

**ADDIS ABABA UNIVERSITY**

**SCHOOL OF GRADUATE STUDIES**

**THE ROLE AND RESPONSIBILITIES OF *UN WOMEN* IN ETHIOPIA: A**

**DESCRIPTIVE STUDY**

**BY**

**WOYNSHET WONDIMU**

**ADDIS ABABA**

**JUNE, 2014**

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**A THESIS SUBMITTED TO THE SCHOOL OF GRADUATE STUDIES OF ADDIS  
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## LIST OF ABBREVIATIONS

AAE	Action Aid Ethiopia
AAWA	Addis Ababa Women’s Association
ADF	Africa Development Forum
ADPH	Adolescent Development, Protection and HIV
AU	Africa Union
AWSAD	Association for Women Sanctuary and Development
CEB	Chief Executives Board
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRS	Congressional Research Service
CSA	Central Statistical Agency
CSO	Civil Society Organizations
CSW	Commission on the Status of Women
DAW	Division for the Advancement of Women
DESA	Department of Economic and Social Affairs
DHS	Demographic and Health Survey
ECA	Economic Commission of Africa
ECA Region	Europe and Central Asia Region
ECOSOC	Economic and Social Council
EIGE	European Institute for Gender Equality
EPRDF	Ethiopian People Revolutionary Democratic Front
EWEA	Ethiopian Women Entrepreneurs association
EWLA	Ethiopian Women’s Lawyer Association
FeMSEDA	Federal Micro and Small Enterprise Agency
GAD	Gender and Development
GDI	Gender Equality Index
GEM	Gender Empowerment Measure
GNP	Gross National Product
GTP	Growth and Transformation Plan

HDI	Human Development Index
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
ICF	Inner City Fund
IFAD	International Fund for Agricultural Development
IFPRI	International Food Policy Institute
ILO	International Labour Organization
INSTRAW	International Research and Training Institute for the Advancement of Women
JP GEWE	Joint Program for Gender Equality and Women Empowerment
LNWB	Live No Women Behind
MDG	Millennium Development Goals
MOFED	Ministry of Finance and Economic Development
MoTI	Ministry of Trade and Industry
MoWCYA	Ministry of Women, Children and Youth Affairs
NEWA	Network of Ethiopian Womens Association
NGO	Non Governmental Organization
OFSE	Österreichische Forschungsstiftung für Entwicklungshilfe
OIOS	Office of International Oversight Service
OSAGI	Office of Special Advisor on Gender Issues
SNNP	Southern Nations Nationalities and Peoples
UN	United Nations
UN HABITAT	United Nations Human Settlements Program
<i>UN Women</i>	United Nations Entity for Gender Equality and Women empowerment
UNDG	United Nations Development Group
UNDP	United Nations Development Program
UNESCO	United Nations Education, Social and Cultural Organization
UNFPA	United Nations Population Fund
UNIFEM	United Nations Development Fund for Women
USA	United States of America
USAID	United States Agency for International Development
VAW	Violence against Women

WAD	Women and Development
WAO	Women Affairs Office
WEA	Women Entrepreneurs Association
WEDGE	Women Economic Development and Gender Equality
WID	Women in Development
WISE	Women in Self Employment

## **ABSTRACT**

*Ensuring gender equality and Women's empowerment is one and most important mechanism to achieve sustainable development in Ethiopia. The research problem that this research sought to address was the absence of organized and independent study to share the works and experiences of UN Women in Ethiopia or anywhere else in the world. UN Women is an international entity established by United Nations to work for gender equality and Women's empowerment in full measure. International Institutions like UN Women can influence positive changes on the issue of women's empowerment and gender equality. This research was concerned with investigating the role and responsibilities of UN Women in Ethiopia with regard to gender equality and the empowerment of women. The research used qualitative methodology and employed both primary and secondary methods of data collection and narrative method of data analysis to come up with reliable and accurate information on the issue.*

*The key finding of the study is that as a very young entity with only three and half years of experience UN Women is playing a significant role on gender equality and women's empowerment in Ethiopia in areas like ending violence against women, increasing women's representation and participation in leadership positions and economic empowerment of women with the cooperation of Civil Societies, Nongovernmental organizations and the Ethiopian government. It is trying to change the situation of women in Ethiopia for a better existence by intervening at the policy level and grassroots level. On the other hand it is also being challenged by problems like; financial constraints, limited human resources and capacity and networking. UN Women needs to solve these problems and facilitate its future work in Ethiopia.*

## CHAPTER ONE

### INTRODUCTION

#### 1.1. Background of the Study

It has been known from the past, women are not treated equally with men socially, economically and politically, especially in developing nations. Properties are inherited by males of families, women do not get access to education, they have no right to refuse marriage and they cannot participate in the political activities of their country. In general they are considered as secondary to everything even in their own country and society. (Ethiopian Society of Population Studies: 2008).

The problem of discriminatory treatment against women is evident in every corner of the world and it is hindering countries progress towards development as it has been mentioned in different documents. The Annual Report of *UN Women* mentions that “Gender inequality, despite much progress, remains among the greatest challenges of our times. Fed by deeply embedded discrimination against women and girls, it is wrong and costly, whether it interrupts economic progress, undercuts peace or restricts the quality of leadership.”(*UN Women*, 2013:4). Also USAID has compared the efforts made to bring gender equality and the existing situation as follows: “Great strides have been made to reduce gender gaps and improve the status of women and girls over the past three decades. Yet, significant gender gaps remain across all sectors in all countries around the world; they are often greater among the poor.” (USAID, 2012:6)

Lopez-Claros and Zahidi says that it is not an easy process to come up with gender equality and it needs a lot of work, because it has been attached to the human motives and personality:

*Achieving gender equality, however, is a grindingly slow process, since it challenges one of the most deeply entrenched of all human attitudes. Despite the intense efforts of many agencies and organizations, and numerous inspiring successes, the picture is still disheartening, as it takes far more than changes in law or stated policy to change practices in the home, community and in the decision-making environment... Even in highly developed countries, violence against women of all kinds is routine, and often condoned. (Lopez-Claros and Zahidi , 2005:1-2)*

Especially women in developing countries are the most disadvantaged and vulnerable in terms of rights and equality. As mentioned in the document of the Ethiopian Society of Population Studies, “women in developing countries are generally silent and their voice has been stifled by economic and cultural factors.”(Ethiopian society of population studies, 2008: 13) In developing

countries “Economic and cultural factors, coupled with Institutional factors dictate the gender-based division of labour, rights, responsibilities, opportunities, and access to and control over resources.” (ibid: 13)

In other literatures also it has been clearly mentioned that the issue of gender inequality and gender based discrimination is not only an issue for developing countries. “In many developed countries, where basic gender equality appears to have been achieved, the battlefield has shifted to removing the more intangible discrimination against working women”. (Lopez-Claros and Zahidi, 2005:2).

Different literatures and scholar’s works emphasize that countries can’t grow or achieve development without the participation and active involvement of women. “Evidence demonstrates that, in economies where gender equality is greater in terms of both opportunities and benefits, there is not only higher economic growth but also a better quality of life.”(IFAD, 2012:8).On the other hand, the consequences of gender based discrimination are reflected through generations and causes lots of undesired consequences. “A large body of evidence has established that gender inequality has costs for individuals and societies and these costs can multiply across generations.” (USAID, 2012:6)

Taking into account the above mentioned realities in recent decades, many governmental and nongovernmental organizations are beginning to take the issue of gender equality and women’s empowerment as a serious issue of concern. Among these organizations, the first and most important Inter Governmental Organization is the United Nations. As it has been mentioned in the Sixth African Development Forum: ‘United Nations has outlined different instruments, like the Universal Declaration of Human Rights, the International Covenant on Social and Cultural Rights and the International Covenant on Civil and Political Rights which are international instruments that uphold the principle of non-discrimination on the basis of Sex’ (The African Development Forum Six, 2008:3).

In fact, ‘The United Nations has encouraged states to recognize women’s rights, most importantly through the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the UN General Assembly in 1979 and subsequently signed by 165 nation-states’ (Inglehart and Norris, 2003:7).

Additionally ‘the Beijing Platform for Action and UN Security Council Resolutions 1325, 1820, 1888 and 1889 together with the commitments in the Millennium Declaration and the 2005 World Summit, the 2008 Accra Agenda for Action and Doha Declaration, and the ILO Conventions on working women’s rights...’ (United Nations Development Group, 2010:6) has contributed a lot for the development of women’s rights, avoidance of discrimination against women and women’s empowerment.

In 2000, 189 member states of the UN have adopted the Millennium development Project. This Project has eight general goals which will be used to measure development and reduction of poverty in every country. The third of the Millennium Development Goal is achieving gender equality and empowerment of women. (UN Millennium Project, 2005).

For the implementation of the above mentioned instruments, UN has established specialized agencies, which are: (i) Division for the Advancement of Women (DAW); (ii) Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI); (iii) Commission on the Status of Women (CSW); (iv) United Nations Development Fund for Women (UNIFEM); and (v) International Research and Training Institute for the Advancement of Women (INSTRAW). In addition there are also other organizations which work for gender equality and empowerment of women by integrating the issue in their programs and policies like: United Nations Development Program (UNDP) and United Nations Educational, Scientific and Cultural Organization (UNESCO) and United Nations Population Fund (UNFPA) etc.

*UN Women* is an entity established by the General Assembly Resolution 64\289 in 2010 to work for the equality and empowerment of women. It is also an organization which tries to play a role for the achievement of the Millennium Development Goals even though it is not its primary objective. Ethiopia as a member of the United Nations has established *UN Women* and its office in Addis Ababa and it works for a better achievement of its goals and priority areas. (UN Millennium Project: 2005 and *UN Women*: 2013).

*UN Women* is a very recent organization which has an international office in New York and has regional and country offices in different parts of the world. This organization put its own goals or priority areas to focus on: ‘improving women’s leadership and participation, enhancing women’s economic empowerment, ending violence against women, engaging women in all aspects of peace and security and gender equality’ (*UN Women*: 2013).

To come up with a good implementation of the above mentioned goals *UN Women* identified the following roles:

*(i) Support inter-governmental bodies, such as the Commission on the Status of Women; (ii) formulation of policies, global standards and norms; (iii) Help UN Member States to implement these standards; (iv) standing ready to provide suitable technical and financial support to those countries that request it; (v) to forge effective partnerships with civil society; and (vi) Hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress (Ibid: 2).*

## **1.2. Statement of the Problem**

As in every developing nation, Ethiopia also has problems of unequal treatment of men and women. But this problem does not seem to get the attention of many researchers in the past because it is accepted that women are inferior to men. (Ethiopian Society of Population Studies, 2008) The UN Millennium Development Goals has insured equal treatment and empowerment of women and Ethiopia has accepted the MDG. *UN Women* in Ethiopia helps for the achievement of the Millennium Development Goal number three, which is related to gender equality and women's empowerment.

As it has been mentioned above, *UN Women* is an organization which has been formed by the United Nations for the first time in a comprehensive way to work for the equality and empowerment of women. However there is no any comprehensive and well organized study on this new UN organization, its roles and performance on any country or on what it wants to achieve in Ethiopia.

So this study will try to find out how much has been done by this organization for the equality and empowerment of Ethiopian women, what were the problems faced by *UN Women* so far during its work for the empowerment of women in Ethiopia, what new experiences has been introduced by this entity if there are any, if there are any different priority areas in Ethiopia which are different from the global ones and what are the ways in which the organization tries to achieve its objectives.

## **1.3. Objectives of the study**

### **1.3.1. General objective**

The main objective of this study is to investigate the roles and responsibilities of *UN Women* on ensuring the equality of women and empowering women in Ethiopia.

### **1.3.2. Specific objectives**

The specific objectives of this study are to:

1. Find out the goals and objectives of *UN Women* to insure gender equality in Ethiopia.
2. Identify the ways used by *UN Women* to achieve its objectives.
3. Find out the areas in which *UN Women* has attained success on ensuring the equality of women and empowering them in Ethiopia.
4. Explain the challenges of *UN Women* in Ethiopia to achieve its objectives.

### **1.4. Research questions**

The main research question of this research is what is the role and performance of *UN Women* in Ethiopia with regard to insuring gender equality and the empowerment of women?

Specific questions of this study are:

1. What are the goals and objectives of *UN Women* in Ethiopia?
2. What are the ways and modalities adopted by *UN Women* in Ethiopia to achieve its objectives?
3. What are the areas in which *UN Women* in Ethiopia has performed its role successfully?
4. What are the problems and obstacles for *UN Women* to achieve its goals in Ethiopia?

### **1.5. Definition of Key Concepts**

There are concepts which have complex meanings and need to be understood in a certain way. These concepts in the context of this study are Gender, Gender Equality, Gender Mainstreaming and Empowerment.

#### **▪ Gender**

Gender has been defined and understood in different ways by many writers. For some it is a socio- culturally constructed variable for others it can be included in other variables too. As Genet and Haftu define it Gender is a “socially and culturally determined relationships between men and women.”(Genet and Haftu, 2013: 39). But as it has been mentioned under one of the documents of OSAGI even though gender is a socio- cultural variable it is also mentioned as it can be applicable in issues “such as race, class, age, ethnic group, etc.”(OSAGI, 2001a:1). In general gender has been defined as” the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men.”(OSAGI, 2001b:1)

There is also a great distinction between sex and gender. Sex is a natural difference between men and women but gender is artificially constructed or learned phenomenon. According to Coplan “While sex differences (which are biological) are natural gender is a "culturally constructed” meaning attached to sexes” (Cited in Genet and Haftu, 2013: 39). When children grow up in a certain society they will grow learning to do what is right according to their gender.

- **Gender equality**

Sometimes gender equality and equity have been used by some authors interchangeably but as it has been mentioned clearly under OSAGI’s document, “Gender equity denotes an element of interpretation of social justice, usually based on tradition, custom, religion or culture, which is most often to the detriment to women.” whereas “Gender Equality means that the rights, responsibilities and opportunities of individuals will not depend on whether they are born male or female.”(OSAGI, 2001b:1). It has also been mentioned in this document that the above mentioned understanding of equity is not acceptable for the context of gender under the United Nations. (ibid)

On the other hand equity has also been understood as a “fairness of treatment for women and men according to their respective needs.” by international fund for agricultural development and Gender equality has also been defined as “women and men have equal rights, freedoms, conditions and opportunities to access and control socially valued goods and resources and enjoy the same status within a society.” (IFAD, 2012:38). In this case gender equity has been presented as a means or away to achieve gender equality.

As it has been mentioned by OSAGI equality is avoiding partiality in treatment of people based on gender. “Equality involves ensuring that the perceptions, interests, needs and priorities of women and men (which can be very different because of the differing roles and responsibilities of women and men) will be given equal weight in planning and decision-making”.( OSAGI, 2001b:1) It is also mentioned that the issue of gender equality is attached with ensuring human right of individuals and it is also a prerequisite for the effective attainment of “sustainable people centered development” (ibid).

- **Gender mainstreaming**

Gender mainstreaming has been defined in different ways by different authors and institutions. “Gender mainstreaming refers to a strategy for promoting gender equality, involving integration of the gender perspective and the promotion of gender equality in all activities, i.e. moving them into the mainstream of activities.”(Leena Haataja Marja et al, 2011:13) On the other hand “For IFAD as an institution, gender mainstreaming is the process by which reducing the gaps in development opportunities between women and men and working towards equality between them become an integral part of the organization’s strategy, policies and operations.” (IFAD, 2012:38). As it has been mentioned in the document of OSAGI gender mainstreaming is not an end result by itself but it is a way or a road that leads to gender equality and improved life of women which is a result to be achieved at last. (OSAGI, 2001a)

Gender mainstreaming has also been defined by the council of Europe in the following way. “Gender mainstreaming is the (re) organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policymaking.”(Cited in European Institute for Gender Equality, 2013:10)

So gender mainstreaming is a strategy which has been outlined to include the issue of gender equality. It means that all the differences, the needs and situations of men and women will be considered in the making, enforcing and evaluating of policies in a way which will not affect both men and women.

- **Women Empowerment**

As it has been defined by IFAD empowerment is “the process of increasing the opportunity of people to take control of their own lives. It is about people living according to their own values and being able to express preferences, make choices and Influence – both individually and collectively – the decisions that affect their lives.” (IFAD, 2012:38) It has also been mentioned that empowerment can be facilitated or disturbed by people around persons to be empowered “While empowerment often comes from within, and individuals empower themselves, cultures, societies, and institutions create conditions that facilitate or undermine the possibilities for empowerment.” (USAID, 2012:3) Women empowerment has also been defined by Kabeer as “women’s ability to make strategic life choices where that ability had been previously denied

them” (cited in Mehra and Rao Gupta, 2009:4). As it has been explained by OSAGI women’s empowerment can be reflected by the independence of women to make their life decisions. “The empowerment of women concerns women gaining power and control over their own lives.” (OSAGI, 2011a: 2) “It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.” (ibid: 2)

It has been mentioned that women empowerment “Is achieved when women and girls acquire the power to act freely, exercise their rights, and fulfill their potential as full and equal members of society.” (USAID, 2012:3). It is also asserted that women empowerment cannot be achieved without the participation and involvement of men in a sense that the idea is significantly advantageous not only for women but also for men.

## **1.6. Methodology**

To achieve the objectives of the study and as the nature of the problem at hand is mainly descriptive; the researcher used mainly qualitative approach. This methodology is appropriate to the focus area in order to acquire reliable and accurate information, to have a better understanding on the issue of investigation and gain well structured information about the organization under study. Through the use of both primary and secondary sources of data, it has addressed the objectives of the study. The qualitative research techniques used to gather primary data were in depth interviews and the researcher’s personal observation. Secondary data was also reviewed to get better understanding and pertinent information about the organization. The collected data was then analyzed qualitatively using descriptive method of analysis.

### **1.6.1. Instruments of data collection**

The data needed for this research has been collected using both primary and secondary sources of data. In depth interviews with administrators of *UN Women* and coordinators of programs are relied upon extensively. The interview schedules contained mostly open ended questions to get elaborated information about the organizations role and the ways used to ensure gender equality. The interviews have been conducted with the head of *UN Women* country office in Ethiopia and with the program /project and resource mobilization team coordinator of MoWCYA. Personal observation by the researcher was another tool used as a reliable data collection method, as information was difficult to obtain by way of interview. To further ascertain data collected

through primary data collection methods, Secondary sources were also gathered from published books, programme records, official publications and reports, pamphlets, newspaper articles, evaluation reports and reliable web pages etc. the researcher used all the above sources of data to get optimum quality data for the issue to be studied.

### **1.6.2. Techniques of data analysis**

Data has been analyzed using descriptive method of analysis. The data collected through interviews was put into different categorical variables. Major themes were identified and analyzed in line with research questions and were summarized for use in descriptive analysis. The analysis process has followed steps of data reduction which enables to sort out the necessary information, data display and conclusions.

Generally this phase of the research comprised three steps:

**Data Reduction:** This is selecting, focusing and simplifying of data collected. This sharpens sorts, focuses, discards and organizes the information so that the final conclusions are more effectively drawn and verified.

**Data Display:** The display of the data permits conclusion drawing and action taking. The organization's narrative text is unstructured and cumbersome, and may even cause to draw unfounded conclusions. To reduce this problem, the researcher had to organize the information and draw more justified conclusions.

**Conclusion Drawing / Verification:** A final conclusion appears after data collection is presented and conclusions were verified to ensure plausibility.

### **1.7. Significance of the study**

Gender equality and Woman's empowerment is at the sole of achieving sustainable growth. It is impossible to acquire the goals and objectives of development without insuring the full involvement and active participation of women. Even though this is a known fact and many institutions are working on the issue there is still no tangible change on this issue. So it is necessary to take a look at the methods and approaches which have been covered to ensure gender equality and bring women empowerment.

This study is aimed at contributing to the successful implementation of policies and strategies of gender equality and women's empowerment. The study searches important contributions made by *UN Women* in order to inform other actors who are working on the issue to take a

lesson and for initiating further strong work by the *UN Women* itself. The study has also show challenges for *UN Women*, which will also help the organization to understand its problems and find solutions for them. On the other hand the study has also informed possible measures for the problems identified on the side of *UN Women* which will help the organization to work on those issues. So, the study is expected to be helpful for policy makers and concerned bodies to understand the ways of ensuring gender equality and women's empowerment.

Generally the significance of this study is to;

- Show the areas in which gender gap is high and hence motivate policy makers on the issue.
- Give feedback on the effectiveness of the performance of *UN Women* in Ethiopia on empowering women and ensuring their equality.
- Suggest for the organization to realize their potential and review their problems on their performance.
- Make recommendations which will be essential for the organization under study and other concerned bodies on the issue that can help for effective implementation of policies and strategies of gender equality and women's empowerment.

## **1.8. Scope and Limitation of the Study**

### **1.8.1. Scope of the Study**

This study is mainly concerned with the roles that *UN Women* played and its performance regarding the equality and empowerment of women in Ethiopia. Even though this organization is engaged in other countries too, the study only focuses on *UN Women's* contribution on empowering women and ensuring their equality in Ethiopia. The study only covers the internal factors related to *UN Women* only; it is not concerned with the external factors and situations.

So, the study tries to covers the following aspects.

- The policy level and grassroots level roles that *UN Women* played to empower women and ensure gender equality in Ethiopia.
- The performance of the organization with regard to achieving its priority areas.
- The problems that are slowing down the performance of the organization with regard to its work in Ethiopia.

### **1.8.2. Limitation of the Study**

The major limitation that the researcher faced was related to obtaining data and documents. It was very difficult to get a data that is necessary for the study regarding the organization which was studied. The organization neither has many published materials regarding its work in Ethiopia nor is willing to give unpublished documents. The reason for the organization's unwillingness to give any documents was confidentiality. This has also made the researchers' work difficult to get elaborated and reliable information on the issue.

### **1.9. Organization of the study**

This thesis is contained of five chapters. The first chapter is an introduction part which highlights the back ground of the study area, objectives of the study, statement of the problem, methodology and methods of data collection and analysis the importance of the study for different stake holders and scope of the study are also presented in this chapter.

The second chapter presents theoretical and historical perspectives of the study, highlights UN perspective on women development, introduce gender institutions under UN prior to *UN Women* and why they have been consolidated and created *UN Women*; this chapter gives brief overview of the historical background, objectives, goals, mandate, Strategic plan and structural organization of *UN Women* in the global context as well as in Ethiopia.

The third chapter focuses on actors who are working for gender equality and women empowerment in Ethiopia. It has highlighted the status of women in Ethiopia, national and international instruments for women development and the experiences of Nongovernmental Organizations and Civil Society Organizations on the issue of gender equality and women's empowerment in Ethiopia.

The fourth chapter discuss about the role and responsibilities of *UN Women* in Ethiopia. It looks at the goals of the organization in Ethiopia, the ways used by the organization to achieve its goals in Ethiopia, the areas in which the organization has achieved success in Ethiopia and problems for the organization in Ethiopia.

Finally in the last chapter conclusion based on the analysis and recommendation based on the findings of the research has been made.

## CHAPTER TWO

### LITRATURE REVIEW

#### 2.1. Theoretical Perspective

##### 2.1.1. Development Theory and Women Empowerment

Development is the founding belief of the 20<sup>th</sup> Century and it continues to be so, in the 21<sup>st</sup> Century as well. Development means using productive resources of the society to improve the living conditions of the poorest of the people. Stemming from enlightenment, development entails human emancipation in two senses: (i) liberation from the vicissitudes of nature through advanced technology and (ii) self-emancipation, that is, mastering social relations and conscious control over the conditions under which human nature is formed. It is clear, therefore, development entails at once economic, social, cultural and political progress. (Peet and Hartwick, 2009).

In Capitalist Societies, Development is conventionally measured in terms of the size of the economy. Gross National Product (GNP) is the total output of the goods and services produced by the economy. Generally, the higher the GNP/Capita (PCP= per capita income) the more developed a country is said to be. However, the United Nations Development Programme (UNDP) measures development in terms of Human Development Index (HDI), which is about enhancing the people's choices as regards access to knowledge, nutrition and health services, security, leisure, political and cultural freedoms, etc. By comparing nations in terms of GNP/Capita and HDI simultaneously, the emphasis on the provision of basic social services to all people (HDI), relative to economic ability for providing these services (GNP), emerges as the key indicator of the level of social development.

There are many perspectives on the understanding and explanation for the issue of human development. There are the conventional theories of development which include classical and neo-classical economics, Keynesian and neoliberal theories and modernization theory; there are also critical theories of development which include socialism and Marxism, post colonialism and post structuralism and feminism; finally there is critical modernism theory which is about democratic and modern development. (Ibid)

In the early times development issues of women were mostly excluded. On the question of gender and women development, the debate has begun in the 19<sup>th</sup> century. It was only in the last decades of the 19<sup>th</sup> Century that women even get access to political participation, like voting by the advocacy of feminist theorists. By the years 1950's 1970's there was a "welfare" approach to development. In welfare approach, women were seen as only beneficiaries of development not as contributors for the agenda of development. In welfare theory also Women were considered only as having a role of "wife and mother". There was no consideration of other productive, political and economic roles. (Tasli, 2007). This has also inspired some writers on the issue to focus on the role of women in development agenda and it was at this time that a great writer who paves a way for others to think about women's role in development has been born, this writer was Ester Boserup.

Women's issue as a development agenda has been raised for the first time by the feminist writer Ester Boserup in her book "Women's Role in Economic Development" which has been published in 1970. In explaining about the roles and opportunities of men and women in the agricultural life, she mentioned, that women are engaged in jobs that does not involve technological tools and which take up much of their time and energy but men are involved in jobs that can use technologically advanced tools. She criticized that the process of economic development deteriorates the life of women by minimizing their status. Boserup's work was an eye opening work for scholars and agencies in the area of development. She brought the issue of gender and equal access to opportunities by men and women as a new agenda in development which has been taken as a first step by development planners and other scholars to work on the issue of gender as a development agenda. (Rathgeber, 1989 and Tasli, 2007). It was after her work that the Women in Development approach came in to being and others also follow the lead and the issue of women has become an agenda in the development discourses by scholars and other agencies of development.

### **2.1.2. Feminism and Women Development**

In her classic work; *Feminist Thought*; Rosemarie Tong has identified nine schools of Feminist Perspectives of development and they are tabulated as follows:

Table 2.1.2. Feminist Perspectives of Development

<b>Name of the Feminist School and Representative Feminists</b>	<b>Bottlenecks for Empowerment</b>	<b>Conception of Justice</b>	<b>Solutions Prescribed</b>
<b>Liberal</b> Mary Wollstonecraft J.S.Mill/Harriet Taylor Eleanor Smeal Pat Schroeder Patsy Mink	Absence of Reason; Constraints of Law and Customs; Social, Economic and Political Inequalities subjugating Women	Blossoming of Personhood of Women.	Same Education, Laws and Economic opportunities as for Men; Affirmative government action;
<b>Socialist</b> Juliet Mitchell Alison Jaeger Nancy Chodorow	Over-determination of Economic production of Men and Subordination of Women to Family and Men	Underemployment and overwork of women be removed; Same wages as for Men	Destroy patriarchy and Capitalism separately;
<b>Marxist</b> Selma James Ann Foremann	Class oppression of Women's Labour by Capitalists	Removal of alienation of women and generation of comparative worth of women	Waged Housework
<b>Psycho-Analytical</b> Betty Friedan Kate Millet Dorothy Dinnerstein	Male construction of Gender; Oedipus Complex;	Sexual freedom is not the end but the freedom as a person	Dual Parenting
<b>Existential</b> Simone de Beauvoir Dorothy Kaufman	Internalization of inferiority complex by women	Reject ideal images of women and destroy the Other feeling by women	Women must become intellectuals and must go to work;
<b>Radical</b> Marilyn French Shulamith Firestone Adrian Rich	Biological determinism leads to cage of femininity; Male construction of gender and sexuality; Use of Science and Technology for subjugation of women	Bio-Motherhood be transformed to Social Motherhood	Science must be used to subjugate men; reconstruction of sexuality;
<b>Post-Modern</b> Helene Cixous Julia Kristeva Luce Irigaray	Pornographic vulgarization of women; Glamorization of women; Reification of heterosexuality	Creative Language and Expression unmediated by men	Social and Poetic Revolutions; Desire, not reason, is the means to escape bondages
<b>Eco-Feminism</b> Mary Daly	Similarity in the exploitation/Destruction of Women and Ecology	Opposition to Male construction of Femininity	Rejection of Domestication of women by Men;

Source: Tong Rosemarie (1986)

### **2.1.3. African Feminism and Women Development**

African feminism is an ideology of feminism which is also referred as ‘black feminism’ or ‘Africana womanism’ and started by African Americans who experience the gender, class and racial discrimination throughout their life. This theory is different from the western feminism in a sense that in addition to gender it takes in to consideration the race and class of an African woman which are reasons of oppression and discrimination, because she has been colonized unlike the western women who were on the other side. It has also emerged as a response for the ignorance of black women by white feminist writers. African feminism believes that both African men and women can work together to fight against oppression because of race, class and gender. (Mobolanle, 2009)

African feminists strive for the equality and empowerment of African women everywhere in the world. Aside from western feminism African feminism believes in the participation and help of men to end women’s oppression. “African feminism is not antagonistic to men but challenges them to be aware of those aspects of women’s subjugation which differ from the generalized oppression of all African people.”(Mekgwe, 2008:17). Many African feminists write about the oppression of African women as a fiction or an academic writing and tried to empower women to make a change on the situation and to be educated, have independence mostly economic and standup for their right and equality. They believe that if a woman is educated and have economic independence she can have freedom from the patriarchal oppression.

African feminists have fight for the wellbeing and equality of African women by standing up against harmful traditional practices like female genital mutilation, rape and early marriage. They also strive for the economic, social and political equality of African women through their writings. Despite these efforts by African feminists the situation of African women is still not well improved and changed there is a lot of work needed to be done by every African woman for the improvement of her life.

### **2.1.4. UN Perspectives on Women Development**

The 1975, women’s year conference held in Mexico City, under the UN has introduced the new approach to women in the development agenda which is known as “women in development (WID)” as a formal agenda of governments and it continued to be the main development initiative in the United Nations decade for women (1975-1985). WID was initially used by

American women's committee in international development; to influence USAID to include the women's issues in every development agenda especially women in developing countries, which of course has been started with the Percy amendment in 1973 that amends development assistance programs should emphasize on projects that integrated women's issues . (Beckman & D'Amico, 1994 and Jain and Chacko, 2008).

The main concern of the WID approach is to make women part of development thinking, policies and strategies. It has recognized the contribution and active participation of women in development practices. WID has used three strategies to insure the role of women in development these are: (i) the equity approach which tries to ensure the equality of women in development and disprove the subordinate position of women; (ii) the antipoverty approach which aimed at increasing the productivity of poor women; and (iii) the efficiency approach which is mainly relied on economic contribution of women to development. WID's main Objective was to ensure the equality of women with men in terms of contribution and being beneficiary of development. Many international agencies mobilized to integrate WID in their policies and programs and ensure gender equality in every country. The women's decade of UN has played a great role for the incorporation of women in development ideas. (Moser, 1993)

As critics' shows, the issue of women in development was only considered from the perspective of their reproductive and maternal role, in developing countries. In addition women were also mentioned as unable to perform their role effectively within the patriarchal structure in the household. This has created a policy shift from WID to "women only" or women and development (WAD) approach which can liberate women from patriarchal domination. The WAD approach recognizes the independent role that women played in development issues and it tries to analyze the relationship between women and development independent of the other parts of the society. But the WAD approach has also been criticized of not completely independent approach which provide a solution for the under representation of women in every aspect of development issues other than "integration". (Rathgeber, 1989)

As an alternative approach for the WID and WAD projects there emerge the gender and development approach (GAD) which is also known as the "empowerment approach" in 1980's. GAD has shifted the focus of development from women issue to gender issue. GAD argues that women's status in the society is highly influenced by the cultural, social and political conditions

they exist in and their economic capacity. GAD also acknowledges women as agents of development not only beneficiaries of it. GAD is more concerned with women's empowerment which can also brought development to the whole society. "The empowerment approach arose from the gender and development debate and has become a central element of development programme for the new millennium."( Nikkhah Allah *etal*, 2011:180-181)

Within the United Nations WID is still the dominant approach which is practiced especially in developing countries. UN is still trying to integrate women issues in its development programs and projects But UN is also working on the GAD approach which is mainly concerned with women's capacity building programs to enable them take control of their lives. To come up with empowerment it is working with governments of developing countries and other agents through its gender institutions and other organizations under it. It has established a gender institution which works for women empowerment and gender equality. Various instruments like the Millinium Development Goals, which can help to accelerate women empowerment has been established. UN has also established a measurement mechanism for gender empowerment through UNDP, these measurement mechanisms are the Gender Development Index (GDI) and the Gender Empowerment Measure (GEM) which focus on women's political participation, economic empowerment and participation in professional activities. Both GDI and GEM are Useful methods to draw countries attention towards the gender issue and work on the problematic areas.

## **2.2. Gender institutions Under the United Nations Prior to *UN Women***

This section briefly discuss about the structure, mandate and aims of the four UN institutions which were working for gender equality and women empowerment as separate institutions prior to *UN Women* and currently has been merged together and created *UN Women*.

### **2.2.1. Division for the Advancement of Women (DAW)**

Division for the Advancement of Women was established in 1946 as part of the Commission on the Status of Women. As Women Watch mentioned DAW "was upgraded in 1972 to the 'Branch for the Promotion of Equality for Men and Women' and housed within the United Nations Office in Vienna. In 1993, it moved to New York as the 'Division for the Advancement of Women' and became part of the restructured DESA in 1996." (Cited in Office of International Oversight Service, 2006: 9).

DAW makes great contributions for the development of women's role in the world at large and to ensure their participation in different activities that can affect their lives. It "Advocates the advancement of women through formulating policy, researching global standards and norms, promoting the implementation of international agreements, and mainstreaming gender perspectives in the U.N. system."(Blanchfield Luisa, 2010: 2)

Even though, DAW was initially mandated to serve the Commission on the Status of Women, additionally it gave technical advice and helps the Committee on the Elimination of Discrimination against Women. It was also engaged in other important activities held under the United Nations, like: Increasing the role of women in peace and security and ending violence against women. It was also financially supported by regular budget of UN. (ibid)

### **2.2.2. United Nations Development Fund for Women (UNIFEM)**

UNIFEM was the women's fund established by the United Nations in 1976. It was established by the question of women's organizations attending the 1975 UN First World Conference on Women. It was established as a self governing entity with full autonomy to work in collaboration with UNDP. It was supported by voluntary funding from member states, NGO's and other financial sources. (Blanchfield Luisa, 2010)

UNIFEM's area of work was mainly concerned with ensuring the rights of women and achieving gender equality by following up the effective implementation of the international instruments by UN agencies and member states. It also gave financial and technical support for those activities which were planned to improve the lives of women. (Rehn and Sirleaf, 2002: ii)

To make sure the internationally adopted instruments on women issues are implemented at the national level and promote gender equality and women's empowerment "UNIFEM worked on the following areas: (i) Strengthening women's economic security and rights (ii) Ending violence against women (iii) Reversing the spread of HIV and AIDS amongst women and girls (iv) Achieving gender equality in democratic governance in times of peace as well as war."(UNIFEM, 2011:1).

To facilitate better performance, UNIFEM has created partnership with many agencies as it has been mentioned as follows:

*UNIFEM works in partnership with UN organizations, governments and non-governmental organizations (NGOs) and networks to promote gender equality. It*

*links women's issues and concerns to national, regional and global agendas, by fostering collaboration and providing technical expertise on gender mainstreaming and women's empowerment strategies.* (Rehn and Sirleaf, 2002: ii)

### **2.2.3. UN International Research and Training Institute for the Advancement of Women (INSTRAW)**

INSTRAW was established in 1976, based on the recommendation made by the participants of the world conference held in Mexico at the international women's year, 1975. The institution is initially concerned with conducting research, providing training services and documentation and exchange of information on gender issues with special concern to women in developing countries. (Bouayad-Agha and Hernandez, 1999). By the time of 1996-1997, "the Institute identified four thematic areas: (i) Economic empowerment of women (ii) Environment and sustainable development (iii) Media and communications (iv) And statistics on gender issues."(Ibid: 3)

As its mandate allows, it works with other UN Agencies, member States and other concerned bodies on the issue of women empowerment and gender equality. "It promotes applied research, information sharing, and capacity building among U.N. member States, Civil Society, Academia, the Private sector, and others. Governments, Academia, and NGOs provide voluntary contributions to INSTRAW."(Blanchfield Luisa, 2010:3)

### **2.2.4. Office of the Special Advisor on Gender issues and Advancement of Women (OSAGI)**

OSAGI was established in 1997, under the Department of Economic and Social Affairs for the assistance of the Security Council in its work related to Women, Peace and Security. "It was headed by an Assistant Secretary-General (the Special Adviser on Gender Issues) and reported directly to the Secretary-General on gender equality issues, including the progress made by the United Nations system on gender mainstreaming."(Office of International Oversight Service, 2011: 9) OSAGI is a fully funded organization from the regular budget of UN and an authorized body for the promotion of the work of Security Council on the agenda of Women, Peace and security, to follow up the implementation of the Millennium Declaration, support and guidance of United Nations system and member States on their implementation of the Beijing Declaration and Platform for Action and guide and help the Division for the Advancement of Women on its work related to gender equality and women's empowerment.( Blanchfield Luisa, 2010).

### **2.3. Rationale for the Establishment of *UN Women***

It has been mentioned that the United Nations system was having problems in effectively promoting and following up the implementation of the international instruments on the issue of gender equality and women's empowerment, adopted by member states.

As it has been stated by the Deputy Secretary General:

*despite significant and innovative efforts made by individual entities, gaps and challenges within the United Nations, including in the areas of coordination and coherence, authority and positioning, accountability and human and financial resources, continue to hinder the capacity of the United Nations system in effectively responding to Member States' needs. These challenges must be addressed if the United Nations system is to better support Member States in their efforts to achieve the goal of gender equality and the empowerment of women and girls at the national level. (Cited in A/ 64\588:4)*

It has been recommended that United Nations should create a more coordinated and organized system for gender equality and women's empowerment and strengthen its capacity on gender issues. It is to solve this kind of uncoordinated fragmented and low financed work that the four institutions has been merged together and created *UN Women*.

### **2.4. The Evolution of *UN Women***

In 1997, UN Social and Economic Council have reached a consensus about gender mainstreaming. It defines gender mainstreaming as “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.”(UN, 1997:2) The general idea of this definition is the promotion of gender equality in all areas of the work of UN. This definition has been used as working definition of gender mainstreaming for UNO and other Organizations and States.

The idea of establishing a separate, coherent, and a strong entity which works for gender equality and women empowerment came from the report of a high level panel on the work of UN. As Blanchfield has mentioned, “In 2006, efforts to establish a new entity gained momentum when the then-Secretary-General Kofi Annan appointed a High-level Panel on System-wide Coherence to examine how the U.N. system can work more effectively.”(Blanchfield, 2010:4)

The Panel has described the united nations effort for gender equality and women's empowerment as encouraging but not satisfactory enough: “While the United Nations remains a

key actor in supporting countries to achieve gender equality and women's empowerment, there is a strong sense that the United Nations System's contribution has been incoherent, under-resourced and fragmented". The Panel also recommended New UN entity should be established and it should merge the existing gender equality and women empowerment institutions in to one. It must also include the governance structure, mandate and financial sources of the new entity as well as the issue of gender equality and women empowerment should be the function of the entire UN system. (A/61/583:34)

In the mean time the Chief Executives Board for Coordination has adopted a UN System Wide Policy on Gender Equality and Empowerments of Women in 2006 which aimed at the implementation of conclusions of ECOSOC 1997 and make gender mainstreaming central to the policies and strategies of UN. (CEB /2006/2)

In addition the General Assembly Resolution on System Wide Coherence come up with the idea of creating a composite entity for gender equality and women empowerment by merging the existing organizations of UN, which work on gender equality and women empowerment under the programme of 'Strengthening the Institutional Arrangements for Support of Gender Equality and The Empowerment of Women'. It also gave a mandate for the Secretary General to submit a complete proposal about a new organization for the 64<sup>th</sup> session. (A/Res/ 63/311).

In January, 6, 2010 the Secretary General submitted a Report, entitled 'Comprehensive Proposal for the Composite Entity on Gender Equality and the Empowerment of Women' to the General Assembly in response to the resolution 63/311. The report included detailed information about a new organization including its mission statement, organizational structure and financial sources (A/64/588).

Finally in its resolution 64/289 'system wide coherence' under the topic of 'strengthening the institutional arrangements for support of gender equality and the empowerment of women', the General Assembly established *UN Women* as a new UN entity for gender equality and women empowerment. The entity was established by bringing together the existing four UN organizations which were working on gender equality and women empowerment with mandated in different areas. The four institutions were: the Division for the Advancement of Women (DAW); the International Research and Training Institute for the Advancement of Women

(INSTRAW); the Office of the Special Adviser on Gender Issues Advancement of Women (OSAGI), and the United Nations Development Fund for Women (UNIFEM). (A/ 64/289)

*UN Women* begins its work on January 2011 headed by Michelle Bachelet the former president of Chile, who has been appointed as the 1<sup>st</sup> Executive Director by the Secretary General Ban ki-moon in September 2010. In its first meeting *UN Women's* Executive Board outlined a hundred day action plan which has been used as a basis to prepare the first strategic plan. (*UN Women*, 2011a)

## **2.5. Vision, Mission and Mandate of *UN Women***

The vision of *UN Women* is to create a world which is based on equal treatment of men and women, in which women and girls have equal access to economic, political and social rights and they live in a world that ensure their equality and empowerment so that they can influence changes of their wish and participate equally with men in the process of making the world a better place for human beings. (ibid)

As mentioned in the UN Resolution 64/289. *UN Women's* mandate is the sum total of the mandates of the Division for the Advancement of Women (DAW); the International Research and Training Institute for the Advancement of Women (INSTRAW); the Office of the Special Adviser on Gender Issues Advancement of Women (OSAGI), and the United Nations Development Fund for Women (UNIFEM). (Res 64/289:9)

Further, *UN Women* has also additional and central mandate of 'leading, coordinating and promoting the accountability of the United Nations System in its work on gender equality and empowerment of women.' which will make it the ultimate power holder and responsible body for gender issues. (ibid)

*UN Women's* mission statement has been clearly stated in the report of the Secretary General January 6, 2010 as follows:

*Grounded in the vision of equality enshrined in the Charter of the United Nations, the composite entity will work for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Placing women's rights at the centre of all its efforts, the composite entity will lead and coordinate United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It will provide strong and coherent*

*leadership in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.*(A/64/588:5)

It has also been mentioned that the entity will be guided by instruments, standards and resolutions of UN including its charter which are concerned with gender equality and women empowerment in order for effective and accelerated work to be done (A/64/289).

## **2.6. Structure and Functions of UN Women**

*UN Women* is governed by multi-tiered inter governmental structure consisting of the General Assembly, Economic and Social Council and Commission on the Status of Women, which will provide inter governmental governance for normative support functions and give normative policy guidance to the entity. On the other hand, the General Assembly, Economic and Social Council and the Executive Board of the entity are responsible to provide multi-tiered intergovernmental governance for operational activities and provide operational guidance for the entity. (A/64/289)

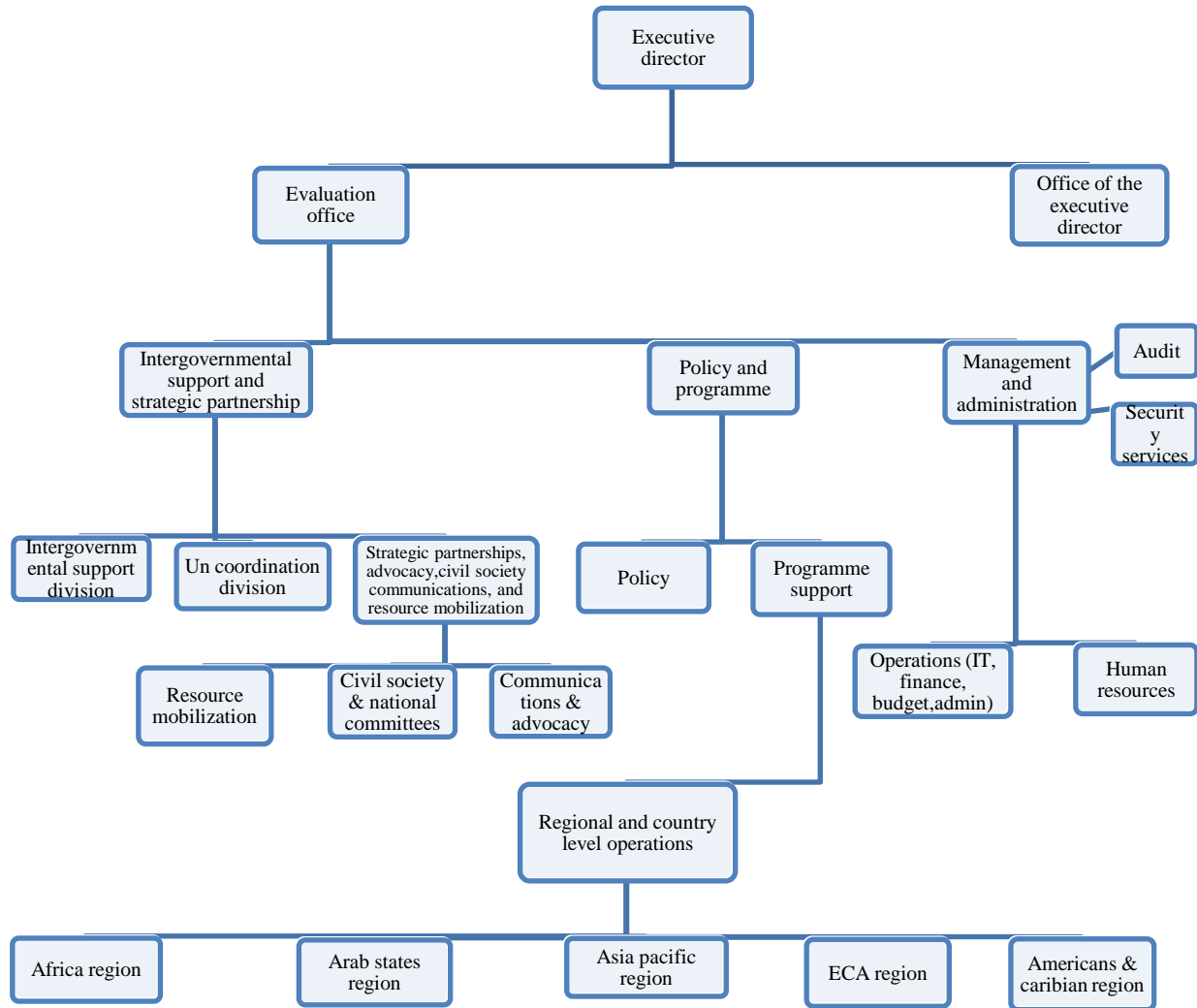
The Executive Board of the entity consists of forty one members elected by the Economic and Social Council every three years. Ten each from Africa and Asian states, four from eastern Europe, six from Latin America and the Caribbean states, five from western Europe and six seats which will be given for the largest contributors of voluntary work to the entity.(ibid)

The entity is headed by an Under-Secretary General, for a term of four years who will report to the Secretary General. The head will be responsible for the appointment of the rest of the entity's staff and administer them. In addition the head is also responsible for the monitoring of the operational activities of the entity with the rest of the Board. (ibid)

Regarding budget, the entity will be financed from regular budget of United Nations for its normative intergovernmental functions and approved by the general Assembly whereas the operational activities will be funded by voluntary contributions and shall be approved by the Executive board. (ibid)

The overall Organizational structure of *UN Women* has been shown in the chart below.

Chart 2.6 Organization of *UN Women*



Source: *UN Women*, 2011c

As it has been clearly mentioned in its founding Resolution, *UN Women* is entitled with the functions that were performed by the four merged UN institutions which were working on gender equality and women empowerment, which currently is referred as *UN Women*.(A/64/289). In addition the Secretary General has outlined some specific functions in its report to the General Assembly on a Comprehensive Proposal to the Entity on gender equality and women empowerment (A/64/588). Some of these functions include the following:

- (i) Giving support to UN general assembly, Security Council, economic and social council and commission on the status of women on gender issues;
- (ii) Leading and coordinating UN policies, strategies and actions for effective implementation of gender equality, women empowerment and gender mainstreaming strategies;
- (iii) Undertaking research work on gender equality and women empowerment to promote effective work;
- (iv) Supporting and giving guidance to member states on the implementation of un strategies, instruments and policies on gender equality and women empowerment;
- (v) Strengthening the accountability of un system and the overall world wide performance on gender equality and
- (vi) Women empowerment through monitoring and reporting activities .These functions will be under taken on the country, regional and head quarter levels.

## **2.7. Strategic Plan for *UN Women***

As it has been clearly mentioned in its 2011-13 Action Plan *UN Women* have two types of priorities. These are programmatic priorities and the internal institutional priorities. The first groups of priorities are long term plans, which needed to be done on country basis and based on inter governmental agreements. The second group of priorities is planned to make sure that *UN Women* can fulfill its objectives. Such internal institutional level priorities include, playing a central role in creating a facilitated UN system for gender equality and women empowerment, creating strong financial and humanitarian resources to work for gender equality and women empowerment, strong capacity building at all levels of existence, and promoting outcome based evaluation which will lead to effective learning strategy (*UN Women* , 2011b).

The strategic plan has put five programmatic priorities and they are as follows:

### **2.7.1. Expanding Women’s Leadership and Political Participation**

In the past women’s political participation has been very low globally, because women are mostly considered as incapable of dealing with politics. In reality, they did not get a chance to show their potential and as history has put it there were very successful leaders from those few

who get a chance. They were even better than men in their leadership and management strategy. (Kuhlman, 2002)

The legislative representation of women in politics has been described in the following way by the first report of UN women. “By mid-2011, only 28 countries could claim that women’s parliamentary representation had reached a critical mass of 30 percent or more. Only 19 women were leading their countries as elected heads of state or government.”(*UN Women*, 2011a:10).

In order to change this situation *UN Women* tries to give support and guidance to member states so that there will be more women in the area of politics and leadership nationally, globally and locally. It uses different mechanisms to achieve this goal: ‘constitutional reforms’, making changes to take more women in civil service area, creating partnership and giving technical support to governments and other agencies to increase the presence of women on leadership areas etc.(*UN Women* , 2011b)

### **2.7.2. Ending Violence Against Women**

It was after the end of the cold war era that violence against women has gained the status of being recognized as a human right issue. This also broadens the scope and definition of violence against women. In the 1993, United Nations Declaration on the Elimination of Violence Against Women , has included activities which may cause physical ,sexual ,and Psychological problems and lead to social ,political and economic abnormalities (Johnson et al ,2008 : 4).

Violence against women and girls is a worldwide practice which has different forms and faces. It includes: rape, sexual harassment, physical and psychological assaults and trafficking. It also causes many problems for the development agenda of countries; this is because of the human and economic resources that the country loses because of violence against women and girls.

In addition to the above mentioned forms of violence there are also different types of violence against women and girls in different countries which is referred to as “harmful traditional practices”. “These forms of violence include female genital mutilation, female infanticide and prenatal sex selection, child marriage, forced marriage, dowry-related violence, acid attacks, so-called “honour” crimes, and maltreatment of widows.”(United Nations, 2009: 4)

*UN Women* has planned to change this situation in order to create a safe world for women and girls. To implement its plan it has outlined several activities that need to be performed at the

global, regional and country levels. Beginning from prevention of violence up to supporting women who experience violence are parts of the strategy of *UN Women*. It tries to come up with effective preparation and implementation of laws against violence, doing scholarly works and creating awareness about the cost and dangers of violence against women and girls and also support safe sites program for women and girls. (*UN Women*, 2011b)

### **2.7.3. Engaging Women In Peace and Security Responses**

When there is a war in a country, Women are the first victims of its consequences. They experience rape and other types of gender based violence, even though this condition is well known for a long time women have been excluded from the peace and security agenda. On the other hand the 2000 UN Security Council Resolution 1325 has changed the situation and has made women part of every solution on warfare and assure women can contribute a lot for the peace and security of the world. (Lewis, 2011)

*UN Women* is also working for the effective implementation of the UN Security Council's resolution 1325 on women peace and security and other important Resolutions on the issue. This organization has planned to make women part of the conflict prevention, peace keeping, peacemaking and peace building processes so that they can protect themselves and their family as well as their country from the dangers of conflict and war. (*UN Women*, 2011b)

*UN Women* focuses on protecting women from violence in conflict areas; with regard to this it tries to help survivors of violence through medical treatment and gain justice from courts. It also organizes a force which can protect women and girls from such dangers. On the other hand, in post conflict situations it has tried to help women to get fair access to the recovery and rebuilding program and representation of candidates in the legislative and executive places. (*UN Women*, 2013)

### **2.7.4. Enhancing Women's Economic Empowerment**

In most societies women are engaged in jobs which make very little money but take very much of their power like domestic work and even unpaid jobs like house wife's job of raising children. They are also mostly under the influence of men whether their husband, father or brother. So, they will not gain much economic power from inheritance, they are not land owners and they do not have control over the economics of the family. This condition will take first the woman in

that situation, then the family, and the country at large, finally the world to downward because women incorporate half of the world's population; there is no development without their contribution.

*UN Women* have also a vision of changing women's economic condition from being monopolized by men. With this regard it has tried to put some major focal areas of concern; one of these is the making ,modifying and putting in to practice of laws regarding women's economic rights; the other one is also encouraging and helping states to give concern and sign international documents which focus on migrant and domestic women workers.(*UN Women* , 2011b)

In addition to the above mentioned mechanisms it also has tried to give training for women domestic migrant workers which are experiencing the most extreme types of violence by their employers. It also empowers women traders in different parts of the world to strive for getting a better protection mechanism by their governments from unfair treatment by anybody in their export and import trades. (*UN Women*, 2011b and 2013)

Also, *UN Women* works for the capacity building and inclusion of scientific knowledge for women so that they can build their economic capacity based on that knowledge. It gives different training programs for women who exist in different parts of the world like the "green jobs", jobs which can also protect the environment. It is also trying to protect women migrant workers through advocating mechanisms like legal contracts. (*UN Women*, 2013)

#### **2.7.5. Making Plans and Budgets Gender Responsive**

As it has been mentioned earlier women are excluded from most of the decision making and economic assets, in addition they are also forgotten from the planning and budgetary activities. In most cases women are not benefiting from the budgets of public resources that are contributed by them because they are not mostly assigned on leadership or other offices rather than for at home, raising children.

*UN Women* have also brought the idea of gender responsive budgeting and planning to make women beneficiaries of their public resources. It is trying to do, in coordination with the national advocates of gender equality, to help their governments that women could be parts of the plan of governments and they can also gain fair access to the budget of their country. It supports and guides member states to make women part of their development strategy and plans by taking into

account of their interests. In addition *UN Women* also works with donors of aid and humanitarian resources to make gender part of the donation strategy. It also works with health care service facilitators and concerned bodies for better implementation of the health service for women especially for the “reproductive health”. (*UN Women, 2011b*)

## **2.8. Conclusion**

After so many processes and procedures from 2006 up to 2010 *UN Women* has come into existence as the youngest institution under the United Nations to work for the equality and empowerment of women. It has combined the efforts from Kofi- Annan up to the present Secretary General Ban ki- moon in order to become a fully organized entity. It took a mandate of coordinating and controlling the UN system on its work about gender equality and women empowerment. Additionally it has supported and guided member states of the UN on their work regarding gender equality and women empowerment.

*UN Women* have also a worldwide coverage with representatives and offices in every region of the world. In order to perform its function easily and to emphasize on areas in which women have been disadvantaged before it outlined priority areas which will be the focus of *UN Women* up to 2017. Of its priorities the most important one is ending violence against women and girls, which is because of the varieties of violence’s which are practiced against women and girls worldwide. Now a days *UN Women* is trying to perform its function in every part of the world with the request of countries and by looking at the situation.

*UN Women* has also been established in Ethiopia in 2011 and it has a liaison and country offices in Ethiopia. The country office is working in Ethiopia on areas of increasing women’s political participation and their place as leaders, empowering women to have a better and strong economic capacity, and protect women from all kinds of violence. To achieve these goals *UN Women* is working closely with the Ethiopian Government and other UN Agencies.

## CHAPTER THREE

# ACTORS FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN ETHIOPIA

### 3.1 Overview of the status of Women in Ethiopia

As it has been mentioned by UN Ethiopia is more likely to achieve most of the Millennium Development Goals by the time of 2015 but the goals related to gender equality and women empowerment 3, 5 are unlikely to be achieved by the time they are intended to be. (UN, 2012). Even though women in Ethiopia constitute almost half of the population their participation in the countries affairs and being beneficial from the countries resources is very low. "Women in Ethiopia as anywhere else occupy the low status in the society. Although they represent 49.8% of the population and contribute mainly to food production and other, they have not shared the fruits of development equally with their male counterpart."(Prime Minister Office/Women's Affairs Sub Sector, 2004: 2)

In Ethiopia women are considered as inferior and subordinate to men .They are disadvantaged in economic, social, cultural and political aspects. They are like secondary citizens in their own country. As it has been mentioned by Genet and Haftu, culture plays a central role in establishing the positions that men and women should have in a given society. "It is through culture that gender relations within the society and activities carried out by men and women are determined. That is, it plays a significant role in the construction of gender."(Genet and Haftu, 2013:38)

They also compare the cultural conditions of men and women in Ethiopia as follows: "In Ethiopia, culturally, men are expected to be courageous, competent, domineering and must show qualities of leadership, while women must be submissive, conservative, soft -spoken and shy."(ibid: 39) Other Writers also mentioned that, "In the history of Ethiopia, women are primarily tasked with food production and other household level activities. Rights to land, credit, and other productive economic resources are difficult for women to attain."(Mekonnen Tadesse *etal*, 2013:1)

The table 3.1 below shows the status of women’s involvement compared with that of men in Ethiopia on different socio economic activities of the country up to 2011.

Table 3.1 Gender Differentials on major Socio Economic Variables

Background characteristics	Categories	Proportion of Women	Proportion of Men
Literacy	illiterate	61.6%	35%
	Literate	38.4%	65%
	Total	100% (N=16515)	100% (N=14110)
Educational attainment	No education	50.8%	32.6%
	Primary	38%	50.1%
	Secondary and higher	11.4%	16.4%
	Total	100%(N=16515)	100% (N=14110)
Access to any media (Radio/ TV/Newspaper)	No access	68.2%	54%
	Infrequent access	42.8%	5.3%
	Frequent access	1.7%	69.8%
Total	100% (N=16515)	100 % (N=14110)	
Employment Status in the last 12 months	Not Employed	62.3%	19.6%
	Employed	37.6%	80.4%
	Total	100% (N=16515)	100% (N=14110)
Type of occupation for the employed	Prof/Tech/Manager	3.1%	4.2%
	Clerical, Sales and services	35.2%	11.5%
	Agriculture	45.9%	73.5%
	Skilled Manual	12.7%	7.0%
	Unskilled manual	1.7%	1.6%
	Total	100% (N=9535)	100% (N=13403)

Source: Central Statistical Agency, 2012.

As we can observe from the above table women are more illiterate than men that is 61.6% women are illiterate and only 35% men are illiterate, this is because of the traditional belief which says “why would a girl learn? She would not go to the public life”. There are also more unemployed Women (62.3%) than men (19.6%) which is also because of women are engaged more in domestic work, because of the wrong perception of women’s ability by employers. Also,

women have less access to media than men. “The occupational segregation for women is also prevalent in the country. Specifically, women are under-represented among professionals and skilled workers but over represented among clerks.” (Driemeier and Gajigo, 2011:11)

Women in Ethiopia are not only seen as inferior but also they experience different kinds and varieties of violence. “Low status characterizes virtually every aspect of girls’ and women’s lives. Given the heavy workload imposed on girls at an early age, early marriage without choice, and a subservient role to both husband and mother-in-law, girls and women are left with few opportunities to make” (Pathfinder International,2007:5).

There are also many traditional harmful practices that are experienced by women and girls in Ethiopia. One of which is early marriage especially in the rural parts of the country Girls get married before they reach the age of 15, and are forced by family without their willingness. This also has led to, health problems of the girls and illiteracy because early marriage leads to having children; well before the age she is supposed to have them. (Pathfinder International, 2007)

The other type of harmful traditional practice is female genital mutilation to which most of Ethiopian women are subject to. This practice also causes many physical, psychological and health problems. Especially the one which is called Type III, which is practiced in Harari, Afar and Somalia regions, “means both the clitoris and labia minora are removed and the labia majora are stitched together” it is the worst female genital mutilation. It may lead to infection and may land to infertility. It will also make marriage life difficult because it will be difficult for her to enjoy sexual life. (Cited in Ministry of Health, 2006:8). But it has been mentioned that the practice has been declining currently “Only 62.1 percent of women in the age group 15-19 have undergone mutilation, compared to 73 percent of those aged 20-24.”(Pathfinder International, 2007)

In addition to the above mentioned harmful traditional practices there are also other forms of violence against women, which are common in Ethiopia. Domestic violence, like wife beating is widely known. On the other hand abduction is also another kind of thing which is considered as another way of getting the consent of the family of the victim because mostly it is common that the victim’s family will give the girl to the abductor once it happened.

“The practice of marrying one’s sister-in-law (without her consent) upon the death of her husband is widespread and particularly pervasive in certain areas in the South of the country.

Today, this practice is feeding the HIV/AIDS epidemic, when women lose their husbands to the virus” (ibid: 7). Rape is also another common violence which causes unwanted pregnancy and disease to the victim.

Women in Ethiopia are encircled with the above mentioned social, economic, cultural and political problems and violence, which are committed against their humanity and dignity. To change this situation there are many actors working on different aspects like creating awareness and empowering women. There are many governmental and nongovernmental organizations which are working on the issue. So this chapter will focus on the actors who are working to empower women and to wipe out their suffering in Ethiopia.

The Government is one of the actors for women empowerment in Ethiopia and it is the most important one to make effective changes. In fact the Ethiopian government has ratified international standards and adopted this in its own laws and regulations regarding women empowerment and gender equality. The following are some of the international and national instruments ratified and adopted by the Ethiopian government regarding gender equality and women empowerment.

### **3.2. International and National Instruments for Women Development**

At least, there are four major international instruments designed by UN for development of women. The first is the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). It defines and identifies forms of discrimination and identifies what should be done to avoid such kinds of discrimination. The convention mandated all member countries of UN to put a legal system which insures the equality of men and women and to avoid discriminatory rules and principles in all legal aspects. Ethiopia has also ratified CEDAW in 1981. (Ethiopian Society of Population Studies, 2008 and Wabekbon, 2006) Ethiopia is also submitting a progress report regarding the implementation of the convention to the committee of CEDAW and taking feedback.

The second instrument is the Beijing Platform for Action (BPA) which was adopted in 1995. It outlined twelve areas in which the equality of women should be insured and women should be empowered. The areas need serious attention of developing countries. “These Areas as they relate to women are (i)poverty; (ii)education; (iii)health; (iv)violence; (v)armed conflict; (vi) economy; (vii)power and decision-making; (viii)mechanisms for women’s advancement;

(ix)women's human rights; (x)mass media; (xi)the environment; and, (xii)the girl child.”(Minnesota Advocates for Human Rights, 1996:7)

Thirdly, The Beijing+5 Review Session held in June 2000 by the General Assembly emphasized on the importance of gender mainstreaming in all areas of UN and member states and at all levels of action. It also identified areas that need more and special attention: (i) economic empowerment, (ii) education, (iii) social service and health, (iv) sexual and reproductive health, (v) HIV/AIDS pandemic, (vi) reducing poverty of women, (vii) ending violence against women and girls, and (viii) the adoption and development of effective and accessible national policies and programs for the advancement of women. (United Nations, 2000) As part of the Beijing platform for action Ethiopia is also expected to implement the Review Session.

The fourth international agreement is the Millennium Development Goals (MDG) which is intended to be achieved by 2015. “Of the eight goals, four are directly related to gender: (i) achieving universal primary education, (ii) promoting gender equality and the empowerment of women, (iii) reducing infant and child mortality, and (iv) improving maternal health.”(Kumar and Quisumbing, 2012:1). Ethiopia also has accepted the achievement of MDG by 2015.

Additionally Ethiopia also accepted other international treaties and agreements which include an element of gender equality and women empowerment like, Convention of Civil and Political Rights, Convention on Economic and Social and Cultural Rights etc.

In addition Ethiopia has included issues of gender equality and women empowerment in all its national legal instruments and strategic plans. Additionally, the government has revised family law and land use and administration laws. The Ethiopian constitution itself is a major instrument for women's development. The FDRE Constitution Article 35(1-9) talks about the rights of women. It declares equal enjoyment of constitutional rights and provisions by men and women. It provides women equal rights as men in marriage. It also acknowledges the historical and practical discrimination against women and entitles them with affirmative action. It also states that discriminatory and harmful practices, laws, traditions and customs shall be eliminated. It gives women to earn full payment during maternity. Women are also entitled with the right to get information and consultation on policies and projects which can affect their life. It also provides women with the right to acquire, use, administer and transfer property. Women are to be treated

equally with men for promotion, payment and entitlement in employment. It also entitles women with the right to family planning education and information. (FDRE Constitution Article 35(1-9). In addition to the above mentioned rights, Article 42(d) also ensures that women have a right to equal payment with men for the same work. (UN Habitat, 2006). Being the ultimate law of the land, the Ethiopian Constitution has also incorporated some articles and provisions that provide equal rights and freedom for women as that of men. This is helpful for women because every other law and regulation is supposed to be based on the constitution.

Ethiopia has enacted National Women's Policy through Women's Affairs Office (WAO) in 1993 (Sida ,2003).This policy "has mapped out the problems of Ethiopian women in all fields of development and identified the patriarchal system as the root cause that exposed women to political, economic and social discrimination which is reinforced by traditional practices..." (Wabekbon, 2006: 11).The National Women's Policy aimed at ensuring the equality of women with men, avoiding stereotypic and discriminatory activities and facilitating women's economic, social and political participation in Ethiopia .it also ensures women's human, political, social and economic rights in an equal way as that of men. (Ethiopian Society of Population Studies,2008, World Bank 1998 and Sida, 2003). The enactment of this law helps for the equality and empowerment of women in a sense that there is some legal reference that a woman can make to claim for her rights and freedom.

Even though Ethiopia has adopted Family Law in 1960, it was continuing with some provisions which disadvantaged women. So the Ethiopian Government revised the law in 2000.The revised law tries to touch all aspects of family like: marriage, divorce, child welfare, inheritance etc. Unlike the 1960 Law, which gives men the right and responsibility to administer property the new law gives the responsibility of administering property, for both husband and wife. It also sees betrothal as a commitment between the individuals to be married, not the consent of parents which is also advantageous for women who were obliged to marry without their consent. It also rises the women's legal age of marriage from 15 to 18 years. (Article 7) which is the same for men, which makes it very important for women in various ways like getting better educational access and being able to refuse marriage without their consent. The new law also says that neither of the spouses could not deny permission for the other to work outside the home, this law is also very important for women who were considered as puppets of their husbands and can't leave their house without their will. (FDRE Revised Family Code, 2000). The revision of this

family law is very helpful for women who were being oppressed and discriminated by their husbands because of they have no control of property and even they have no control of their lives.

According to the Ethiopian Labour Proclamation Article 14 discrimination against female workers for wage payment because of their gender is prohibited. Moreover, Article 87 mentions that women are not to be discriminated because of their gender during payment and employment. In addition, there has been a special protection given for pregnant women. According to Article 13 (1) of the Public Servants Proclamation there should not be discrimination because of gender to fill vacancies and according to the same article No.(3(a)) Female candidates are to be given first place if they have equal score in filling public vacancies. (FDRE Public Servants Proclamation 262/2002: Art. 13) Further, “Widows and widowers have been given equal status in pensions (Proc. 190/99) by amending Article 4 of the Public servant law of the 1962 that discriminated women concerning pension.”(Webkbon, 2006:9)

On the other hand, the Government has stepped in for women development in land use and administration laws. “Art. 5 and 10 of Proc. 89/97 of the Federal Land Administration Law ensured equal rights to women in respect to use, administration and control of land and to transferring and bequeathing holding rights.” (Wabekbon, 2006: 9) It is also to be noted that the 1975 rural land proclamation gave women access to land as if they are heads of households, but if they are not, they will only be covered by male relatives or by their husbands. On the other hand, the 1997 federal land administration law requires regional states to have their own law that does not contradict with the federal law which advocates the equal access of women to rural land. (World Bank, 1998)

The 1957 penal code of Ethiopia has been revised in 2004 and it has made changes regarding the penalties on persons who commit violence against women. It is stated in articles 561 to 570, about crimes and punishments for violence against pregnant women, for female genital mutilation and violence against marriage partners. These laws are very helpful for women compared to the previous laws. For example, “although the 1949 penal code of Ethiopia incorporated rape and other sexual offenses as punishable offense, it did not incorporate wife battering and female genital mutilation in this code.”(Prime Minister Office/Women's Affairs Sub Sector, 2004:14). Now, Article 587 also includes abduction as crime which is punishable

with three to fifteen years. Additionally trafficking in women and children and unlawful sending of Ethiopian women abroad for work is also punishable crime according to article 597 and 598 of the penal code (FDRE Criminal Code Proclamation No.414/2004). In addition to the above mentioned laws, the issue of women empowerment and gender equality has also been included under the education and training policy(1994), the National Population Policy(1993), National Cultural Policy(1997) and the National Health Policy(1993).(Ethiopian Society of Population Studies,2008 and Wabekbon,2006).

The prevalence of laws and regulations is the first step to change the situation of women. With this respect all the above mentioned laws proclamations and policies are enacted to insure the equality of women in Ethiopia and to end discrimination and violence against their rights and freedom. But the existence of laws does not mean their appropriate implementation, so for the effective implementation of these laws the effort and concern of every citizen and women's themselves is needed.

### **3.3. Civil Society Organizations**

Civil society has been defined by Ministry of Capacity Building, Government of Ethiopia as associations that citizens form to achieve common interests and pursue shared concerns.”(Ministry of Capacity Building, 2004).These associations exist outside of Government and they are not meant for profit purposes. In Ethiopia there are many civic associations that are formed for the purpose of ensuring gender equality and women empowerment. Some of the civil society organizations that work on the area of women empowerment and gender equality are the following:

WISE was established in 1997 and it had started its work in 1998. It works with poor self employed women and unemployed women who are willing to work on micro enterprises and it try to improve their lives through economic and social empowerment programs. It tries to support women in various ways. These ways are: organizing women and building their capacity through training, solving the financial problems of women by creating financial sources and creating a network for those women who are competent in the market. The organization mainly performs its function in the five sub cities Addis Ababa: Kirkos, Nefas-Silk-Lafto, Akaki-Kaliti, Addis Ketema and Gulele. (WISE, 2009). The organization has explained its success rate since its establishment as follows:”Over 16,000 girls and women have been reached through 43

savings and credit cooperatives. Through the provision of financial services, over 15,000 women were enabled to initiate or expand their preferred lines of micro-enterprises operation.”(ibid: 1). This organization is not only helpful for women’s economic empowerment but also for the overall development of women’s participation in the development of their country.

NEWA was established in 2001 by the cooperation of 13 organizations which were working on issues of women empowerment and gender equality. The aim of the NEWA is to create future Ethiopia in which gender equality is ensured and women are empowered socially, economically, politically and legally. To achieve its aim the organization has created a Network between women associations and built their capacity through training and other mechanisms and conducted research, created jobs and supported them. It works in all parts of Ethiopia. (Barry and Mendizabal, 2009). Business membership organizations of women are very helpful tools especially for economic empowerment of women. They increase the economic capacity of women by creating opportunities of better access to financial sources, skills of doing business and other necessary skills for the business through membership. Women Entrepreneurs Associations are also parts of the business membership associations which are established for the improvement of the life of their members and the community at large.

The establishment of women Entrepreneurs associations in Ethiopia started in the 1990’s but in 2000 these associations have been reorganized and reestablished. Currently, there are many entrepreneurs associations established in different regions of the Ethiopia and have their branches in most parts of the country. These regional Women Entrepreneurs Associations exist in: Amhara, Addis Ababa, Harari, Tigray, SNNPR, Oromia, Benishangul, Somali Regio, Dire Dawa and Gambela regions. (Ibid). In 2007, these regional level Women Entrepreneurs’ associations have established the network of Ethiopian Women Entrepreneurs. This network is mandated to “mobilizing resources for capacity building of WEAs, facilitation of networking, promoting products of women enterprises and supporting their participation in trade fairs, promote cross border trade and provide support to addressing internal issues of WEAs.”(Ibid, 11)

There is also the Ethiopian women exporters association which was established in 2000 as a forum at the national level. This association also aimed at building the “technical, organizational and Entrepreneurial” capacity of members which can enable them to go through the barriers of international trade on women exporters. (Stevenson and St- Onge, 2005 and Ross, 2009)

The Addis Ababa Women's Association was established in 1998 by women activists in the city. It is a legally registered, gender based and not for profit organization. It works for the gender equality and Women's empowerment in Addis Ababa, economically, culturally, socially and politically. It works in all sub cities of Addis Ababa to change the lives of women and girls with low income to a better one through education, reproductive health and economic empowerment with its female and associate male members. (Eman, 2012)

It also creates partnerships and works in collaboration with different Non-Governmental organizations, like: Marie Stopes International and Pathfinder International. The first is in relation to improvement of the reproductive health of women with low income in Addis Ababa and the other one is for building the economic capacity of those women through economic empowerment mechanisms. (Pathfinder International, 2013 and Marie Stopes international, ny)

In addition to the above mentioned one's, there are also professional associations that are formed by women in the same profession. Some of these are Ethiopian women lawyers association, Women Health Association, Women Educationalist Association, Association of Disabled Women, women Media Association Ethiopian and Midwives Association. (Wabekbon, 2006) In the mean time there are also civil societies which work on the area of gender equality and women empowerment at regional level. Like the Amhara Women's Association, Tigray Women's association, SNNP Women's Association etc.

Since the above mentioned civil societies are established by Ethiopian women themselves, they know the best thing they need and they can influence positive changes on their family and society. They can also insure their rights and equality by building their economic capacity, insuring their independence and by showing their capacity to make their own living. In those civil societies also women can exercise leadership and decision making power which can also be a sample to show their capability.

### **3.4. Non-Governmental Organizations**

Nongovernmental organizations are defined in different ways. For the context of this thesis NGO is a 'Self-governing, private, not-for-profit organizations that are geared to improving the quality of life for disadvantaged people.'(Cited in Lewis and kanji, 2009:11). These NGO's may perform their functions at local, national or international arenas.

There are many Nongovernmental Organizations in Ethiopia that are engaged on the area of gender equality and women empowerment we will look at three of them in detail.

Pathfinder is an international nongovernmental organization which is working on reproductive health and family planning services to the remote areas of Ethiopia. In addition it also tries to empower women and girls through education, legal enforcement, increasing their leadership and economic empowerment. It specially plays a great role on avoiding harmful traditional practices which are being experienced by women and girls. It has worked in almost all regions of the country to help women and girls have a better life. (Pathfinder, 2007). To make its mission practical on the ground it gives training programs for the community and makes women agents of change in their own community. It also creates connection with respected community leaders, religious leaders and educators. Pathfinder has also given scholarships for girls in schools and training and loans for women who are engaged in small scale businesses.

Action aid Ethiopia is a member of Action Aid International which is working on the area of community development since 1989 and its aim is to see Ethiopia being free from poverty. It is working on the empowerment of the community to achieve development. For the period of 2012-2017, Action Aid has outlined a new strategic plan. One of the objectives of this strategic plan is to empower women and girls to protect themselves from violence and harmful traditional practices and create economic opportunities. (Action Aid, 2013). Action Aid is empowering women through different activities. For example weekly radio programme entitled ‘Setoch Simeru’ that highlights impacts of AAE’s women development works through Radio Fana. (ibid: 1) Action Aids programs have helped women to improve their lives at home. Women began to share decision making powers with listeners of the radio programs helping other women to wake up and struggle to change their own role. It also helped women by speaking about the worst life they were leading to a better one through training, which enabled them to start their own business, taking credit for a startup, and it is also doing a great job to avoid violence and harmful traditional practices against women. It also helps rural women from different parts of Ethiopia to share experience. In addition it has created partnerships with the Ministry of Women Children and Youth Affairs in 2013.

Care is an international NGO that works for the elimination of poverty and preservation of people’s dignity, especially in developing countries. As one of its objectives Care also works for

the promotion of gender equality and women's empowerment. Care also believes that women empowerment cannot be achieved without the participation and active involvement of men, considering this it is trying to create awareness on the side of men to make them part of their wives, daughter's and sisters empowerment program.(Care International, 2012) Care Ethiopia is also part of Care international which is working for women's empowerment and gender equality in Ethiopia. It focuses on awareness creation about the impacts and dangerous consequences of harmful traditional practices in Ethiopia. In this area it has been working for the termination of early marriage and contributing for girls' education by making them to stay at school rather than getting married way too young and having children. In addition it is trying to eliminate female genital mutilation by designing and implementing a project against it. (Ibid)

It also gives "life skill training" for women and girls beginning from its women staff to other young girls of the community. This life skill training is given for girls and married adolescents between ages of 14-19, under a project named 'Tesfa', which is aimed at improving the economic life of those girls and adolescents through training them about methods of increasing their economic capacity, and raising their awareness about reproductive health issues like: family planning and maternal health.(Care Ethiopia, 2011).

The above mentioned NGO's are putting a lot of effort to make the life of Ethiopian women in a better standard. They are trying to support women financially to make them have strong economic capacity. They also support women in relation to family planning issue which will also enable women to have a reasonable number of children and lead a stable life.

### **3.5. Conclusion**

Women in Ethiopia are the most disadvantaged group of people which are seen as inferior and lost most of their rights. They are vulnerable to different types and forms of violence and they do not have equal access to education, employment and other social services because of the belief of the society that says women should stay at home and take care of domestic work and children. Even though this situation is a little bit improved there is still a lot of work needed to overcome the problem of gender inequality.

There are both Governmental and Nongovernmental actors which are working on gender equality and women's empowerment in Ethiopia. One of these actors is the Ethiopian government. It is working on narrowing the gap that has been created on gender equality and

trying to empower women through different mechanisms like affirmative action. It tries to integrate the gender issue in its policies and strategies beginning from the law of the land i.e. the Ethiopian constitution up to the national policy on women. The ministry of women and youth and children affairs is also assigned by the government to work for gender equality and women empowerment.

In addition to the Ethiopian government there are also Civil Societies working on gender equality and women empowerment. Most of these civil societies are created by women and are women associations, whether they are professional associations like EWLA or business associations like EWEA, they work to improve the life's of their members and other women who are vulnerable to violence or discrimination.

The other actors working on women empowerment and gender equality areas are Nongovernmental organizations. These organizations mostly work on funding, training and capacity building activities to empower women and insure gender equality in the country. Organizations like pathfinder international work on women and health especially that of reproductive health which is mostly attached to the women. Others also work on different subjects related to women.

## **CHAPTER FOUR**

### **DESCRIPTION OF RESEARCH FINDINGS**

In this chapter we look at the goals of UN Women in Ethiopia, ways used by *UN Women* to achieve its Goals in Ethiopia, areas in which *UN Women* has achieved success on its priority areas in Ethiopia and the problems that are blocking *UN Women* not to achieve its goals and objectives in a successful way in Ethiopia. The discussion is mainly based on the interviews conducted with the Head of *UN Women* in Ethiopia, Officials of the Ministry of Women, Children and Youth Affairs.

#### **4.1. Goals of *UN Women* in Ethiopia**

Before *UN Women* was officially established in Ethiopia in 2011, the United Nations Fund for women (UNIFEM) has been working in Ethiopia since 2007. *UN Women* has been established for gender equality and women empowerment by consolidating the four institutions which were at That time working on gender equality and women's empowerment i.e. (CSW, INSTRAW, OSAGI and UNIFEM) in 2010 because of the thinking that there should be one composite entity which work for gender equality and women empowerment instead of uncoordinated four different institutions.

After so many discussions and researches and by the guidance of the Secretary General *UN Women* came into existence and UNIFEM of Ethiopia has also grown up to *UN Women* in 2011 and became operational by then. When *UN Women* was first established in Ethiopia it aimed at building the capacity and expanding the role of UNIFEM in Ethiopia and upgrade its status to *UN Women*.

*UN Women* has liaison and country offices in Ethiopia. The liaison office is mainly concerned with the facilitation and monitoring of regional level activities on gender equality and women empowerment and work with African Union (AU) and the Economic Commission of Africa (ECA) offices in Addis Ababa. Both the country and liaison offices work together because at the liaison office level policy discussions and researches will be conducted and the country office will contextualize it and report it back, so it will help as an input for further work.

The mandate of *UN Women* in Ethiopia is to build the capacity of the Ethiopian government on implementing the policies and strategies of gender equality and women empowerment and giving technical assistance and support to the Ethiopian government. In addition it also monitors and

guides the performance of other UN agencies on their work about gender equality and women empowerment in Ethiopia. It gives training, technical advice and support to those agencies to enable them to have a proper integration of gender issues on their programs, policies, and evaluation and monitoring systems.

*UN Women* in Ethiopia is working in different areas related to women's empowerment and bridging the gender gap that had been created in the past because of the wrong perceptions on the part of the society which viewed women as subordinates and incapable of doing things by themselves. So, *UN Women* in Ethiopia has outlined some priority areas to focus and achieve desired results by working on those areas with full efforts.

The priority areas or goals identified by *UN Women* in Ethiopia are: (i) increasing women's participation and representation in leadership positions through different empowerment mechanisms, (ii) women's economic empowerment through financial support, training and capacity building programs and (iii) ending violence against women and girls by creating awareness in the society and by supporting and rebuilding the life of women who experience violence.

#### **4.2. Ways Used by *UN Women* to Achieve its Goals in Ethiopia**

*UN Women* has used two ways of intervention to achieve its goals in Ethiopia. These are the policy or institutional level intervention in which *UN Women* influence policy changes in public and private institutions and try to influence positive changes on women's lives indirectly and the grassroots level intervention in which *UN Women* tries to improve the lives of women by directly working with them.

Policy level intervention of *UN Women* do is at the Ministerial level and through civil society institutions. It worked to influence changes of policies or to make an institution to achieve a better performance on gender issues through capacity building and technical assistance programs. Primarily, *UN Women* is working to build the capacity and knowledge of institutions on gender issues in collaboration with the Ministry of Women, Children and Youth Affairs. In addition it works with Ministry of Agriculture, Ministry of Finance and Economic Development, Federal Micro and Small Enterprise Development Agency and Ministry of Mines etc. It has also worked with institutions in different regional states to build their knowledge on gender issues.

As Mrs. Yelfign explained especially about its work with MoWCYA, *UN Women* tries to evaluate the performance of public sectors on the performance of gender issues. The process is known as leveling tool. According to this strategy, if sectors are performing well, they will be rewarded; and if not, their issue will be reported to the Parliament at the federal level and to the Regional Council at the regional level. Additionally *UN Women* is also helping MoWCYA to develop a data base resource center on gender related issues which will be available for researchers and other agencies in need of it.

“Technical and financial support was provided to the development of MOWCYA’s ‘Sector’ plan in line with the GTP and seven regions have agreed to support and carry out stakeholder mapping and to establish regional GEWE networks.” (UNDP, 2012:15)

On the other hand with regard to MOFED *UN Women*’s contribution has been mentioned as follows:

*MOFED has received support for engendered annual reporting for the GTP, the revision of the national guidelines on gender-responsive budgeting in order to ensure their use by sectoral ministries for raising awareness among senior level representatives and building capacity among technical staff on gender responsive planning and budgeting (ibid:15)*

So, *UN Women* works with different institutions at the ministerial level and also at regional levels and assist them to have a gender integrated policies and programs. It is also working with religious institutions, universities and other organizations to increase women’s participation, to empower women economically and to protect women from violence.

In the meantime, *UN Women* intervenes at the grassroots level which is directly related to beneficiaries of the intervention. In this way of intervention *UN Women* tries to improve the lives of women by directly working with them and identifying what problems are making women’s lives difficult and showing the way of making their life better and providing help for that. The intervention is on the same areas as that of institutional intervention.

#### **4.3. Areas in which *UN Women* has Attained Success in Ethiopia**

As an emerging organization *UN Women* is working on different areas to attain its objectives in Ethiopia. On those issues that *UN Women* has identified as a priority areas it has been doing a good job and some good results have been observed on areas that are listed below:

#### **4.3.1. To End Violence Against Women**

As the leader of *UN Women* in Ethiopia explained “We have wonderful laws in Ethiopia that are outlined to end violence against women, we even have laws which are not available in other countries but when it comes to implementation the problem is there.” So, for the effective implementation of these laws and to make attitudinal change on the part of the society, especially on harmful traditional practices, *UN Women* is working with the Ethiopian Human Right Commission, the Ethiopian Orthodox Church and Ethiopian police University College.

Working through religious leaders is a very effective and a successful method because church is well respected by the members of the society and what church said is also listened too. The Ethiopian Orthodox Church, as the leader of *UN Women* mentioned, has broad based membership and is influential when it comes to getting the attention of its members. So, it is helpful to work closely with them and it is also an easy way to reach the awareness of the population easily and indirectly.

Even though they are expected to be the Center of intellectuals who can educate others, still Ethiopian Universities are not free from gender based violence. Taking into account this situation, *UN Women* is also working with the Ethiopian Human Rights Commission in the Ethiopian Universities to protect girls from sexual harassment and gender based violence. As Mrs. Yelfign mentioned, *UN Women's* cooperation with Ethiopian Human Rights Commission is mainly concerned with giving legal aid services and building the capacity of girls at universities on protecting themselves from violence and helping the ones who experience violence through gender clubs at universities.

Police officers are the main forces to keep the security and safety of the society. So, it is also helpful and effective in order to protect women from violence and raise the awareness of the police about the issue. Taking in to account, *UN Women* is also working with the Ethiopian Police University College. As the head of *UN Women* mentioned, this strategy is mainly concerned with curriculum modification on gender issues. *UN Women* is trying to engender the curriculum of Ethiopian Police University College. It is teaching a course on violence against women, which talks about how can police officers prevent women from violence and how police should respond to violence against women. (UNDP, 2012). Sometimes, there is a perception that it is because of their will/consent or because of what they did first, women are experiencing

violence. But whatever the intention and the reason may be, there should not be violation of their Rights and Liberties. So, *UN Women* is working to avoid such kind of response by police officers and make them have quick responses to violence against women.

At grass roots level, in collaboration with Association for Women Sanctuary and Development (AWSAD), which is an NGO, *UN Women* gives shelter service for poor women who experience sever violence and don't have shelter. Women who experience violence, who are mostly street women and domestic workers are given a special treatment in those shelters in order to protect them from psychological breakdown and additional violence. This shelter service is known as 'safe house' because the women who get into that house are protected from all forms of violence and are even cured from ill effects of the violence that they experienced before.

It has been mentioned that "The safe house has given shelter to 125 women for a minimum of three months each and provided them with intensive counseling and medical care over the past 12 months' (*UN Women*, 2012). When those women stay in these houses they will gain different services which will make them to be strong psychologically and forget about the violence they experienced and make them realize their potential to do anything they want.

One of the services they gain is counseling which is aimed at avoiding the psychological damages they experience because of the violence they experience. This service will enable them to forget the past and concentrate on their future life. There is also psycho-social support which is intended to enable them to have a good social interaction when they get out of the "safe house". It is given based on the assumption that they may develop hatred against the society that causes some to them. So to avoid this psycho-social treatment is very helpful. (ibid)

Women also gain legal aid service when they go to courts to confront their violators and receive compensation. Most of them do not have any legal background, and because of that, they need assistance to go to the court and this service is also made available. They also gain medical treatment to be cured from there injury. Most of those subjected to violence are physically injured, so they need medical treatment and the safe house has also included this service. (ibid)

Women will also gain skill training which enables them to lead a stable life when they get out of the "safe house". The skill training includes house management, baby sitting, catering and hair dressing which will enable them to gain a better income when they get out of the "safe house" and have a better life. Finally they will gain self defense training which will also help them to

defend themselves from violence in the future. This is very helpful to build their personality and raise their confidence. (ibid)

#### **4.3.2. Economic Empowerment of Women**

Another area which *UN Women* emphasizes is building the economic capacity of women. To achieve this objective *UN Women* is working with International Labour Organization (ILO), and Agencies of Government of Ethiopia: Ministry of Agriculture, Ministry of Finance and Economic Development, Federal Micro and Small Enterprise Development Agency and Ministry of Mines, to enhance the economic empowerment of women and help or enable them to have a stable and strong economic capacity. In its work with ILO, *UN Women* gives financial support or loan service, and also provides capacity building programs through training and workshops to women who are in the small scale and micro enterprises. (UNDP, 2013)

*UN Women* tries to enhance women's economic empowerment through different mechanisms at the grass root level in collaboration with the Government Agencies and other institutions which are concerned with women economic empowerment. It gives training programs about business development services. It also tries to introduce different technological tools which can make women's work easy and enables them to make more profit than before. In addition to all of these, it also creates market linkages between women who produce and receivers of their products, which creates a better access for women to sell their products for a better price and for more quantity. Mrs. Yelfign mentioned that *UN Women* have helped to upgrade the handicraft shops around Mexico area in front of Wabeshebele hotel in Addis Ababa by providing financial support. When they help upgrading they have created an opportunity for more women to get access to markets through negotiation with the Federal Micro and Small Enterprise Development Agency.

*UN Women* is also working to change the lives of women in the regions of Ethiopia as it has been mentioned by UNDP:

*In collaboration with MoWCYA and FeMSEDA, women-friendly value chains in energy and agro-processing have been strengthened. This has been accompanied by negotiated market entry through Women Entrepreneurs Associations and the renovation of 'Emporium', which is a display and trading centre for women's products and produce from all regions. (UNDP, 2012:12)*

Mrs. Yelfgn also mentioned that in collaboration with Agricultural Transformation Agency, *UN Women* also provides women friendly technologies like grinder and Hatcher for women groups in Bechu area who are working in the agricultural sector which will enable them to add value for their products and sell them for a better price.

#### **4.3.3. Increasing Women's Participation and Representation in Leadership Positions**

*UN Women* is also working with various institutions like the Ethiopian Parliament, different public institutions and the private sector to help increase the participation and representation of women in leadership positions. This is also being done through building the capacity of women by education, helping women to improve their understanding capacity and decision making in leadership through training programs and helping institutions to mainstream gender in their policies and programs properly. As mentioned by Mr. Mesfin, to achieve this objective *UN Women* is working in collaboration with the Ministry of Women, Children and Youth Affairs and other UN agencies in Ethiopia.

At the grass roots level, As Mrs. Yelfgn explained, for increasing women's participation and representation in leadership positions, *UN Women*, in collaboration with the Ministry of Women, Children and Youth Affairs helps 40 women to get into Civil Service College and get their MA degree in different fields. Those women have been heads of Women's Affairs and other departments. In addition it also helps women to get a chance of higher education and advance their capacity of leadership and decision making by providing them with scholarship programs. The other contribution that *UN Women* makes for the improvement of women's position and participation in decision making and leadership positions in collaboration with other UN agencies UNICEF and UNDP and government agencies is mentioned below:

*MOWCYA, with the Ministry of Civil Service, coordinated a short-term training on transformational leadership and decision-making. The training was given to 108 women professionals and leaders in the civil service identified by their institutions. It aimed to prepare them for leadership and managerial positions. (UNDP, 2012:14)*

Even though *UN Women* is plying a considerable role on ensuring gender equality and empowering women in Ethiopia, there is a lot of work still waiting to be done, So *UN Women* as an International and responsible UN Agency is expected to do a lot of work. Especially in rural part of the country there is a lot to be done in terms of ending violence against women, increasing their participation and representation in leadership positions

and increasing their economic capacity. Since most of the population of Ethiopia live in rural parts of the country it is wise to focus in those areas.

With regard to the area of increasing women's participation and representation in leadership positions it has been found out that UN Women does not give special attention to women's political participation and representation even though this area is an international priority for UN Women and Ethiopia has also one of the lowest representations of women in political positions.

#### **4.4. Challenges for *UN Women* in Ethiopia**

In this section we will see the problems that are delaying the work of *UN Women* in Ethiopia. There are problems which are interrupting the work of *UN Women* and making it slow in its performance because they are pulling it back from its onward journey. Some of these problems are related to administrative issues and others are related to the general situation of Ethiopia. So the head of *UN Women* has mentioned some of the problems they are facing in relation to their work.

##### **4.4.1. Financial Problems**

*UN Women* needs adequate financial resources to perform its function in an effective way in Ethiopia. As mentioned earlier, *UN Women* Ethiopia, office activities will be funded by voluntary contributions from donors. As Mrs. Yelfgn explained, there is big financial problem in *UN Women* in Ethiopia. It is because of the general financial crisis in the world and is also because of the attitude of viewing gender issue as the last issue to be sorted out by funding agencies and donors. Gender issue does not gain the attention of donors. When they prioritize issues, donors take into consideration other areas first and give the remaining balance for gender institutions or issues. So, *UN Women* has financial problems in order to do what it has intended to do or what it has planned to do. This issue of financial constraint has been mentioned in all UN joint programs in which *UN Women* leads and coordinates. (MoWCYA, 2013).

##### **4.4.2. Attitudinal Problems**

As Mrs. Yelfgn explained, there is problem of program implementation and enforcement of laws. The presence of laws does not mean their automatic application. In order to say there is effective law it should be implemented effectively on the ground. But the attitude of enforcement

Agencies on this issue is not like that. If there is a law on paper they see it as it is being effectively implemented on the ground. So, when *UN Women* fight about women's rights, it will be seen as asking for extra things because what is seen here is only the presence of laws on the paper and not their implementation on the ground.

Mrs. Yelfign also continues by saying that the other problem is the lack of capacity of the focal persons assigned for gender issues. They are assigned without considering their knowledge on gender issues and their capacity to handle those issues. When it comes to practical work there are many problems, and it causes the whole system ineptitude and delay and failure of a project and a planned activity.

She also mentioned that even though there is a law to address problem of gender inequality and there is also some change in the society, the gender gap is not totally resolved by the society or by Governmental and Non governmental institutions. There is still resistance even within the UN agencies or institutions. 'When you go to them with gender issue there is a tendency of pushing it away and when there is confrontation from your side you may not be liked.

The mandate of *UN Women* is to assist UN Agencies, Government Agencies and other organizations in their work related to gender equality and women empowerment. But people do not understand that and they expect *UN Women* to solve the problem of each and every single woman who has a problem. Mrs. Yelfign said "every single woman will come and ask for help and we can't solve the problem of every single woman, we do not have the capacity to do that and it is not our mandate to do that too".

#### **4.4.3. Human Resource and Capacity Problems**

*UN Women* also has problems of human resources and capacity problems. Mrs. Yelfign explained this problem when she said "the person you trained last year may leave this year, so, you have to re do it again. When one person leaves the organization there is no proper handover. This also causes loss of institutional memory and the work has to be started from zero." *UN Women* also has limited capacity with regard to human resource and financial resource. Mostly we gain short term communication people. This has also been mentioned as a constraint for not publishing their works. The week capacity of *UN Women* has also been mentioned in the joint program final evaluation of phase one. It has been explained that *UN Women* shows weak

institutional capacity and also show weak coordination capacity for the implementation of the joint programs. (MoWCYA, 2013).

#### **4.4.4. Problems of Networking**

As Mrs. Ylfign explained, *UN Women* has relationship with only few NGO'S and civil societies. This is also because of *UN Women* only works with civil societies and NGO's which are oriented for service delivery. As she mentioned working with such kind of organizations needs a lot of money and *UN Women* has a big financial problem and this has also caused its relations with civil societies to be limited.

#### **4.5. Conclusion**

*UN Women* has its own country office in Ethiopia. It has also been performing its function since 2011 in Ethiopia. It has put some priority areas based on the current situation of Ethiopia to focus on and perform its role in an effective way. It has prioritized areas like, ending violence against women and girls, women's economic empowerment and increasing women's participation and representation in leadership positions. To achieve a better result on these priority areas *UN Women* is working with different public and private institutions. The major institution which *UN Women* works with and provide its support and technical assistance is the Ministry of Women, Children and Youth Affairs, Government of Ethiopia. It also works with other ministry level organizations on issues related to gender equality and women empowerment. It also works with religious institutions, universities and NGO's to empower women and end violence against women. It has achieved significant results on the areas it has put as a priority. But there is still a lot of work needed to be done to change the situation of women in the country.

However there are also some problems or obstacles that are forbidding *UN Women* to have better performance. Some of these constraints are financial shortages, attitudinal problems, staff turnover, limited capacity, high expectations created on the part of the society and limited kind of cooperation with civil societies and NGO's.

## CHAPTER FIVE

### CONCLUSIONS AND RECOMMENDATIONS

#### 5.1. Conclusions

Gender equality and women's empowerment is one of the key areas to facilitate and achieve national development. Without gender equality and women's empowerment, it is impossible to reach growth and prosperity, especially in developing countries like Ethiopia. Women in Ethiopia are the most disadvantaged and vulnerable group of people who suffer from a lot of social constraints and violence against their personhood, rights and freedoms. Women are way behind in every aspect of the development indicators of the country.

There are many national and international institutions which are working to change the situation of women in Ethiopia. Of these organizations international ones like the *UN Women* are very influential in terms of being effecting, hard and faster changes. UNIFEM was one of the organizations under the United Nations, which worked for gender equality and women empowerment in Ethiopia in the period from 2007 to 2011. When the UN system realized that there should be one composite entity instead of four separated entities, it created *UN Women* in 2010 by the guidance of the UN Secretary General.

*UN Women* has begun its work in Ethiopia in 2011 by upgrading the work of UNIFEM. It is working to raise the awareness and understanding of institutions on gender issues. Assisting and monitoring the UN agencies on their performance on gender related issues and supporting the Ethiopian government on gender issues have been the main targets of *UN Women*. In addition it also gives assistance and support to government agencies to have a better role on gender equality and women's empowerment. It also works with religious institutions, NGO's and Civil Societies of Ethiopia to end violence against women and empower women economically, socially and politically.

The study has focused on the role and performance of *UN Women* in Ethiopia. The researcher has tried to find out the role that *UN Women* has been playing to empower women and ensure gender equality on different sectors like the economic, social and political areas in Ethiopia, how it was performing on gender related issues, what contributions did it make for women in Ethiopia, what mechanisms it used to achieve its objectives and what problems did it face on its journey.

From the research findings it can be concluded that *UN Women* is playing a significant role in the area of women empowerment and gender equality. It has been working with the main government agency on gender related issues which is MoWCYA. It is also giving technical and financial assistance to MoWCYA, Ministry of Mines, Ministry of Agriculture, Ministry of Finance and Economic Development and Federal Micro and small Enterprise Agency etc, in relation to their work on gender equality and women empowerment. It offers training programs, and it helps those institutions to mainstream gender properly in their programs and policies.

*UN Women* is also working on areas specific to the current situation of women in Ethiopia. From the priority areas which are identified as the most in which women are to be empowered and encouraged internationally, the Ethiopian country office picks three most important for current Ethiopian situation. These areas are: (i) women's economic empowerment, (ii) ending violence against women and girls and (iii) increasing women's participation and representation in leadership positions.

*UN Women* is working on full stream in those areas in collaboration with the above mentioned institutions. It is helping women to build their economic capacity by providing them with trainings and financial support in collaboration with ILO; it is also building the decision making capacity and participation of women in leadership positions through providing scholarships and training; and regarding ending violence against women it offers the 'safe house' service, which is shelter service for women who experience violence, it builds their capacity through training programs which will also enable them to rise their own economic capacity, and it also provides them with a capacity to start their own firms.

In the mean time, the focus of *UN Women* on rural areas has been very low. This could be considered as a big problem because large amount of population live in rural areas and especially violence against women, like wife beating is common practice there. Not only this but women are considered to be house wives and can't go out and do anything because of these they did not send their daughters to school. So, a lot of work is needed and there has been a drawback on this aspect.

As it has been seen from the interview conducted with the Head *UN Women* and documents reviewed, there are also problems or constraints which can be mentioned as drawback on its work. Of these financial shortage is mentioned to be the main one. Every project and program

needs financial resource to be accomplished well. The other problem is also the exaggerated expectation created on the part of the Ethiopian society which also brought unexpected load on the shoulders of *UN Women*. This is because of the misunderstanding that *UN Women* can solve every single woman's problem which of course is not the mandate of *UN Women*. The other problem mentioned is staff turnover, which also by extension causes loss of institutional memory. There has also been limited human resource and limited capacity within the organization which also creates work delays.

## **5.2. Recommendations**

The following recommendations are provided in order to make *UN Women* to progress towards achieving gender equality and women empowerment and attain a better result on the preferred areas.

### **i. Use different Income Generating Mechanisms**

*UN Women* country offices are to be funded from voluntary contributions. So in order to get out of the financial shortages *UN Women* has to work on creating mechanisms which can bring additional money. It should try to create and use more options of fund raising activities. Introducing its plan and programs to donors, preparing some social activity which involves donors and creating partnerships with NGO's who can contribute financial support etc can be used as some of the income generating mechanisms. It can also work with the government to get some support or training of expertise on income generating activities. It should also Make Effective advocacy about its plan and strategy and create strategic partnerships with different institutions who can provide financial support and help the organization on creating mechanisms of income generating activities.

### **ii. Working Closely with Civil Societies and NGO's**

Since *UN Women* has its only office in Addis Ababa it is difficult to reach other parts of the country and hence it should expand its partnership with civil societies and NGO's. Because these institutions work at the grassroots level, they can reach every part of the country through membership or through creating branch offices. Working with civil societies and NGO's will create a good opportunity for *UN Women* to reach to every woman on the ground. They can also directly reach to the beneficiaries of help. By creating friendship and connection with NGO's

and civil societies *UN Women* can reach as many women as it can. Creating partnership with civil societies and NGO's may also help *UN Women* to create a means for income generating activity because these institutions contact directly with the population and this will create them to reach financial sources easily.

### **iii. Building Capacity of Employees**

It has been mentioned that one of the problems facing *UN Women* in Ethiopia is lack of capacity. So it should build the capacity of its employees through training, workshops and other mechanisms. Working on gender issues is also an issue of commitment and devotion and it should also build this aspect for its employees. This could help to overcome the problem of staff turnover and shortage of human resources. Once the organization has built the capacity of each and every individual, there will be no problem because if one person goes the other can cover that area at least temporarily.

### **iv. Raising the awareness of the society on gender issues**

Raising the awareness of the society on the gender issues will make the rest of the work easy. The Ethiopian society is not clearly aware about the problem of gender consideration. The persons who will be placed on offices for gender related issues should be experts on gender not just a random person from any field of study. The awareness of the society on gender issue is way behind the expected level it should be. To overcome this problem the organization needs to conduct different discussions and awareness creation workshops at grassroots level. To do this the organization has to use its partners since it is difficult to reach every part of the society by *UN Women* itself.

### **v. Give emphasis to rural areas**

It has been found out that *UN Women* mostly focuses on the urban areas for its work on gender equality and women empowerment. But most of the population of Ethiopia lives in rural Ethiopia. In addition to that it is in the rural Ethiopia than in the urban part of the country that women are discouraged and their rights; they have are violated. Women in the rural parts of Ethiopia are loaded with a lot of work in the house, no time and encouragement to go out and participate in the decision making process of their village, they have no access to education and no finance for their own economic activity. Because of these reasons they are vulnerable to

violence including harmful traditional practices and wife beating. Generally women in rural Ethiopia are the most vulnerable group of people and there should be a lot of work done in that area.

**vi. Prioritize on Women's Political Participation**

As it has been found out from the study *UN Women* in Ethiopia has prioritize on women's participation and representation in leadership positions but it has failed to concentrate more on the area of political participation of women. As Ethiopia is one of the countries that have the lowest participation and representation of women on political areas it is worthy to focus on this area and make more effort to increase the participation of women on the area of politics.

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## ANNEX I

### **Addis Ababa University School of Social Sciences**

#### **Department of Political Science and International Relations (PSIR)**

#### **Interview Questions to the Head of *UN Women* in Ethiopia**

1. When was *UN Women* established in Ethiopia?
2. What were the aims and objectives of *UN Women*'s establishment in Ethiopia?
3. How is *UN Women* structured and organized in Ethiopia?
4. What is the contribution of *UN Women* for Ethiopian women since its establishment?
5. From your international priority areas on which ones do you focus in Ethiopia? Are there any additional activities?
6. Is *UN Women* achieving what it has planned to do in Ethiopia? If yes how & what? If no why?
7. Are there any specific publications by *UN Women* in Ethiopia?
8. What is the relationship of *UN Women* with other actors who work on gender equality and women empowerment in Ethiopia?
9. What contributions did *UN Women* make for those actors?
10. What are the challenges that *UN Women* faced in its work regarding gender equality and women empowerment in Ethiopia?
11. Is there anything you would like to add?

**Annex II**  
**Addis Ababa University**  
**School of Social Sciences**

**Department of Political Science and International Relations (PSIR)**

**Interview Questions to the Program and Resource Mobilization Team**

**Coordinator of MoWCYA**

1. Does *UN Women* work with MoWCYA closely?
2. When does *UN Women* started to work with MoWCYA?
3. On what areas do MoWCYA work in cooperation with *UN Women*?
4. Is there any significant contribution that *UN Women* make for MoWCYA?
5. What are the problems observed in the relation between MoWCYA and *UN Women*?

**Annex III**  
**List of Interviewees**

Name	Leadership Position
6. Mrs. Yelfign Abegaz	Head of <i>UN Women</i> Country Office in Ethiopia
7. MR.Mesfin Zewde	Program and Resource Mobilization Team Coordinator of MoWCYA

## Declaration

I the under signed declare that ‘The Role and responsibilities of *UN Women* in Ethiopia’ is my original work and all the sources I have used or quoted have been indicated and acknowledged.

Declared by: Candidate

**Woynshet Wondimu**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Confirmed by: Advisor

**Professor: V.K. Padmanabhan**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date