literacy rate (% ages 15-24) | - | - | - | - | - |

**3. Promote gender equality** | 2005 | - | - | - | - |
| Ratio of girls to boys in primary and secondary education (%) | - | - | - | - | - |
| Ratio of young literate females to males (% ages 15-24) | - | - | - | - | - |
| Share of women employed in the nonagricultural sector (%) | - | - | - | - | - |
| Proportion of seats held by women in national parliament (%) | - | - | - | - | - |

**4. Reduce child mortality** | 2015 | - | - | - | - |
| Under 5 mortality rate (per 1,000) | - | - | - | - | - |
| Infant mortality rate (per 1,000 live births) | - | - | - | - | - |
| Immunization, measles (% of children under 12 months) | - | - | - | - | - |

**5. Improve maternal health** | 2015 | - | - | - | - |
| Maternal mortality ratio (modeled estimate, per 100,000 live births) | - | - | - | - | - |
| Births attended by skilled health staff (% of total) | - | - | - | - | - |

**6. Combat HIV/AIDS, malaria and other diseases** | 2015 | - | - | - | - |
| Prevalence of HIV, female (% ages 15-24) | - | - | - | - | - |
| Contraceptive prevalence rate (% of women ages 15-49) | - | - | - | - | - |
| Number of children orphaned by HIV/AIDS (per 100,000 people) | - | - | - | - | - |
| Incidence of tuberculosis (per 100,000 people) | - | - | - | - | - |
| Tuberculosis cases detected under DOTS (%) | - | - | - | - | - |

**7. Ensure environmental sustainability** | 2015 | - | - | - | - |
| Forest area (% of total land area) | - | - | - | - | - |
| Nationally protected areas (% of total land area) | - | - | - | - | - |
| GDP per unit of energy use (PPP $ per kg oil equivalent) | - | - | - | - | - |
| CO2 emissions (metric tons per capita) | - | - | - | - | - |
| Access to an improved water source (% of population) | - | - | - | - | - |
| Access to improved sanitation (% of population) | - | - | - | - | - |
| Access to secure tenure (% of population) | - | - | - | - | - |

**8. Develop a Global Partnership for Development** | 2015 | - | - | - | - |
| Youth unemployment rate (% of total labor force ages 15-24) | - | - | - | - | - |
| Fixed line and mobile telephones (per 1,000 people) | .. | .. | 4.8 | .. |
| Personal computers (per 1,000 people) | .. | .. | 1.1 | .. |

**General indicators**

| Population | 51.2 million | 56.5 million | 65.8 million | 67.3 million |
| Gross national income ($) | 8.7 billion | 6.3 billion | 6.7 billion | 6.4 billion |
| GNI per capita ($) | 170.0 | 110.0 | 100.0 | 100.0 |
| Adult literacy rate (% of people ages 15 and over) | 28.6 | 33.6 | 40.3 | 41.5 |
| Total fertility rate (births per woman) | 6.9 | 6.2 | 5.6 | 5.5 |
| Life expectancy at birth (years) | 45.0 | 44.1 | 42.2 | 42.1 |
| Aid (% of GNI) | 11.9 | 15.4 | 17.5 | .. |
| External debt (% of GNI) | 101.2 | 180.2 | 92.2 | .. |
| Investment (% of GDP) | 11.8 | 16.4 | 18.0 | 20.2 |
| Trade (% of GDP) | 20.3 | 35.7 | 46.6 | 48.7 |

**Source:** World Development Indicators database, April 2002

Note: In some cases the data are for earlier or later years than those stated.

**Goal 1 targets:** Halve, between 1990 and 2015, the proportion of people whose income is less than one dollar a day. Halve, between 1990 and 2015, the proportion of people who suffer from hunger.

**Goal 2 target:** Ensure that, by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling.

**Goal 3 target:** Eliminate gender disparity in primary and secondary education preferably by 2005 and to all levels of education no later than 2015.

**Goal 4 target:** Reduce by two-thirds, between 1990 and 2015, the under-five mortality rate.

**Goal 5 target:** Reduce by three-quarters, between 1990 and 2015, the maternal mortality ratio.

**Goal 6 targets:** Have halted by 2015, and begun to reverse, the spread of HIV/AIDS. Have halted by 2015, and begun to reverse, the incidence of malaria and other major diseases.

**Goal 7 targets:** Integrate the principles of sustainable development into country policies and programs and reverse the loss of environmental resources. Halve, by 2015, the proportion of people without sustainable access to safe drinking water. By 2020, to have achieved a significant improvement in the lives of at least 100 million slum dwellers.

**Goal 8 targets:** Develop further an open, rule-based, predictable, non-discriminatory trading and financial system. Address the Special Needs of the Least Developed Countries. Address the Special Needs of landlocked countries and small island developing states. Deal comprehensively with the debt problems of developing countries through national and international measures in order to make debt sustainable in the long term. In cooperation with developing countries, develop and implement strategies for decent and productive work for youth. In cooperation with pharmaceutical companies, provide access to affordable, essential drugs in developing countries. In cooperation with the private sector, make available the benefits of new technologies, especially information and communications.

ANNEX 4 – GENDER BUDGETING

Women or gender budgeting does not mean preparing separate budgets for women. Gender budgeting basically involves a gender-sensitive analysis of government national accounts and budgets, and not a formulation of such budgets. Such a gender analysis will contribute to the formulation and/or amendments to such budgets. Secondly, the analysis will not be limited to areas which concern gender issues only but rather a thorough examination of all sectoral allocations of government will be analysed to understand and highlight the envisaged impact on women and men. The idea of a gender-sensitive analysis of budgets stems from the assumption that budgets are the final outcome of a long process and in which gender issues may not have been part of the process.

A Gender analysis of budgets will start from trying to understand the situation of women and men in a country and within the sector under review. “For a Ministry of Labour, for example, this would involve an analysis of the levels of labour market participation and unemployment, the industrial and occupational distribution of women and men, as well as patterns of involvement in unpaid labour whether in the home, fields or elsewhere” (Budlender 2000).

Furthermore, a gender analysis is carried out for the sectoral policy, in order to determine whether the policy correctly addresses the situation if it would increase, reduce or leave unchanged any gender gaps identified. If the policy is considered to be adequate, then the budget will be analysed to determine whether adequate financial and other resources have been allocated to implement the policy. Finally, a review of the utilisation of the resources will be done in order to determine how many women and men have benefited from a particular service and at what cost. This latter step will reveal the status of gender in terms of distribution, equity, and efficiency.

Therefore, this brief explanation shows that gender budgeting is primarily a monitoring and audit exercise. It mainly serves to provide feedback, to the government, on performance. It will also serve to put in place greater transparency and accountability, as well provide more accurate information for better decision-making on how policies may need to be adjusted as well as where more resources may need to be reallocated.