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**Addis Ababa University
School of Graduate Studies,
College of Management, Informatics and Economic Sciences,
School of Business and Public Administration,
Department of Public Administration and Management,**

**The Impact of Globalization on
Women's Economic Empowerment**
(in Selected Localities of Addis Ababa)

**A thesis submitted to the School of Graduate Studies in partial fulfilment for
the requirements for degree of Masters in Public Management and Policy**

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Addis Ababa University

School of graduate studies

**The Impact of Globalization on
Women's Economic Empowerment
(in Selected Localities of Addis Ababa)**

By

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March, 2011

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Abbreviations

CEDAW	Convention for the Eliminating All Forms of Discrimination Against Women
ESCAP	Economic and Social Commission for Asia and the Pacific
FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
GATT	General Agreement on Tariffs and Trade
GNP	Gross National Product
GDP	Gross Domestic Product
GDI	Gender-related Development Index
GEM	Gender Empowerment Measure
GEqM	Gender Equality Markers
GGG	Global Gender Gap Index
HH	House Hold
IDI	In-Depth Interview
ICT	Information and Communication Technology
MDGs	Millennium Development Goals
NGO	Non-Government Organization
NEPAD	New Partnership for African Development
PASDEP	A Plan for Accelerated and Sustainable Development to End Poverty
TTI	Teacher Training Institutes
UNICEF	United Nations Children Fund
UNDP	United Nation Development Programme
WEF	World Economic Forum
WTO	World Trade Organization

The Impact of Globalization on Women's Economic Empowerment (in Selected Localities of Addis Ababa)

Abstract

The theme of the study underlies the investigation of the impact of globalization on women's economic empowerment in Arada Sub-City, Addis Ababa. Quantitative and qualitative methodologies were employed, focusing on women's economic empowerment core issues: the impact of globalization on employment opportunity for women, the impact of employment on women's empowerment and impact of globalization on women economic empowerment. The findings of the study show that globalization and ICT expansion have played important roles for empowerment, source of income, on their sexuality and fertility preference. It provides opportunities for women to secure employment that has a decisive role in access to control of economic resources and liberates women to project them to be in political positions for economic decisions that enable them to become decision makers in society. The finding show that cultural impediments could be tackled by globalization and ICT expansion because, globalization gives birth to a new mindset, which promotes women's economic freedom, they join the public sphere to participate equally with men asserting their political rights, gender equity and decision making in the home and society for women as well as men.

Chapter one

Introduction

1.1 Background of the study

Globalization refers to the process of global integration of the economies of nations by allowing the unrestricted flow of goods, services, investments, and currencies between countries. Globalization also means the free exchange of thoughts and ideas, and greater mobility of people. It embraces the forces for change that are deeply rooted in human nature: the drive for freedom and a better life, for new discoveries, and for a variety of outlooks. Many nations embraced this new philosophy in the hope that it will lead to prosperity and sustainable development. Many believed that globalization would bring agricultural modernization, industrialization, urbanization, and hyper-consumerism resulting in increases of per capita gross domestic product (GDP). Unfortunately, such developments have often been accompanied by increasing social and environmental imbalance throughout the world. Hence, the process of globalization is having unprecedented impacts, both positive and negative in all aspects of living.

Economic globalization, as the increasing integration of national economies into a single global one, has been associated with significant economic growth in many countries. Yet the twin problems of poverty and inequality have not yet been solved. While there is evidence that the poor have in many cases also benefited from global economic growth, there is also evidence that inequality has increased; that is that the wealthy have benefited disproportionately from that growth and the processes of globalization. The total number of people living in poverty remains unacceptably large. (UNDP, 2002:13)

The process of globalization works through markets, cultural traditions, and governance structures. These processes are characterized by

- 1) The integration of markets, trade, and financial flows;
- 2) An internationalization of culture propelled by enhanced communication systems; and
- 3) The weakening of many governments in the face of debt and external pressures.

As these process interface with those of economic development, structural adjustment policies and gender dynamics, people engaging the processes respond dynamically with energy, movement and resistance for them, these engagements will bring wealth and prosperity and for others, global integration means an increase in suffering, confusion and poverty. (E. Lucas, 2007:1)

Around the world, women's and men's responsibilities differ according to the specific situation in which they live. The circumstances they live in are shaped by environment, economic conditions, occupation, class, culture, national history, household circumstances, legal structures, and religion. Traditionally, men are expected to be the primary "bread-winner" in a family, and women were expected to be homemakers. These roles presumably place greater pressure on men to settle for sub-optimal jobs to support their families and placed greater pressure on women to stay at home, or if they were forced to enter the labour market for some reason accept employment that did not place undue stresses on their family responsibilities. Because of these different roles, it is logical to expect marriage and children to lead to high employment rates among women.

A combination of demographic, organizational, social, and technological factors will cause the nature of work relationships to undergo radical changes in the coming decade. There is expected to be a significant increase in the number of women in the workplace, which will lead to women dominating the workforce. By the year 2010, it is predicted that at least 60 percent of the workforce will consist of women (Johnston, as cited by Kouzmin, 1999:232). In addition, the workforce will become gradually older. Companies are adopting new structures, which emphasize international coordination in order to support moves towards global market. These changes are the results that technology played in creating new work contexts throughout the world. Technology changes the context in which relationships take place and the way in which one traditionally develops and maintains relationships through physical contact interaction and communication will be replaced by "virtual" presence.

An analysis by the OECD shows that in most affluent industrial countries, the average firm size has declined in most sectors, except for computer services, drugs and supermarkets; sectors with

a predominantly female labour force. This is not only because workers have been displaced by computers, but also because firms have narrowed their focus. Companies make it cheaper to outsource work than to diversify beyond perceptions of 'core' activities. Technology change brings part-employment for those who are unemployed ones and particularly for women.

There are several reasons for the special concern on IT (information technology) and its role on women's empowerment. Primarily, it is ubiquitous. It affects every sector of the economy and all the people of the world. Whereas most labour-saving technologies in the past affected a small part of the economy, IT (information technology) affects everybody, including the service sector. The service sector has shown all the employment growth in the Western world over the last two or three decades, giving opportunity for women in full-time employment and part-time jobs (Brame, as cited by Kouzmin, 1999:235). IT creates new markets far more rapidly than new technologies have done in the past. IT makes work more portable; more people can work at home by 'tele-commuting', an already significant trend.

This study analyzes the contemporary environment where multiple systems, which include women and economic system within which people, aggregate whether their lives are expanding or contracting under globalization. It also explores the impact of globalization on women's economic empowerment, for better quality life and for gender equity in decision making in the home and society.

1.2 Statement of the problem

Throughout history, women have been subjected to varying degrees of deprivation and subjugation. They have been stifled mentally, psychologically and physically by the dictates of male-dominated cultures and traditions that cut across virtually all races of the world. The fact is they have been so second-rated that even an account of their past heroic deeds has been recorded as 'his' 'story'. The World Bank (2001:1) states that "...in no region do women enjoy equal legal, social, and economic rights. Women have fewer resources than men do, and more limited economic opportunities and political participation. Women and girls bear the most direct cost of these inequalities but the harm ultimately extends to everyone . . . Gender inequalities persist

because they are supported by social norms and legal institutions, by the choices and behaviours of households, and by regulations and incentives that affect the way economies function.” The report went further to state “A strategy to reduce gender inequalities must address these factors. Foremost among the costs of gender inequality is its toll on the quality of human lives. Evidence suggests that societies with large and persistent gender inequalities pay the price of more poverty, illness, malnutrition, and other deprivations, even death. This makes a compelling case for public and private action to eliminate inequality. Public action is particularly important, since many social, legal, and economic institutions that perpetuate gender inequalities are extremely difficult for individuals to change.” (Kayode, n.d:2)

Currently, women’s economic empowerment and increasing their participation in different spheres is highly prioritized. Women’s empowerment is one of the Millennium Development Goals (MDG) that the UN has set. However, achieving the desired goal has been identified as a challenge to transform it into reality, especially in developing nations (ESCAP, 2007:5)

Various literatures depict women as a passive sexual objects dutiful wife and devoted mothers. Time is again in the process of changing this. The feminist movement of the sixties and the emerging international consciousness of the seventies led to the recognition of women as equal partners in all human endeavours. (Women development and change 2001).With a view to change the status roles of women, the UN declared 1975 as international women year and 1976-1985 as UN decade for women. Governments all over the world have committed themselves to promoting equality between the two genders. (Ibid 2001) While this is a great opportunity for women, it also presents a challenge as the slow pace of IT development in developing nations in its gender rendition is slow. Women are handicapped with access to intellectual resources that will only get worse as IT grows more prevalent (Dickson, 1996).

Most of the positive aspects of the information communications revolution are largely incorporating the poor, the majority of whom are women. The Beijing Declaration and Platform for Action, called for an increase in women's participation in and access to new technologies as a tool for strengthening women's economic capacity... (ILO, 2001:58) In spite of the challenges, there is progress in IT creating more jobs for women in the area of IT-based marketing. Although

modern marketing is young, the field of marketing has grown from traditional concerns such as promotions and road shows to more sophisticated IT-based marketing techniques. Women are increasingly moving from being an auxiliary to the sales team to being an alternative to it. Women now account for around 80 per cent of the front-line workforce in the field marketing. The traditional sales force is being deskilled by IT (automated orders and promotions), downsized and replaced by field marketers, predominantly women, under contingent employment (Ibid, 1996:24).

On the other hand, empowering women has become a significant factor in freeing the millions of women who are trapped in the cycle of poverty and hunger. Education and providing women with access to economic and educational opportunities, especially micro-credit, have become the targeted tools of any successful strategy for poverty eradication.

The study will target comparisons to explain means of reducing the disparities between men and women's poverty rates known as feminization of poverty in order to attempt at designing public policies to eliminate factors leading to this phenomena. One important factor that needs to be addressed is the negative impact of globalization of the world economy on gender issues and challenges facing women in terms of opportunities and limitations.

Finally, the study explores the impact of globalization on women economic empowerment in Arada sub-city and examines the role of ICT in determining the amount of economic freedom enjoyed by women. It is an analysis of the impact of extended education in the form of ICT related knowledge on the competitiveness of female workers in a growing globalised labour market for creating employment opportunity, decision making and control over resources. Conclusion will be drawn based on the findings and some implication is forwarded.

1.3 Research questions

In light of the above discussion, the study answers the following questions.

1. What are the visible impacts of globalization on women economic empowerment through increasing the
 - a. decision making power of women in family, society;
 - b. employment opportunity and hence, income; and
 - c. sexuality, and fertility preference;
2. What are the possible benefits globalization and ICT for attaining empowerment?
3. How to resolve the limitations in order to enhance its contribution to women economic empowerment?

1.4 Objectives of the study

General objective

This study is designed to address the impact of globalization and ICT on women's economic empowerment in the family and society in woreda 2, 4 and 6 Arada sub-cities.

The specific objectives of the study are to

1. identify the role of ICT on women employment;
2. find out the impact of globalization on women's empowerment and its advantages related to women employment;
3. examine the contribution of globalization on decision making power of women in family, society, income, sexuality and fertility preference;
4. find out the relationship between globalization and women economic empowerment;
5. identify the limitation of globalization and recommend the strategies to enhance its contribution;

1.5 Methodology

The research relies on qualitative and quantitative methods. Qualitative method is used in order to find out the impact of globalization on women economic empowerment and to identify the relationship between globalization, employment, and empowerment.

Quantitative research method is employed to generate data on the demographic characteristics, education and view of economically empowered women or the overall attainment of the objectives of the study; secondary and primary data are collected and specifically primary data were analyzed.

According to Creswell, gender work is mainly qualitative and many scholars recommended qualitative methodology in gender research. The importance of qualitative research methodology is that it is multi-method in focus, involving interpretive, naturalistic approach to its subject matter. This means that qualitative researches study reflects in their natural setting, attempting to make sense of or interpret phenomena in terms of the meaning people brings to them. Qualitative research involves the studied use and collection of variety of empirical materials: case study, personal experience, introspective, life story, and interview, observation that describe routine and problematic moments and meaning in individuals lives.

Table 1.1 Summary of Methodology

Unit of analysis	Data source	Data collection instrument
Employment and empowerment level	Women journalist and private IT business	In-depth Interview and focus group discussion
	Women work in business centre(ICT) and journalist	Questionnaire

1.5.1 Data sources

Secondary data

In order to obtain background information concerning the population, its location and women's participation in different employment and position in the Arada Sub City and woreda 2, 4 and 6 in particular, relevant data is gathered and reviewed from authorized source.

Primary data

The method employed to gather primary data is in-depth interviews, questionnaire, and focus group discussions.

1.5.2 Study area

Arada sub-city is selected by the researcher for the following reasons. Currently the researcher is residing in Arada sub-city. Therefore, the researcher has become familiarized with the community members and prominent people who could make accessible information not very challenging. As an insider, the researcher is very familiar with the activities undertaken in the woreda, since the researcher is aware of the different social, economic and empowerment status that women may have in the woreda setting. Beside, these areas have high business activities related to ICT and mainly engaged by women.

1.5.3 Sample size determination and sampling technique

The researcher determined the sample size by considering; the nature of the research, sample size used in similar studies, the importance of decision and resource constraint. Random sampling technique is used in order to define the sample size to distribute the questionnaires. Purposive sampling was found to be is relevant to select private IT related businesswomen and journalist women (define the nature of the sample size).

1.5.4 Participant of the study

Sixty-five women have participated in the study. Fifty of them completed the questionnaires. The other 15 participated in the in-depth interview (IDI) and focus group discussion (FGD). Among these 15, eight participated in focus group discussion.

1.5.5 Data collection method

1. Document review

Data was gathered from Arada sub-city administration office regarding the characteristics of the sub-city, geographic area, total population, and other activities done by the sub-city.

2. Questionnaires

The researcher with the help of three assistant data collectors had dispatched questionnaires to the respondents to get quantitative data to supplement the qualitative work i.e. in-depth interview and focus group discussion. The participants had been given a general guideline on how they could complete the questionnaire. The entire questions were presented in the English if the participants were literate in the English language. If not the assistant data collector read and interpreted every question to the respondent's native language.

3. In-depth interview

The researcher has interviewed seven women. An interview guideline incorporated in the questionnaire was presented to the interviewees. Questions were presented to them, and they were encouraged to respond to the questions as freely as possible. Every attempt was also made to make the questions as understandable as possible for the interviewees. All questions have been presented in a language interviewees can understand. The researcher confirmed to them that no information would leak without their will and they were briefed that the information they give would be significant to arrive at concrete findings. The researcher adjusted the time and place in a way convenient for interviewees.

4. Focus group discussion

The focus group discussion constitutes women journalist and IT business workers who are working in various media. The focus group discussion helped to generate in-depth information regarding the, real impact of globalization on women economic empowerment and the effect of economic empowerment on decision-making power of women in the family and society.

1.5.6 Procedure of data collection

With regard to the data collection procedure, the researcher used employees of the woreda administration including those working in the women's desk to contact and provide general information about the study. The researcher with the help of three assistant data collectors had been in contact with woreda administrative officials, businesswomen and women journalists to secure permission in completing the questionnaire. The assistants were oriented on how to proceed with the study; the same is for the participants on how to complete the questionnaire. The participant had been informed about the nature and implication of the study. For the qualitative aspect of the interviews and focus group discussion guides, they were translated and prepared into the local language of the respondents to ease communications.

Time and place to conduct the IDI and FGD were scheduled. The researcher and assistants endeavoured to create good and friendly rapport between the respondents and the researcher.

1.5.7 Data analysis techniques

While qualitative data were analyzed using trend analysis, quantitative data are analyzed by using different statistical techniques such percentage and average analysis.

1.6 Ethical consideration

In qualitative research, ethical concerns mainly refer to the issue of consent, privacy and confidentiality of data (Ibid, 2007:16). The researcher therefore gave a considerable focus on ethical issues.

1.7 Significance of the study

Women are highly discriminated in different sectors. Theoretically it is said that they are equal and should not be treated differently they are not having equal participation in all sectors. Even being employees and having their own income, their power over their income, their decision power in their family, society and on their body is very limited. Therefore, the researcher will highlight and depict the aforementioned problems of women clearly along with the coping mechanisms of women's reserved power in decision making in all spheres. Hence, government and other responsible bodies will understand the positive impact of globalization with its benefits to the society particularly women in economic empowerment to give responses to improve its benefits. Above all, this study will be helpful to be a springboard for other researchers who are interested to advance it further.

1.8 Scope and limitation of the study

This research is designed to find out the relationship between globalization and its impact on economic empowerment of women. Participants, who completed the questionnaire, participated in the IDIs and FGDs on how globalization has helped them to get employment and empowerment and how empowerment has improved their decision making capacity. The desired information from respondents was collected by recruiting experienced female data collectors.

This study was limited only to woreda 2, 4 and 6 of Arada sub-city due to different factors. On one hand, considering or involving all sub-cities and woredas of Addis Abeba demands a very huge sum of money, long span of time and assistants.

1.9 Organization of the study

The research is divided into four chapters. Chapter one is the introduction part which also consists of the methodology that were applied. Chapter two presents the literature review regarding the research area of the paper. Chapter three includes data presentation, analysis and findings and while the final and fourth chapter is summaries findings and give recommendations which pave the way for the government and all stakeholders to go with the positive side of globalization process and enable scholars to do further research.

Chapter Two

Review of Related Literature

2.1 Definitions of Globalization

Many authors have attempted, with relative success, to define globalization in a variety of ways. Some claim that it cannot be defined concretely; others claim that it would constrain the meaning to even try to define it narrowly. Despite differing opinions about developing a definition, all authors agree on one thing: that defining this term is anything but not easy (Al-Rodhan, 2006:2).

“Globalization is expansion of markets, knowledge, culture, and technology beyond the borders of any nation” (Ifeh, 2002:1).

”Globalization is what we in the third world have for several centuries called colonisation” (Khor, 1999:16).

”Globalization is the establishment of a global market free from socio political control” (Nikitin and Elliott, 2003:115).

Globalization is the growing integration of economies and societies around the world. It is a complex process that is variously affecting different regions, countries and areas and their populations. To some, globalization is an inevitable, technologically driven process that is increasing economic and political relations between people of different countries and areas. For them, it is seen not only as a natural phenomenon, but also as something good for the world. To others, there is a much deeper concern about the related challenges and possible risks associated with the globalization process. It is widely perceived that the process produces both "winners and losers."(Women and Globalization, n.d:1)

“Globalization is a complex, multidimensional and uneven process through which goods and services, capital, people, information and ideas flow across borders, leading to greater integration of economies and societies. Globalization is the process of growing connectivity and integration among countries.” (DeJonge, 2003:2)

2.1.1 International factors that drive globalization

According to Intriligator (2003:1), there are several sources of globalization over the last several decades.

- **Technology:**

Technological advances that have significantly lowered the costs of transportation and communication and dramatically lowered the costs of data processing and information storage and retrieval comprise one such source. The latter stems from developments over the last few decades in electronics, especially the microchip and computer revolutions. Electronic mail and the Internet are some of the manifestations of this new technology, where today’s laptop computer is many times more powerful than a very expensive mainframe computer of twenty-five years ago.

- **Trade liberalization:**

A second source of globalization is trade liberalization and other forms of economic liberalization that have led to reductions in trade protection and to a more liberal world trading system. It resumed after World War II through the most-favoured-nation approach to trade liberalization, as embodied in the 1946 General Agreement on Tariffs and Trade (GATT) that has evolved into the World Trade Organization (WTO). As a result, there have been significant reductions in tariffs and other barriers to trade in goods and services. Other aspects of liberalization have led to increases in the movement of capital and other factors of production.

- **Changes in institutions:**

A third source of globalization is comprised of changes in institutions, where organizations have a wider reach, due, in part, to technological changes and to the more wide-ranging horizons of their managers, empowered by advances in communications. Thus, corporations that were mainly focused on local markets have extended their range in terms of markets and production facilities to a national, multinational, international or even global reach. These changes in industrial structure have led to increases in the power, profits and productivity of those firms that can choose among many nations for their sources of materials, production facilities and markets, quickly adjusting to changing market conditions. Non-government organizations, NGOs, have also taken a much broader perspective that, as in the case of the global firms, is often multinational or global.

- **Ideology:**

A fourth reason for globalization has been the global agreement on ideology. It is the convergence of beliefs in the value of a market economy and a free trading system. This process began with the political and economic changes in China's 1978 reforms and then involved a 'falling dominoes' of a series of revolutions in Eastern and Central Europe starting in 1989 that ended with the dissolution of the Soviet Union in December 1991. This process led to a convergence of ideology, with the former division between market economies in the West and socialist economies in the East having been replaced by a near-universal reliance on the market system. This convergence of beliefs in the value of a market economy has led to a world that is no longer divided into market-oriented and socialist economies. A major aspect of this convergence of beliefs is the transition of former socialist states to a market-led economy.

- **Culture:**

A fifth reason for globalization is comprised of cultural developments, with a move to a globalised and homogenized media, the arts, and popular culture and with the widespread use of the English language for global communication.

2.1.1 Globalization and its impact

While the current wave of globalization has to a degree improved the lives of women worldwide, particularly in the developing world, nevertheless, women remain disadvantaged in many areas of life, including education, employment, health, and rights. According to the U.S. Agency for International Development and the World Bank, 57 percent of the 72 million primary school aged children who do not attend school are females. Additionally, girls are four percent less likely than boys are, to complete primary school (Levin Institute, n.d:2).

The UN's Millennium Development Goals (MDGs) prioritize gender equality and empowerment of women. As part of the MDGs, the international community, especially the UN, will monitor indicators of gender equality such as levels of female enrolment at school, participation in the workplace, and representation in decision-making positions and political institutions. Two key international declarations form the basis for this agenda. As part of its "Decade for Women," the UN published the Nairobi Forward-Looking Strategies for the Advancement of Women in 1985 with the purpose of creating a blueprint for global action to achieve women's equality by the year 2000. Ten years later, the Fourth World Conference on Women, held in Beijing in 1995, issued the Beijing Platform for Action aimed to update and invigorate the world community's commitment to gender equality. These international conferences and documents have served to crystallize the understanding of the unique problems women face worldwide and to promote efforts to address them. More recently, means to monitor the progress of both have been implemented. Other, similar documents deal with specific challenges to women's rights. For example, the Convention on the Elimination of Discrimination Against Women vows to guarantee women's equal rights with men in all spheres of life, including education, employment, health care, suffrage, nationality, and marriage.

In July 2010, the United Nations General Assembly voted to create a new UN entity for gender equality and empowerment of women entitled UN Women. Its role will be to support intergovernmental bodies in policy formation, help member states implement new standards and regulations, and hold the UN system accountable for gender equality(Ibid.n.d:2).

This is also to examine the effects of globalization on women worldwide, namely on their participation in the economy, representation in the political process, education, health, and sexual slavery. It also describe globalization is the greatest benefits to women in the internationalization of the movement for gender equality, and the legal structure that supports this goal and recognizes women's rights as basic human rights.

The complex and contradictory impacts of globalization are notably marked in the situation of women in different dimensions:

In many countries, the global pursuit of profit has enhanced employment opportunities for women, where previously they had not existed. Employment has facilitated some degree of economic independence for many women. This, in turn has generated the self-esteem and economic freedom that comes from such independence.

The migration of women in search of better employment opportunities has helped to simplify the problem of poverty in many cases and meet the labour needs of a number of countries. More remittances are generated for the home economy and a greater possibility of technology transfer and enhanced skills formation.

Globalization has also contributed to the creation of new associations of women and the strengthening of their networks to offer mutual support and resources. The global social movements of human rights, in affirming women's equality, have provided women's groups in the region with international standards to rise against adverse national or local codes. Instantaneous communications have facilitated the formation of alliances and coalitions, lessened isolation for women in remote or secluded areas, allowed for rapid mobilization over issues and provided support on a global basis.

In several countries in the region, have improved access of women to health, micro credit and employment opportunities. Access to ICT among rural women in recent years has been enabling them to participate in economic development through entrepreneurship and small-scale businesses. However, globalization has further reinforced many existing gender inequalities.

The traditional sexual division of labour (the location of women in employment to which they are regarded as inherently suited, for example, the caring professions, or textiles industries) has been furthered through the addition of new locations and forms of work (services industry, tourism, and work in free trade and export process zones). What remains constant is the low economic value accorded to work performed primarily by women in conditions of exploitation, no job security and violations of human rights.

One major impact of the recent financial crisis, an unintended impact of globalization, was the rapid increase in unemployment as hundreds of small and large firms across the region were forced to close their doors. Women were the first workers to be laid off - both because the industries in which they predominate (e.g. garments) were those most affected by the crisis and because women were less unionized and therefore easier to sack. The unemployment situation was aggravated by increasing numbers of returning migrant labourers, many of whom were women, who were being expelled by countries, which were experiencing their own unemployment problems. Moreover, cuts in public social sector expenditure, which came in the aftermath of the crisis, brought even more hardships, especially for women who have primary responsibility for care of the family.

Perhaps the most critical of the impacts of globalization on women is the worsening situation of violence against women. One aspect of this deserves urgent attention the trafficking of women and girls (Women and Globalization, n.d, p.3-5).

2.1.1.1 Globalization and its effect on employment expansion

At the beginning of the 1990s, there was much optimism about the impact that liberalization and globalization would have on employment and growth in developing countries. To start with, these processes were seen as mechanisms to increase both the rate of investment and the efficiency of investment in developing countries. Financial liberalization was expected to enhance the savings rate, which was expected to contribute to higher investment. The liberalization of rules relating to foreign direct investment was expected to enhance capital

inflows into liberalizing countries, enhancing investment even further. Deregulation and trade liberalization, by increasing internal and external competition, were expected to ensure the efficiency of such investment in terms of technology choice, scale and operation. The positive impact this would have on growth was expected to contribute to increases in employment.

Secondly, the reduction in protection and the realization of a more appropriate market-determined exchange rate associated with globalization was expected to have a number of positive effects. Wide and intensive protection in developing countries was normally provided to the fledgling industrial sector being fostered by the State, so that domestic industrial prices tended to rule well above international prices. On the other hand, the agricultural sector was rarely offered protection. This was seen as a mechanism by which the terms of trade were turned against the agricultural sector, affecting agricultural investment and peasant livelihoods adversely. In the event, reduced protection was seen as a means of redressing imbalances in the terms of exchange between agriculture and industry and stimulating growth in agriculture. Given the larger share of the population dependent on agriculture and the greater labour absorbing capacity of primitive agriculture, trade liberalization was seen as contributing to increases in output and employment in the agricultural sector.

Third, the liberalization of rules with regard to foreign investment was expected to result in a surge in foreign direct investment in export-oriented, labour-intensive, agro industry projects, aimed at exploiting the low costs of skilled and unskilled labour in developing countries.

There was one other factor that fuelled the optimism that stemmed from these perceptions. The conclusion of the Uruguay Round agreement of GATT had raised expectations of an acceleration in world trade growth, which had already been high for some years. In particular, it was expected that the agreement would stimulate exports at higher prices of agricultural products and traditional manufactures from developing countries because of the reduction in protection and a cut in subsidies offered to these products in developed-country markets (Women and Globalization, n.d:1).

Overall, it would be fair to say that the dominant mood in the late 1980s and early 1990s was one of excitement at a new phase of globalization, which benefit in various ways from the new technologies and expanded trade to employment opportunities. Women in particular were seen as major potential beneficiaries of this trend because of the trend towards the feminization of employment that was apparent, especially in export production and information and communication business. Of course, this is not to say that there was no consciousness at all of the more negative possible consequences; indeed, many statements emanating from international forums contained very perceptive analyses of the dangers of inequitable growth, the chances of marginalization and exclusion from the benefits of globalization, the costs in terms of reduced food security and greater environmental destruction. However, the key question posed in almost all these instances was finally that of how to manage the process of globalization so as to spread its generally beneficial effects more evenly by gender, class and region(Ibid,n.d:2).

2.1.2.1 Globalization and its effect on empowerment

The commonplace expression that when you educate a man, you educate an individual, but when you educate a woman, you educate a nation may have engendered the special attention being given to the women folk across the globe today (Simeh, 2008:27). The Beijing conference of 1995, highlighted areas for the emancipation and empowerment of women to include greater access to education, better health facility, poverty reduction and equitable welfare distribution among others. Further emphasis was made by UNICEF (1993:15) stating, “Women’s empowerment should be addressed at the level of basic welfare services, access to resources, conscientisation, mobilization and participation, and control over power.” This view was further supported by Karl (1995:41) who defined empowerment as “a process of awareness and capacity building leading to greater participation, to greater decision-making power and control, and to transformative action.”

Empowerment refers to enabling people towards self-determination. For women, economic empowerment an importance means of increasing their power and decisions over the resource in the family and determine the income and expenditure of their family income equally with the husband. Globalization has full access to complete information and to self-discern the quality

and credibility of such information in making these decisions. It is quite hopeful that ICT could achieve such empowerment for women. To empower women means to understand and address the various dynamics of power and relationships in a particular society, which are intertwined, with issues of age, class, culture, ethnicity, gender, history and race.

Empowerment would naturally include enlightenment, training, and education, possessing the ingredients necessary for actual positive transformation of her economic social and political participation with the initiation raised women herself. With adequate support of information through globalization such training and education would help raise her income, improve her way of using new technology through sharing experience from different women's across the country and glob. Thus, globalization provides such progress and positive social and economic growth and sustainable development, achievable features of her society.

2.2 Women and globalization

The issue of women and globalization is one that concerns all humankind. The subject of globalization and its impact on women has been of considerable interest in most countries. Tackling this question reveals that two views are existent. The first considers that globalization has been a source of more pressures and responsibilities on women, while the second views globalization as a source of several advantages for women. In fact, both trends are bearing non-negligible traits of reality. The impact of globalization on women reveals two divert directions:

The first, believes that globalization will inflict more pressure and responsibilities on women, while others, believe that there are many positive advantages for women. In the political field, some studies concluded that women's political role will be marginalized in developing countries; on the contrary, others conclude that political participation of women will be increased and that women issues will be in the centre of human rights issues. As for the economic side, women will be excluded from the market because of their lack of skills and experience; and because of strong competition, women will be marginalized and impoverished. On the contrary, in western countries, where women have more experience and qualifications, they are expected to have more opportunities to compete in the market. Some social studies empathize that the role of

women in raising children will shrink causing family system to break down. Other social studies come to women are create a better environment in the family for keeping the family system strong (Hosseini, 2006:35).

2.2.1 Women and ICT

Information and Communication Technology (ICT) is a key enabler of globalization. It allows for an efficient and cost-effective flow of information, products, people and capital across national and regional boundaries. ICT is not a panacea for rural development problems but it has the potential to help the rural poor leapfrog some of the traditional barriers to development, by improving access to information, expanding their market base, enhancing employment opportunities and asking government services work better. Imports of ICT affect the local modes of production and employment. Internet technologies facilitate the way companies can locate and manage production away from the main site to geographically distributed centres. This expands employment possibilities of women who live away from metropolises, in suburbia, in rural areas - in both the manufacturing and services sector.

Such technologies allow women to have possibilities of flexible location and flexible hours, through tele-networking or with the use of neighbourhood centres. It also allows women to have new forms of business: such as selling telephone services and Internet services through Business centre, Internet café, Computer engineering and networking, Internet and telephone kiosks or cellular phones. These potentials, however, become reality only when the policy makers can create the necessary enabling environment. Effective ICT strategies must provide the basic infrastructure for connectivity and access, develop human capacity, offer affordable demand-driven ICT services, and involve local stakeholders and beneficiaries in project design and implementation. Special attention should also be given to women during policy making, project development and implementation.

2.2.2 The Impact of ICT on developing countries

The ICT revolution is having an impact on economic and social conditions around the world, including developing countries of Asia and the Pacific. With costs of information and communication down to almost zero, location of production and other industrial activities have gradually shifted to low-cost developing countries. ICT has enabled services to be provided by developing countries and delivered to developed countries. These new outsourcing opportunities create employment, generate income, and allow poorer countries to participate in the global market.

Developing economies have benefited from the rapid expansion of the ICT sector. In India, ICT revenues rose from US\$ 150 million in 1990 to US\$ 4 billion in 1999. The global outsourcing market is worth more than US\$ 100 billion, with over 185 Fortune 500 companies outsourcing software requirements to India. India now has 1,250 companies exporting software (UNDP 2001: as cited by globe women, 83). In Malaysia, ICT has become the key driver of economic growth. In 1999, the contribution of the ICT sector to GNP was approximately 36.5 percent. ICT is proving a vital tool in helping link new civil society networks around key issues, from global warming to women's empowerment to attempt to make globalization more responsive to the needs of developing countries and the poor. Moreover, it is a dynamic new way to help connect people to their governments. ICT can also make government services and institutions cheaper, more efficient, and more accessible. Developing countries like Brazil and Chile already have successful experiments underway in these areas. In parts of India, online government licensing is cutting through traditional bureaucracies (Women and Globalization, n.d, p.87).

2.2.3 ICT and women's empowerment

The experience of development agencies around the world provides ample evidence that ICT could play an important role in women's empowerment. These modern technologies have much to offer in meeting the information-communication needs of women improve their access to health, micro-credit and government services; create direct employment opportunities; provide training and education to; and support women entrepreneurs in the production, storage and marketing of farm and non-farm products. ICT can also facilitate the generation, exchange of

community-based information, and stimulate establishment of small and medium-sized enterprises. It can break barriers to knowledge by providing demand-driven information and services to women. Access to information is a key to building human capabilities. The real benefits of ICT lie in its ability to make possible powerful social and economic interventions by making critical information easily available. ICT can also break barriers to participation. ICT offers innumerable indirect employment opportunities by improving business prospects of rural-based enterprises through better access to market information, improved production technology and more efficient marketing systems. For example, the tele-centre services are an important employment opportunity and income generating mechanism for urban women in Ethiopia (FAO, 2000: Page, 15).

ICT can also make available information on employment opportunities for low-level jobs such as factory workers, domestic help, and farm labourers to the rural poor and disadvantaged groups. Rural workers normally have no direct access to information on jobs available in urban areas and have to depend on the services of private employment agencies, which often charge exorbitant fees or exploit them. ICT can create a direct link between workers and employers, thus avoiding costly intermediaries (Ibid, 2000).

2.3 Characteristics of women's vulnerability in the world

Of the 1.3 billion people who live in absolute poverty around the globe, 70 percent are women. For these women, poverty does not just mean scarcity and want. It means rights denied, opportunities curtailed and voices silenced. Consider the following: (Care, 2005:1-2)

- Women work two-thirds of the world's working hours, according to the United Nations Millennium Campaign to halve world poverty by the year 2015. The overwhelming majority of the labour that sustains life-growing food, cooking, raising children, caring for the elderly, maintaining a house, hauling water is done by women, and universally this work is accorded low status and no pay. The ceaseless cycle of labour rarely shows up in economic analyses of a society's production and value (Ibid).

- Women earn only 10 percent of the world's income. Where women work for money, they may be limited to a set of jobs deemed suitable for women invariably low-pay, low-status positions (Ibid).
- Women own less than one percent of the world's property. Where laws or customs prevent women from owning land or other productive assets, from getting loans or credit, or from having the right to inheritance or to own their home, they have no assets to leverage for economic stability and cannot invest in their own or their children's futures (Ibid).
- Women make up two-thirds of the estimated 876 million adults worldwide who cannot read or write; and girls make up 60 percent of the 77 million children not attending primary school. Education is among the most important drivers of human development: women who are educated have fewer children than those who are denied schooling (some studies correlate each additional year of education with a 10 percent drop in fertility). They delay their first pregnancies, have healthier children (each additional year of schooling a woman has is associated with a 5 to 10 percent decline in child deaths, according to the United Nations Population Fund and are far more likely to send their own children to school. Yet where women do not have the discretionary income to invest in their own or their children's education, where girls' education is considered frivolous, and where girls are relied on to contribute labour to the household, they miss this unparalleled opportunity to develop their minds and spirits. Their countries suffer too: the World Bank estimates that nations in South Asia and Africa lose .5 to 1 percent growth in per-capita income per year compared to similar countries where children have greater access to quality, basic education (Ibid).

In many societies around the world, women never belong wholly to themselves; they are the property of others throughout their lives. Their physical well-being health, security and bodily integrity are often beyond their own control. Where women have no control over money, they cannot choose to get health care for themselves or their children. Where having a large number

of children confers status on both men and women indeed, where childbearing may be the only marker of value available to women frequent pregnancy and labour can be deadly(Ibid).

The World Health Organization data indicates that in Afghanistan and Sierra Leone, for example, a woman's lifetime chance of dying in childbirth is one in seven; in the United States it is one in 3,418, and in Norway and Switzerland, one in 7,300. In any given year, 15 percent of all pregnant women will face a life threatening complication, and more than 500,000 – 99 percent of them in the developing world will die. Some 130 million girls and women, mostly in sub-Saharan Africa, have been subjected to genital cutting at the behest of their parents, and two million more face the blade every year, according to the United Nations Population Fund.

Around the globe, home and community are not safe havens for a billion of girls and women: At least one in three females on earth has been physically or sexually abused, often repeatedly and often by a relative or acquaintance.

- By the World Bank's estimate, violence rivals cancer as a cause of morbidity and mortality for women of childbearing age. Even within marriage, women may not be able to negotiate when and what type of sex to have, nor to protest their husbands' multiple sex partners.
- Poverty and exclusion push some girls and women to engage in sex work, usually the desperate, last choice of people without other choices.
- Further, the U.S. Department of State indicates that up to 800,000 people are trafficked across international borders annually: 80 percent of these are women and girls, and the majorities are forced into the sex trade.
- In addition, in the midst of conflict and natural disaster in countries around the world, women's risk of violence skyrockets. Systematic rape as a weapon of war has left millions of girls and women traumatized, forcibly impregnated, or HIV positive. These factors combined explain why today more women than men around the world are low status and in poverty situation, according to the International Labour Organization (Ibid).

2.3.1 Characteristics of women in business

Women owned businesses have some unique characteristics with respect to risk, capital, and growth rate adoption of innovation business practices women's attitudes toward risk may be the reason for lower bankruptcy rates. Women take fewer risks in business activities. They prefer to pay it "safe", which may explain the phenomena of less bankruptcy among women entrepreneurs. In addition, they found that female owned businesses had a higher success rate (Dijkgraaff, 2005:351-352).

According to Dijkgraaff women use less start-up capital than men because a) they do not like to take risks and they make decision on an outcome they cannot foresee; and b) banks and lending organizations are patriarchally structured, replete with gender stereotypes. Because of such stereotypes, banks often do not consider women as serious business partners.

2.3.2 Women's entrepreneurship

Throughout the world, more and more women are entering entrepreneurial activities. What does this mean? It means that women are more likely to seek their 'own economic autonomy'. In comparison to men, women often contribute relatively more to the family income, if you compare total earning versus spending in the family and who provides the direct cash flow to the family expenditure. Women often have smaller businesses due to the smaller capital inflow they can afford relative to men business. Male owned businesses often have available more start-up capital due the gendered-stereotyped values of banking staff and money lender (Elan, as cited by Dijkgraaff 2005: Page, 350).

2.3.2.1 Women in the agriculture sector

Economic globalization is the process of opening up regional markets for global consumption. It has played a major role in the transformation of agriculture from family gardens to a huge industry characterized by agribusinesses. Commercialized agriculture relies just as heavily on the

work of women as did the family farm. "Women are cogs in the machine of a globalised agriculture industry: picking tomatoes in Mexico, harvesting rice in India, planting tea in Uganda, packing peaches in Ontario and fish in Nova Scotia. However, while women still play a role in agricultural production, women's control over the means of food production has been significantly weakened. The forced migration, environmental contamination, and hunger that have resulted from this transformation, have been devastating." (Hosseini, 2006:36).

Globalization has also severely impacted women's relationship to food and the production of food. The liberalization of trade and the subsequent global spread when inequalities between countries become greater, of a market economy has forced many impoverished countries to stop growing food for them in favour of growing food for export.

2.3.2.2 Women in the industrial sector

The increase of industrial exports in developing countries was accompanied by an increase in the demand for female employment, because industrialization under the present international conditions in the developing countries depended on female labour. Therefore, the new female employment opportunities depended on the expansion of industrial export. The participation of women in the industrial sector was much higher than on the national level in the formal sectors, and in the industrial sector female employment was concentrated in the export sector

2.3.2.3 Women in the service sector

The Service sector offers regular paid contract jobs to women more than any other sector. This increases women's employment opportunities, which is strongly connected to their contribution to family expenses especially for education and health of their children. Women's income supports the creation of new human resources and raises the level of human development. The service sector is considered one of the strongest sectors at the present time, as it clearly expanded very rapidly to the extent that it is getting more similar the progress achieved by the industrial sector, especially in the field of communication and information technology.

The service sector includes many activities, starting from domestic services and small trade, government administration, social service sector (education and health), and project services (accounting, counselling services, law and information processing). This sector is considered the largest sector of all the economic sectors in terms of its output, and the employment opportunities, which it provides in many countries (Ibid, 2006:37).

Working in the service sector especially small businesses is considered the most important income source for the poor women. Modern information and communication technology, especially the Internet, and the growing trans-continental employment opportunities brought about many new opportunities for women. However women who will benefit from these advantages are mostly those who are well educated and who belong to high-income classes, while women who are not well educated or are illiterate are marginalized. Although the rapid development of this technology in all possible languages is increasing the number of women working in the ITC sector, it does not necessarily mean that poor people especially women in developing countries face the danger of not being left out of the production or knowledge and information exchange, and in many other aspects of life.

A negative impact is the very limited employment opportunities that this sector offers to poor women who are not educated, compared to those offered by the industrial and the agricultural sectors. On the other hand, the picture is different, if we focus on the gender gap in earnings in open semi-industrialized economies. Economic growth is higher where the gender gap in earnings was higher. This shows that various forms of growth do not diminish gender gaps in the labour market, even though the absolute incomes of women may increase. Again in open economies where capital is highly mobile, policies that successfully promote greater autonomy for women can lead to an increase in national income; but those that increase women's bargaining power in the workplace can have a negative impact on national output if the response of capital is to move to other locations. The International Monetary Fund and the World Bank encourage developing countries to use export-led growth to expand their economies. Such globalised economies require a labour force of a size that must include women, but women's employment varies greatly by region (Ibid, 2006).

In many cases, cultural barriers, especially in the relationship between women and men within households, impede increased economic participation, or undermine the quality of that participation. For example, even women who do work face differential treatment such as wage gaps and segregation into traditionally female industries. Women have historically borne the burden of non-monetized labour, such as childcare and domestic work. Increased participation in the work force also implies increased hazards for women, however. Women's jobs outside the home tend to be the worst compensated, least secure, and most dangerous available in the economy, especially in periods of recession in most developing countries. For example, gaps in labour laws, or ignorance and lack of enforcement of the labour codes in practice, allow for the exploitation of women. Women have only a precarious claim on the rights to minimum wage, work-week length, leave time, health care under the national social security system, and privacy protections. Often, they are subject to physical and/or sexual abuse, according to Human Rights Watch. Unfortunately, even the global nature of business does not confer universal rights for these women (HRW as cited by Hosseini, 2006).

2.3.2.4 Women in informal sector

In most developing countries, there is a large informal economy, where economic activity lacks recognition and protection under formal legal or regulatory frameworks. It typically consists of small-scale manufacturing, services or vending in urban areas, domestic work or agricultural work on small plots of land. In many of the lowest-income countries, it accounts for the large majority of workers. There are often a high proportion of women workers. This work is very diverse, from small enterprises to survival activities, including not only the self-employed and family workers but also wage labour in many forms. Typically, such activities are of low productivity, and poverty levels among informal workers are high. Nevertheless, there is also a large reservoir of entrepreneurship and innovation. Informal work is less prominent in industrialized countries, but by no means absent, and includes the informalisation of previously secure wage employment.

At the Lisbon European Council in March 2000, the European Union set itself a new strategic goal for the next decade (Hosseini, 2006:36-38).

To become the most competitive and dynamic knowledge-based economy in the world, capable of sustainable economic growth with more and better jobs and greater social cohesion...

The goal must be to make informal activities part of a growing formal sector that provides decent jobs, incomes and protection, and can trade in the international system. This will be an essential part of national strategy to reduce poverty. That means increasing assets and productivity, appropriate regulatory frameworks, raising skills and ensuring that policy biases are removed. Policies to deal with the lack of recognition of qualifications and skills, and the exclusion of informal workers from social security and other protections are particularly important. The same are policies to improve the distribution of assets, and especially to increase access for self-employed women and men and small businesses to financial resources, technology and markets, and to increase opportunities for investment. However, most workers and economic units in the informal economy have difficulty accessing the legal and judicial system to enforce contracts, and their access to public infrastructure and benefits is limited. A variety of bureaucratic and other restrictions create barriers and difficulties, which hinder formalization, growth and sustainability.

The relation between both formal and informal sectors is explained by the fact that small workshops produce production inputs to the big factories. The scope of this cooperation and integration is very difficult to evaluate as it varies from time to time and from one industry to another and from one season to another. Many argue that in the process of globalization demand for female employment has increased in the informal sector, through subcontracts with the formal sector. The role and importance of the informal sector in economic activity has increased in the developing countries especially for women, however a high ratio of these women are working without any contracts (Ibid).

2.4 Social status of women in Ethiopia

From her birth, an Ethiopian female in most families is of lower status and commands little respect relative to her brothers and male counterparts. As soon as she is able, she starts caring for younger siblings, helps in food preparation, and spends long hours hauling water and fetching firewood. As she grows older, she is valued for the role she will play in establishing kinship bonds through marriage to another family, thereby strengthening the community status of her family.

She is taught to be subservient, as a disobedient daughter is an embarrassment to her family. 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 and act on their own decisions.

2.5 Women in the Ethiopian economy

Recognition of women's contribution to the national economy is a primary justification for taking a painful task of trying to disaggregate macroeconomic figures based on gender. It would be interesting to see figures on what the contribution of women in Ethiopia is to GDP, GNP, export earning, import, etc. it would have also been interesting to know what share women have in terms of economic benefits. How much the national expenditure is spent on the advancement of women's? (Desta, 1999, 32).

2.5.1 Agriculture

Agriculture is the dominant sector of Ethiopian economy. Studies indicated that women contribute between 30-40% of agriculture activity in the country. Depending on the livelihood and culture, rural women spent 13-17 hours a day in productive, reproductive and community activities. As a part of their role in agriculture, women in the highlands were engaged in

preparation of land for cultivation, protecting crops from birds, weeding, harvesting, preparation for threshing, milking, feeding of animals, etc. Similarly, in pastoral and agro-pastoral communities women have the responsibility of herding, milking, and collecting dung, etc. To this, is added to the reproductive role of women which ranges from collection of fire wood, fetching of water to building houses, trading and pounding grains, which in some areas a backbreaking routine done for at least four hours every day (Ibid, 1999).

2.5.2 Industry

Industrial manufacture accounts for only 12% of GDP. Most of the industries in the country are small and medium sized with very few large-scale industries. The majority of manufacturing sector is in textiles, beverages and food processing. In the industrial sector, both private and public, women account for less than 20% of labour force. The number of women owners of industries is insignificant (Ibid, 1999).

2.5.3 Trade and services

Trade and services account for 33% GNP in Ethiopia. A rough estimate of women participation in 1992 indicates that their share in foreign trade is less than a quarter while in domestic trade the figure slightly higher. The trade activity that women engaged in are traditional, required few skills and are low profit businesses (Ibid, 1999).

2.5.4 Informal sector

Though their participation in the formal trade and service sector is low, women dominant in the informal sector and petty trading sector both in rural and urban areas. They are dominantly represented in the informal economy, which is characterized by its low productivity and low income.

2.6 Women and empowerment

Empowerment has been defined in various ways and utilized in different context. The concept of empowerment is used in many discipline including education, psychology, sociology, and development studies. Depending on the discipline, it can be used to describe situation of individual, groups, and organizations at different levels. For example, in human development report, empowerment is equated with people's participation and decision-making. Oxfam consider empowerment as a capacity to challenged oppression (Oxaal and Baden, 1997: 13) and emphasizes that empowerment has different and interrelated aspects. Empowerment involves opportunities for decision-making and the capacity to shape the choices individuals make for themselves. Looking at the various perspective from which empowerment is viewed, it can be said that it involves

- access to resources such as education and finance;
- the opportunity to use social services available in the society, for example, health facilities, and other infrastructure;
- the opportunity to participate in discussions, and making decisions on matter of importance to one's self and to the society;

This could serve as a starting point to define empowerment; however, as will be seen later, employment is a very complex concept and may need specific definitions and indicators depending on the program or the project one is engaged in (Ibid).

2.6.1 The concept of empowerment

Over the last decade, researchers and practitioners from different fields have contributed to deepening the understanding of empowerment.

Empowerment is about gaining power and liberty, it is the capacity to act, the strength and potency to accomplish a common community and citizenship duty. It is the vital energy to make choice and decisions to overcome deeply embedded practices and "...” (Costantinos, 2005:1).

Empowerment is often viewed as both a means to a specific end and as an end in itself. Empowerment involves the ability to make choices and entails a process of change of all the components of societal structures that shape and reproduce power relations and the subsequent unequal distribution of society's resources and opportunities. Empowerment has two inter-related dimensions: resources and agency.

Resources cover both tangible and intangible assets. Tangible resources include material and financial assets, while intangible resources are comprised of skills, knowledge and expertise, as well as membership and participation in organized social and political networks (social capital). Resources are acquired through a multiplicity of social relationships conducted in various institutional domains: private (family), market, and public (community or society at large). They may take the form of actual allocations as well as future claims and expectations. Access to such resources will reflect the rules and norms, which govern resource (as well as power) distribution and exchange.

Agency, on the other hand, refers to the ability of people to organize and define their goals and objectives and to act upon them. Because of the significance of beliefs and values in legitimating inequalities and resulting institutional biases, agency in the context of empowerment implies actions that challenge power relations. It involves both changes from within (in how people see themselves or their sense of self-worth) and in people's ability and capacity for action and enforcement of claims.

Some experts postulate that "there are three dimensions of empowerment: self-empowerment through individual action, mutual empowerment that is interpersonal, and social empowerment in the outcomes of social action", and that all these three dimensions are interdependent. Self-empowerment is derived from individual action and psychological attributes, mutual empowerment arises from relationships with others, and social empowerment is created with the removal of social, political, legal and economic obstacles to the exercise of individual influence. A focus on one or two dimensions of empowerment may be insufficient for achieving notable change (Carter, Sara, and Eleanor Shaw, 2006:9).

2.6.2 Empowerment of women

The concept of women's empowerment by some authors referred to as "gender empowerment". It has also been described differently by different authors. In all definitions, gender empowerment relates to the ability of women to manage their lives.

While empowerment has been described as both a state and a process in the literature, World Bank Institute (2007) we shall follow Duflo and Kabeer (2005) as cited by Frederiksberg (2008:12) in stressing that empowerment is a process, which leads towards a state in which *women act as citizens of a political society*. (Costantinos, BT., 2010) That is, empowerment involves an improvement and increment in women's ability to manage their own lives. This is obtained through increased access to key resources and activities.

"Gender empowerment [is] defined as improving the ability of women to access the constituents of development in particular health, education, earnings opportunities, rights, and political participation." (Duflo, 2005:11).

This understanding of women's empowerment gives a direct link between empowerment and equality of opportunities. The process of self-empowerment improves women's ability to manage their lives, i.e. it improves their access to education, access to formal sector employment, access to entrepreneurship, access to finance, control over fertility etc. This improved ability to manage their own lives entails an expansion of women's opportunities in the direction of equal opportunities in comparison with men.

Before we turn to a more detailed discussion of the different types of empowerment, let us understand the terms related to women empowerment:

- Gender equality refers to a state in which men and women have equal opportunities, which does not imply equality in all spheres of life.
- Women's participation refers to women's share and role in various activities in society.

- Empowerment is the process of increasing women's ability to manage their own lives through increased access to key resources and activities.

2.6.3 Steps towards women's self-empowerment

An important step in the empowerment process is consciousness-raising awareness motivates women to find ways of empowering themselves and the necessary measures to achieve empowerment. However, the efforts that are made by women require support from all directions. Such support could be equipping women with the knowledge, skills and opportunities needed to gain economic independence, to get organized. Get involved in politics, and become active participants in all activities and projects in identifying their own priorities and set goals. These processes need to be complemented by overall changes in social structures, attitudes, value systems, ideology and culture in general. Traditions and practices that are harmful to women and that interfere with their attempts to achieve their goals of empowerment have to be removed (Emebet, 1999:15).

2.6.4 Approaches to empowering people

Different approaches have been exercised to empower people, especially women, approaches that can be characterized as top-down or bottom-up process. According to Oxaal and Baden (1997), empowerment is essentially a bottom-up process. The top down approach, in which planners assume that they can identify women's needs, is usually wrong and runs against the objectives of real empowerment (Ibid, 1999).

Women would have different needs and the bottom-up approach in which women are given the opportunities to participate, acquire skills, make decisions, and control resources. This involves a process, in which women can freely think, analyze, and identify their own interests without pressure or conditions from above. However, different organizations can facilitate empowerment by creating situations in which women can empower themselves; they can equip women with the necessary skills and resources (Wieringa, 1994).

2.6.5 Indicators of empowerment

Empowerment is a key element in the development processes. Due to this reason several national and international organizations have adopted a policy on gender in which emphasis is given to women's empowerment. For example, the UNDP's Gender in development goal includes "a commitment to advocating and promoting the empowerment of women in political and economic decision-making at all levels from the household to national government and in local, national and international structure". (Oxaal and Baden, 1997:5). Similarly, UNICEF has notarized "the use of the women's empowerment framework as a conceptual and operational tool in the planning, implementation evaluation of programs" (Oxaal and Baden, 1997:6).

Various indicators have been developed to measure women's empowerment. The most significant are

- The Gender Empowerment Measure (GEM)
- The Gender-related Development Index (GDI).
- The Gender Equality Markers (GEqM)
- The Global Gender Gap Index (GGG)

The GDI looks at the inequalities in achievement of basic indicators, such as life expectancy educational attainment, and income. The GDI focuses on acquisition of skills and capabilities while the GEM gives emphasis to the utilization of these capabilities. However, the drawback with these indicators is that for the GDI, higher GDI or fulfilling basic needs does not mean high representation of women in key position, nor does it guarantee high income and decision making power (Oxaal and Baden, 1997:14). The GDI measures women's participation in formal employment, their access to high-pay jobs and the outcome of their formal economic activities. The important area of women's informal economic activities is, however, not covered in the analysis of changes in women's economic situation.

GEM, on the other hand, is a combined indicator, which examines women's representation in professional and managerial positions, their representation in the parliament, their share of

national income, and their proportion in places of decision making in governmental structure (Ibid). The GEM evaluates women's progress in political and economic empowerment. It examines the extent to which women and men are able to actively participate in economic and political life and take part in decision-making. While GDI measures progress in women's acquisition and expansion of capabilities, GEM measures the ability of women to apply these capabilities in three key areas of social life: participation in political process, economic participation and income generation. GEM therefore represents a measurement of agency.

Though a general assessment of Gender Equality Markers (GEqM) has yet to be refined, the following preliminary conclusions have been reached in the Ethiopian case. "The GEqM has been projected from legislative and policy measures and the SDPRP/ PASDEP plans for gender equality. Funding for education (girl education is a principal criteria) has experienced a 32% increase relative to 2003/04, while budget allocations for health, (such as reproductive health services) water supply, (alleviating the problem of water collection by women) and agriculture and food security that are targeted at poor women have increased by 84%, 94% and 36% respectively; routed from defence spending that declined from over 13% of GDP in 1999/2000 to about 35 in 2004/05. Regions and woredas account for the bulk of poverty targeted spending: in 2003/04 regional spending on education and health accounted for 69.7% of total government expenditure in these sectors; it accounted for 56% of total government expenditure in 2004/05. We recommend that the national budgets and expenditures need to be outlined using these markers. (Costantinos, BT., 2007)

"For instance, the enrolment of girls in primary school - 1995 to 2005 has been increased from 20.4 to 79.8% and in Secondary School from 5.7 to 19.8%. girls preparing for entry in to higher institution 27.4% .repetition rate (1-8) 7.7 % for girls and 5.9% for boys, for 2-3 year diploma programme 18.6% for 4 year degree programme 20.4%, in post graduate masters 6.8%, Technical and Vocational schools girls 51.2% , Preparatory girls 27.1%. Female Teachers in primary schools make up 35.6%, Secondary schools 8.5 and higher institutions 10.3%. The increase in the enrolment of girls/women is mainly attributed because of fair distribution of schools particularity in rural areas and formerly neglected regions, banning of school fees paid and increased awareness on the importance of girls/ women's education by parents, more

arrangement of flexible school calendar, reduction of opportunity cost through increases provision of services such as grinding mills, access to clean water and modern stoves that decrease the work load of women. (Ibid)

“The mechanisms also included, creating various channels of communication to promote girls education using available media. Regarding teachers and teachers training special attention has given to the participation of women in requirement and assignment of teacher, making the Teacher Training Institutes (TTI) curriculum gender sensitive, setting 50% target for female teachers minimising attrition rate at TTI's so that they will complete their lessons and be good role models. To increase the enrolment of girls and women and narrow the gender gap at different levels girls education strategy has been designed; girls and women's education participation forum was established in schools at all levels; the curriculum was well drafted gender friendly; guidelines and check list have been prepared for monitoring and evaluation of girls' and women's participation. The enrolment of students in general and that of girls in particular has increased substantially.” (Ibid)

The Global Gender Gap Index (GGG) of the World Economic Forum (WEF) represents another attempt to evaluate changes in women's economic and social standing by measuring gender gaps concerning some fundamental variables

- Economic participation
- Economic opportunity
- Political empowerment
- Educational attainment and
- Health and well-being

2.7 Types of empowerment

The process of empowerment is about improving women's ability to manage their own lives through increased access to key resources and activities. This may involve a wide range of aspects, which can be grouped in different ways. (Mayoux, 2000 and World Bank Institute, 2007).

2.7.1 Economic empowerment

Economic empowerment relates to women's economic opportunities. Key aspects of this type of empowerment are women's access to formal sector employment, self employment, borrowing, saving and access to and control of economic resources. Examples of economic empowerment would be an increase in women's control of house hold resources or an increase in women's access to borrowing in the financial markets.

Economic empowerment is one aspect of the empowerment of women, a concept that also includes political social as well as legal empowerment. Empowerment is about economic independence of women. It is about access and control of productive resource. It is about organizing to challenge discrimination in terms of access to resource, information to market. It is also about coming together to change gender biased economic policies at the macro level (Desta Solomon, 1999, p, 33)

The process of economic empowerment starts from awareness and the desire for equal opportunities in the economic sphere. Women have to be ready to change their poverty situation rather than accepting it. They have to change situations, which limit or deny them access to economic resources to be able to control and make informed decisions regarding what they want to do with their income and saving. They should get organized for joint action against discrimination.

Economic empowerment has internal and external aspect .the internal aspects have to do with the women themselves i.e. access and control over productive resource, changing relation at the household and community level, and opportunities for networking and organization. The external aspect are mainly the role in macro and sectoral economic policy formulation, the law and regulations regarding access and control over resources, as well as awareness and information regarding the economic environment.

2.7.2 Political empowerment

Political empowerment is defined as increasing the participation of women in legislative assemblies, their decision power in these assemblies, the ability of women to publicly voice their opinions and to affect the composition of legislative assemblies. An example of political empowerment could be to ensure women's suffrage.

2.7.3 Legal/social empowerment

Legal/social empowerment: A third group of aspects, which is often (but not always) present in the classifications of empowerment reviewed, relates to women's roles as social actors in the community and in the household. Key aspects in this group are legal rights, status, and norms. Two examples of legal empowerment are: (i) the removal of social legislation which constrains women from doing what they want freely for instance if a women wants to divorce, she can talk freely to others without fear and (ii) assistance directed at informing women of their legal rights.

Economic, political, and legal/social empowerment are interlinked. For example, a woman's economic empowerment depends on her position/power in the household as this determines her control over household resources. This in turn may depend on how empowered women are socially and legally, e.g., their right to divorce, the possible informal sanctions from the rest of the community if they leave their households and/or the social acceptance of women working in situations where their husbands deny them access to the income generated by women themselves.

2.8 Women's empowerment in Ethiopia

As national level, Ethiopia has signed several international conventions, including the Beijing Platform for Action and the African Platform for Action. There are also women affairs offices and women's focal point at various levels. At the civil society level, agencies are working on women's issues at various levels; from mother and child care to income generating activities (Kibre, 1999:27).

To understand empowerment and the level of empowerment in Ethiopia, the “gender profile” can be used as a guide. This gender profile which includes the five levels of women’s empowerment cycle was developed (Sara Longwe as cited by Kibre, 1999:28).

1. **Welfare:** the first level equates with increasing receipts of “charity” grants by women. This may be in various forms such as water points, childcare centres, etc. In Ethiopia, most NGOs are engaged in these types of activities. Women’s empowerment cannot take place purely at this welfare level. There should be actions to improve the welfare of women which entail increased access to resources, and also addresses the inequality at the next level.
2. **Access:** it equate with the increased entitlement of women to use resources. For example a woman may use the land owned by her husband to farm and benefit from the access she has on the land. Nevertheless, the ownership of the land and its use belongs to the husband. To cite another example, when a woman has access to the family cow, she will milk it, churn out butter, and sell both items. However, when it comes to selling and trading properties including the cow, the husband is the main decision making.
3. **Conscientisation:** it is equate with the overcoming of discriminatory practices against women. Here, the belief that women’s lower socio-economic position and the traditional gender division labour is part of “natural order” or “GOD given” is being rejected. Empowerment means sanitization regarding each belief and its rejection. It means recognizing women’s subordination is not part of the natural order of things. It is imposed by a system of discrimination, which is socially constructed, and can be altered. The level of equality involves the individual’s conceptualization of development processes in terms of structural inequality. There should be realization that women’s problems do not derive so much from their personal inadequacies, but rather than women are subjugated by a social issue is being addressed by government and NGOs, for example by the Ethiopian women association, which looks closely in to legal issues. More such organization is needed.

4. **Mobilization:** it is equated with the increased participation of women. It is seen as a very crucial stage empowerment. It enables the collective analysis of gender issues, and the collective commitment to action and achieving participation in decision making. Here women need to coordinate their efforts for collective gains and impacts.
5. **Control:** control is equated with the increased occupation by women of decision making positions. It is lead to increased development and empowerment of women, especially when this is used to achieve increase control over the factors of production, to ensure women's equal access to resource and the distribution of benefits. Equity of control means a balance of power between women and men, so that neither will be a position of dominance. Women can have power alongside men to influence their destiny and that of their families and society at large.

Thus, the level of empowerment is self-propelling and self-reinforcing. Successes at one level provide a better basis for success at other levels.

2.9 Barriers to women employment and empowerment

According to ILO (1984: 85), employment is “an activity with in which a given occupation and specified time from which person earns a living”. Thus, people stay in particular activity and exert their own effort entitled with a determined reward. Matlin (1996) as cited by Tihitina, (2001:79), asserts that “working woman” means women who work for pay outside the home and women who receive no pay for work they do in the home. As to why so many women are unemployed in formal sector, lack of education is cited as the main reason. This is caused by such factors as early marriage, harassment, cultural and traditional barriers and income level of the partner (Tihitina, 1999:79). According to Almaz (1999:53) barriers of women empowerment in Ethiopia can be described in three ways:

1. Harmful culture

It is deliberately meant to keep the status quo. This is done through the patriarchal system. The patriarchal system knows a clear sexual division of labour.

2. Traditional school

Children are raised with this cultural package until they are five. The next is step when they attend the traditional schools. Here they meet their “yenegeta’ which means “my master”. In 99% of the case the “yenegeta’ is the man. This man teaches the children how to read and write. However, the children learn not only to read and write but they also learn about their role models. As girls are fewer than boys in these schools, this contributes to the illiteracy levels of those girls not attending school.

3. Public school

By the time the children are seven the first person they know who will decide wealth they should be enrolled in to the public schools, is the director. In 95% of the case the director is the man. Some of the teacher might be women, but they are few in number.

2.10 The Ethiopian National Action Plan for Gender Equity

In Ethiopia, as in other many developing countries, there is deep gender inequality on women’s access to their economic, social and political rights have been very limited. The government has made important commitment to fight gender inequality and has important advances in the last years, though significant challenges remain to be.

The Ethiopian government has ratified major international and regional conventions and charters such as the universal human rights declaration, CEDAW and African charters on human and people rights. Moreover, efforts have been also made to integrate the international and regional conventions in to the constitution of the country, which was endorsed in 1994. Particularly basic rights of women have been articulating in article 35 and 34 in the constitution of the country. Accordingly, all discriminatory Laws including the family law and the criminal code have been

reviewed. Sectoral development policy such as Education, Health and others has been formulated in gender sensitive manner and being implemented to reduce gender gap.

Since 1993, the governments have been working to address gender issue in all spheres of development programs when women's policy was approved and institutional mechanisms for gender mainstreaming have been created in all level of government administration. The government has also given due attention to global and regional development initiatives such as Beijing plat from for action, the Millennium Development Goals and the New Partnership for African Development (NEPAD)

In line with these initiatives, the government has formulated poverty reduction programs since last ten years. The second country development program, Plan of for Accelerated and Sustained Development to Eradicate Poverty (PASDEP), which has taken place in the year 2006-2011 has given more attention for gender equity than before.

Chapter Three

Data Presentation, Analysis and Findings

3.1 Background of the Addis Ababa City

The city of Addis Ababa is over hundred years old. It was established in the late 19th century by the Emperor Menelik II as the permanent capital of the then emerging modern Ethiopian state. Over the year, the city has grown into an important urban centre following the process of modernization and economic development, which Emperor Haile Sellasse I zealously pursued in the aftermath of World War II. The city covers a total area of 540 square kilometres (MOFED, 2007:31).

Prior to 1974, Addis Ababa was one of the few chartered cities of the Emperor of Ethiopia administered by a Lord Mayor (*kentiba*) appointed by the emperor. It had considerable local autonomy because of the lord mayor was largely free from the political control of the then powerful minister of interior. In addition, it was the only local government authority empowered to projects by issuing its own bonds and borrowing from internal and external sources on its own right. The municipality had a 30 member law making council. This council consisted of eight government officials appointed by their respective ministries and 22 elected members from the residents of the city (2 councillors from each of the 10 weredas) (MOFED, 2007:35).

After the Derg assumed power in 1974, the city was significantly affected in a number of ways. It lost a great measure of municipal autonomy and its administration was very much influenced by the politics of the day. The appointment of the mayor and other officials took a significant political dimension because membership of the ruling workers party of Ethiopia becomes an essential condition for employment in the municipality. Most of the people who worked in the city were either party members or trusted individuals of the state. Over the years, Addis Ababa has continued to suffer from the consequence of the Derg policy, which was an ideologically motivated measure. It dealt heavy blow to the municipality's financial self-sufficiency and thus crippled its capacity to expand services and infrastructure in the city.

Since 1997, Addis Ababa has been designed a chartered city government with a considerable degree of self-rule. It has also been declared the capital of the Federal Government of Ethiopia. It has been organized as a multi-purpose local authority embracing 24 functions with their own sector bureaus and large number of employees. The diversity of function has made the city bureaucracy too cumbersome and unwieldy for efficient operations. The Addis Ababa City Government Charter Proclamation No. 371/1997 provides for an elected council to administer the city for the term of five years. In 1998, the council had 96 members. The main function of the council is to make municipal laws and approve the annual budget (MOFED, 2007: Page, 12).

3.1.1 Addis Ababa city administration

The city of Addis Ababa has an administration set-up since 2003. The intention of establishing this new administration is to bring the city administration closer to the people through a process of power decentralization, increasing public participation and responsiveness to the local needs and priorities through promoting good governance. Addis Ababa is a self-governing chartered city with its own city council. The council, which is elected every five years, is accountable both to the city electoral and to the federal government. Similar organizational set up exists at the lower level of the city administration. To date, the whole city is divided in to 10 sub-cities and 203 kebeles. Sector bureau offices, agencies and authorities are established at the city administration level and they are responsible for implementing infrastructure development, promoting investment, provide economic and social services and perform other regulatory functions.

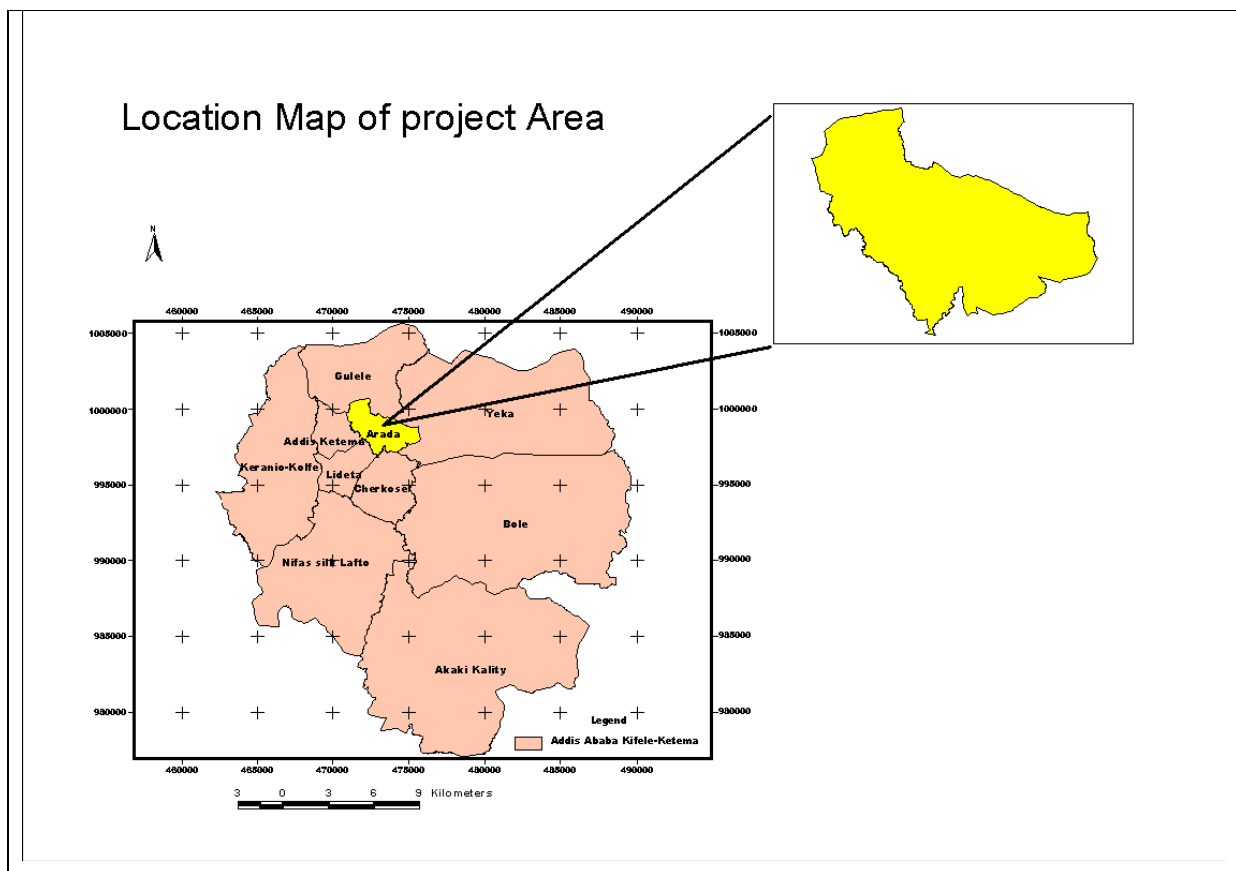
3.1.2 Background of Arada Sub-City

Addis Ababa, the capital city of Ethiopia, has ten sub-cities one of which is the Arada sub-city. The sub-city is bordered in the South by Gulele sub-city, in the East by Yeka sub-city, in the west by Addis Ketema sub-city; in the North by Kirkos sub-city and in the North-west by Lideta sub-city and it possesses a total area of 994.71 ha. This part of the city was founded together with the establishment of Addis Ababa during the reign of Emperor Menelik II when the Arada St. George Church was built and the Menelik monument was erected. Therefore, it is one of the earliest settlements in the city (Asrat, 2006:22).

Studies indicate that during the establishment of Addis Ababa, many foreign merchants like the Armenians, Turks, etc., settled in Arada and started business activities. Arada has been the nucleus of the city since the establishment of Addis Ababa. Hence it became the heart of the city where most of its frontal land could be used for business activities and is now becoming a Central Business District (CBD) area, which is a feature of urbanization (Arada sub city information bureau, 20047, cited in Asrat, (2006).

Today with the fast growth of population in Addis Ababa, the total population of Arada is estimated to be 330,057. Such a rapid change in the growth of population has forced the sub-city to provide additional service to its residents (Computed from data provided by the municipality of Addis Ababa, 2004: Page, 12 cited in Asrat, 2006).

Table 3.1 The map of Arada sub city



3.1.3 Duties, responsibilities and structures of the Arada sub-city

The Arada Sub-city is municipal functions within the bounds of the physical space located for in accordance with the principle of decentralization and in conjunction with the centre of the city.

The Arada sub-city shall

- Administer the kebeles under its jurisdiction,
- Have a responsibility of ensuring the observance of the law and order
- The term of office of sub-city council shall be five years.

According to the proclamation number 13/2004, the Arada sub-city has a wide range of powers. Some of the powers given to the sub-city are as follows.

- Hiring and firing of employees of the different sectors within the sub-city;
- Making feasible studies upon leasing conditions and reporting to the Addis Ababa City Administration;
- Demolishing old houses and constructing the new ones;
- Administering the land and people of the sub-city;
- Organizing service giving departments and co-ordinating their programmes;
- Planning and implementing development programmes with NGOs and other development agents. Services provided by the sub-city include land management, road construction and maintenance, housing, drainage services, etc (Asrat, 2006: Page, 21).

This chapter focuses on the finding of the study that obtained from the respondents (women journalist and women's who involve in Private IT related business) in Arada sub-city related to women economic empowerment through process globalization particularly, information and communication technology is benefiting them by creating opportunities for employment,

decision making power and economic empowerment. It also includes the background information of the respondents.

3.2 Background of the respondents who completed questionnaires

In this study, there were three groups of respondents who participated in IDIs, FGDs and in completing the quantitative tools (questionnaire). The table 3.2 below shows the characteristics of 50 respondents.

Table 3.2 Personal background information of the respondents

Variables		Respondents	
		total	%
Place of birth	Addis Ababa	33	66
	Out of Addis Ababa	17	34
	Total	50	100
Age	20-29	38	76
	30-39	11	22
	40-49	1	2
	50-59	0	0
	Total	50	100
Religion	Orthodox	27	54
	Islam	2	4
	Protestant	19	38
	Others	2	4
	Total	50	100
Marital status	Single	26	52
	Married	22	44
	Divorce	2	4
	Separated	0	0
	Total	50	100

Source: Own survey Dec, 2010

Table 3.2 shows that more than half of the respondents 33(66%) born in Addis Ababa, whereas 17(33%) born out of Addis Ababa. 38 (76%) of the respondents with the age bracket between 20-29 years and none of the respondents in the age bracket of 50-59 years. More than half of the respondents 26(52%) were single, whereas 22(44%) were married and only 2(4%) of the respondents divorced.

3.2.1. Level of education and age

From table 3.3 we can know the following. Almost half of the respondents 38(76) fall within the age bracket of 20 - 29 years and of this, 22 (44) hold a first degree or tertiary level. Three (6) have attended secondary school between the ages of 20-29 years, 6 (12) have diploma certificate while, 3(6%) have attended secondary school. (Table 3.3)

The majority of the respondents 9(18%) within the age bracket of 30-39 have a diploma certificate, one has secondary education (2%) and one has a master's degree (2%). With the age bracket of 40-49 only one is diploma holder. Of the whole groups, the 20 -29 age bracket possesses the highest number of post graduates; 7(14%), incidentally, this group shows the accumulation of the highest number of educated women under study. (Table 3.3)

Table 3.3 Level of education and age

Level of Education	Age				Total	%
	20-29	30-39	40-49	50-59		
No formal Education	-	-	-	-	-	0
Primary Education	-	-	-	-	-	0
Secondary Education	3	1	-	-	4	8
Diploma	6	9	1	-	16	32
First degree	22	-	-	-	22	44
Post graduate degree	7	1	-	-	8	16
Total	38	11	1	-	50	100
Percent	76	22	2	0		

Source: Own survey Dec, 2010

3.2.2. Level of education and computer literacy

When, we see table 3.4 computer literacy (ICT knowledge) and level of education have positive relationship. ICT in this case is limited to the use of computer for business and searching knowledge. From the study, it was discovered that the higher the level of education, the more likely it is for the person to be computer literate. All respondents with postgraduate and first degree qualifications 8(16) and 22(44) were computer literate respectively while all respondents with secondary education are computer illiterates. Almost all the respondents 45(90) were computer literates.

Table 3.4 Level of education and computer literacy

Level of Education	Computer literacy		Total	% of computer literacy
	Yes	No		
No formal Education	-	-	-	-
Primary Education	-	-	-	-
Secondary Education	-	4	4	0
Diploma	15	1	16	30
First degree	22	-	22	44
post graduate	8	-	8	16
Total	45	5	50	90
	90%	10%	100%	

Source: Own survey Dec, 2010

3.2.3 Level of computer literacy and age

Table 3.5 shows that age plays a major role in determining the computer literacy of the respondents. The older the age of the women it is likely that they are less computer literate. Ninety two percent (92 percent) of women respondents aged 20-29 and 90 percent of respondents aged 30-39 were computer literate. The age group 40-59 were computer illiterate. From this the researcher concludes that the level of computer literacy goes down when the age of the women is older; underpinning the fact that the knowledge of ICT is a recent phenomenon in Ethiopia.

Table 3.5 Age and computer literacy

Age	Computer literacy		Total	% of computer literacy
	Yes	No		
20-29	35	3	38	92
30-39	10	1	11	90
40-49	-	1	1	0
50-59	-	-	0	-
Total	45	5	50	90

Source: Own survey Dec, 2010

3.2.4 Private IT business and computer literacy

From the table 3.6 shows that 38(76 percent) of the respondents claimed to operate private IT businesses. Of this, 10(26 percent) operate telephone call centres and 7(70 percent) were computer literate. 16 of internet cafes, 11 of the business centre operators and one is a computer engineer and networking operator.

Table 3.6 The Private IT business and computer literacy

Types of IT Business	Computer literacy		Total	%
	Yes	No		
Telephone call centre	7	3	10	70%
Business centre	11	-	11	100%
Internet café	16	-	16	100%
Computer engineering and networking	1	-	1	100%
Others	-	-	-	-
Total	35	3	38	92%

Source: Own survey Dec, 2010

Of the operators, (100 percent) were computer literate. In all, 35(92 percent) of the private IT business operators are computer literate. None of the respondents operates the other types of private ICT businesses.

All computer literate respondents wished to upgrade their skill and believed that women could be empowered through ICT and empowerment should be made possible through the use of micro-credit loan facilities and government support to women in order to operate their own businesses.

3.3. The Importance of globalization on employment

3.3.1. The role of ICT for women employment

Table 3.7 The role of ICT in creating women employment opportunity.

No	Question	Respondents			
		Yes		No	
		No	%	No	%
1	Have you got conducive employment opportunity due to globalization and ICT expansion	39	78	11	22
2	Do you think that globalization and employment opportunity have direct and positive relationship	47	94	3	6

Source:
Own
survey
Dec,
2010

Accordin

g to the information given in the table 3.6 if “they have you got conducive employment due to globalization and ICT expansion” 39(78 percent) of the respondents replied “yes” while 11(22 percent) have replied that ICT did not create employment opportunity for them. For those who said “No” the expansion of ICT makes them out of the labour market due to the knowhow gap between the current and earlier work system.

Regard to the second question, “the relationship between globalization and employment opportunities for women” 47(94 percent) of the respondents said that globalization particularly ICT expansion and employment opportunity have direct and positive relationship. Most of the

respondents said that, nowadays, many women are searching jobs and scholarship opportunities through internet and these enables women to connect to other organizations, other women and the world too. Generally they state that, the reality that everyone must know is globalization and ICT affected both the quantity and the quality of work available to the majority of women at local, national and global level. But its effect has both challenges and opportunities to women. The human qualities or the proficiencies that the new work demands made many women obsolete from the labour market. In terms of the quantities have been ample employment opportunities. Hence, the opportunities overweight the challenges.

The IDIs with women journalists and women involved in ICT related business, emphasized on the importance of globalization particularly ICT expansion for employment opportunities. They underscore the importance of ICT expansion in relation to their own cases. The majority of the interviewees said that they did not get access to employment before the intensification of ICT because there is less employment opportunity for women to involve in formal and informal sector because of their lack of awareness. Most women lost their freedom to involve in paid work confidently because they believe that the special places for women are their homes. But, globalization changed the place of women. Sofia, who is 27 and a tenth grader, said that she is journalist and she wants to join the public sphere through the use of ICT and internet technology. She said that even if women are not educated and reach higher level of education and formal employment, their access to employment would be widened due to the effect of globalization particularly ICT expansion.

Among the FGDs participants few of them had the attitude that the effect globalization particularly ICT expansion and employment do not have direct relationship. However, the majority were in favour of the positive or direct relationship between ICT and employment. Many of the respondents shared this idea globalization particularly ICT expansion is an important attribute for women employment. This is because, most of women involve in many kinds of businesses. Even those who were dependent on their husband income come out from home and participate in any business and the public sphere due to the impact of globalization. For those against the idea of positive relations between ICT and employment, they said that before ICT expansion, women used to involve in business in their locality and had their own

income (such as manual typing). They added that most women become unemployed due to the arrival of computers, a skill they did not acquire.

To triangulate the finding, the researcher used quantitative methodology supplementing the qualitative, in order to find out the role of ICT expansion on creating women employment opportunities. Even though, feminist research methodology mainly focuses on qualitative analysis, the researcher used quantitative analysis for better triangulation. The result of these triangulation showed that globalization particularly ICT expansion created a conducive employment opportunity for women and they are positive relationship.

3.3.2. The advantages of ICT for women

The responses from the questionnaires, regarding the advantage of ICT for women's employment opportunity, all the respondents said that technological advances and innovations were playing a critical role in the globalization process with profound impact on women as workers, managers and entrepreneurs. The rapid growth and adoption of information technologies (IT) in the services sector is also facilitating the entry of an increasing number of women into the labour force. Globalization provides a new way and large number of employment with small start-up capital. They stated that if women can start their own business through using ICT, they can generate their own income and become self-sufficient and as a result end their dependence on men's income only.

Women economic relief leads to sufficient amount of income for better level of living in the family as well as a new source of income for the government in form of tax. Finally, it alleviates women from poverty. They added that ICT intensify new knowledge and technology businesses to the world of women in fastest and simplest way. It opens up communication channels for women who are in remote place and educate them about women's right, how to manage family care, the system of how to generate income and provide information of global women's experience. It helps women to provide better and faster way of service to the customer. It helps women grow their knowledge equivalent to men.

ICT reduces the workload and saves time particularly for women because women's primary responsibility for the home and care of children means that they enter the labour force at a disadvantage. The proliferation of ICT and the intensification non-standard and part-time forms of employment may offer women greater flexibility in balancing work and family responsibilities.

From the responses the finding show that the advantage of ICT is good for women building their confidence and outstanding women start to the world to teach and share their experience. Since many of these women are being drawn from the rural areas where they are engaged in unpaid household or agricultural work, these technological innovations provide a useful means to reduce the gender gap in earnings although this could take place at the risk of further encouraging feminization of low-wage, semi-skilled employment opportunities. Generally, they said that ICT are the source of employment, information, knowledge, empowerment and development.

3.4. Women employment and empowerment

According to the information given in table 3.8, which asked "Do you think that employment can give decision making power in the family, in the society, on their sexuality and on their fertility preference", more than half of the respondents 84, 84, 76 and 82 percent replied "yes" respectively. Whereas, 24, 18, 16 and 16 percent of the respondents replied that employment do not increase the decision making power of women on their sexuality, on their fertility preference, in the family and in the society respectively.

While for those who replied "yes" said that if a woman becomes employed, she can get a lot of experience from her work place and even she can serve as a decision maker in the work place, hence can apply this power to her family as well. If woman is employed, then she is financially secure and makes her own income so she can have morale and power to decide by herself.

These break the domination by and dependence on a man's income and make her freely enjoy her power to decide everything she wants. Employment gives empowerment in the family

because the more women can communicate with the society and start to manage work and money, the more the women can handle family well.

Table 3.8 The effect of employment for empowerment

No	Question	Respondents				
		Yes		No		
		no	%	No	%	
3	Do you think that employment can give decision making power	In the family	42	84	8	16
		In the society	42	84	8	16
		On their sexuality	38	76	12	24
		On their fertility preference	41	82	9	18
4	Do you believe that that employed and unemployed women have equal decision making power	In the family	4	8	46	92
		In the society	4	8	46	92
		HH income/ expenditure	3	6	47	94
		On their sexuality	9	18	41	82
5	Do you believe that that employment increases women's acceptance and ability to be heard	In the family	45	90	5	10
		In the society	45	90	5	10
6	Do you believe that employment makes women develop their confidence compared to the unemployed ones	46	92	4	8	
7	Do you believe that employment necessarily leads women to empowerment? Do you think that they have positive/direct relationship	22	44	26	56	

Source: Own survey Dec, 2010

Respondents who replied “No” justified their answers by saying that, even if the women were employed and contribute income to the family, their share is unable to influence the decision of men in regards to the family. They added that, even if she is employed, the husband forces her to stop her work and to serve him and the family as a household manager. In the society, on their

sexuality and on their fertility preference, women are unable to decide because employment does not break the depth of cultural influence.

The interviewees said that employment could make women decision makers in the family and society. Regarding the importance of employment for women decision making on their income, all interviewees said “yes”. They underscored that the income generated was the base for family living so both of them use their income properly. Nevertheless, in the case of source of income, most of the time the owner of the decision are men because they did not have the confidence in their wives; rather they accept a neighbouring person’s opinions. Most of the interviewees viewed that employment and decision-making power, on sexuality and fertility preference should be reached based on the agreement of the couples due to the change in attitude. Selam aged 33 and first degree holder thinks that if a woman is financially capable, she cannot become the main decision maker on sexuality and fertility preference. Financial capability does not make women full decision makers on their sexuality and fertility preference because if they made decisions apart from their husbands, that might lead to divorce.

The interviewees said that their decision making power on their source of income, on their sexuality and fertility preference was very little, and when they wanted to make decision on their sources of income, on their sexuality and fertility preference, they would be separated so they do not want to do that.

On the discussion on employment and their decision making power of women on their source of income, and sexuality and fertility preference, the respondents did not deny the presence of pressure from men. Among the FGD participants, most of them said that employed women could make decision in the family and agreed that if a woman is employed and financially self-dependent, she would confidently decide on household affairs, income and expenditures because she has a capacity to contribute and share her own income to her family’s benefit. But if she is not financially self-dependent she will be away from the main decisions making in household affairs, on income and expenditure and hence surrender her decision making power to her husband.

Very few FGD participants suggest that engagement of women in paid work do not necessarily bring about an improvement in the status and roles of women. Women are involved in an activity that does not change their life and most of the time they are in a subordinate position both in domestic tasks and work place. While development of ICT does promote employment for women, it does not increase the income of females who are employed to a level that would lead to a fundamental change of their traditional status. Female employees bear a double workload and do not experience a change in the sexual division of labour in households.

The participants also indicated that housework is endless and boring, and preferred to be employed. But, women who do not engage in formal employment, their contribution is generally invisible and unrecognized, therefore most females are subjects to their husband and had no right to participate in decision making about the most important family affairs, societal affairs, on their sexuality and on their fertility preference despite they have share in the total household income.

They also said that women mostly prefer to work in informal employment including home-based work for a variety of reasons, flexibility of hours that allows simultaneous performance of other family tasks including taking care of children and the elders, and avoidance of a daily commutations and interactions with men outside the family.

The participants said that being decision maker on family affairs is not a matter being employed and financially capable or not, but something in the society that is cultural. Mekdes, aged 28, is married, employed and a first degree holder and she said that employment and being financially capable does not make a women decision maker in the family, on income and source of income, in the society, on their sexuality and on their fertility preference. She said many women left their decision making power to their husbands because they are fearful to accept responsibilities and take risks even if, the results of her husband's decision are not fruitful. She added women may be financially capable but still she might not have equal decisions making power with her husband in the family, society, sexuality and fertility preference.

The majority views of the FGDs participants, employed women could have decisions making power in the society. Economically improved women have a confidence to express their views before the society and exert their own thought to influence others rather than those who are not employed. Small number of participants said that even if a woman is employed and gains economic benefit that is not the only way for women to be decision makers in the society. In addition they added that even if women are employed and financially capable, this should not automatically make them a decision maker in the society because they all grew up in a culture that discourages women.

3.4.1. Findings: employment for empowerment

The triangulated research findings from questionnaire, IDIs and FGDs in table 3.8, revealed that on the contribution of employment towards their empowerment; most of the respondents replied that employment made women decision makers in the family, in the society, on their source of income, on their sexuality and on their fertility preference. Employed and unemployed women have unequal decision making power.

From the table 3.8, question Number five, regarding “employment increases women’s acceptance and ability to be heard” show 45(90 percent) respondents replied “yes”, whereas 5(10percent) respondents replied “No”, for both in the family and in the society. The respondents who said yes justified that employed women are literate, hence they can get acceptance in the family as well as in the society. They added that getting a job and an income is one way to empower and build confidence, especially for women so that, if women are employed at least they can increase their acceptance in society and family.

The response of the interviewees on “do you believe that employment increases women’s ability to be heard and acceptance in society”, most of the interviewees said that employment enhances women’s ability to be heard and be accepted both in the family and in the society. However, some employed women have limited ability to be heard in the family and in the society; participants said that simply being employed cannot fully make women’s voice heard aloud in

the family and in the society. However, for the majority; it improves their acceptance in the family and in the society.

In the FGDs, most were positive on the issue that “employment helps increase women’s ability to be heard in the family and in the society” they said that some members of the society believed that women voices cannot be heard by men. Some participants of the group said that if there are employed and unemployed women who would like to take part in societal affairs, the people prefer to give attention to the former because they know them in the public sphere, and many may have positive attitude towards employed women. They may not have this positive attitude towards the unemployed ones who do not have experience of the public sphere. Beside this, there are unemployed women, who participate in the societal affairs. Therefore, this involvement in societal affairs should positively influence the unemployed women to become employed in order to enhance their position to be heard and accepted.

3.4.2. Finding: employment and women’s acceptance

From the information collected through questionnaires, IDIs and FGDs concerning “employment and women’s acceptance and their ability in the family and in the society”, except very few, the greatest majority of the respondent viewed that employment increases women’s acceptance and ability to be heard both in the family and in the society.

For question Number six of table 3.8 regarding “employment makes women develop their confidence compared to the unemployed ones” 46(92 percent) replied “yes”, and they said that if women are employed, they are economically empowered and communicate outside the world. Feeling independent economically is one way for the women to build confidence and avoid fear of accepting responsibility. The respondents believed that employed women have educational background through formal education or performed different task with different people so they share a lot of ideas and knowledge and their decision ability is good as compared to unemployed one. This gives the women confidence to be accepted by other member of the society so could boost their confidence than unemployed one. Four (8 percent) respondents replied “No”, and they said, “Employment brings money, but money does not brings power”. Therefore, women’s

confidence starts to develop from her mother's power in the family when she grows up with them. Women's confidence depends on her mother confidence in the family and society participation and responsibility rather than being a women employed.

The interviewees, have reflected the same view except that there have been a few women who said that there are some employed women but having even less confidence than the unemployed women are. The majority of the interviewees, even though they said that employment helped raise women's confidence, they did not deny the presence of some who had less confidence than the unemployed women did. Moreover, they attributed this lack of confidence to socialization of cultural influence because women particularly in the rural areas are socialized to the fact that being calm and reserved is an attribute of a good woman.

The participants in the FGDs also took the same stand with the above respondents. All participants highly underscored the significance of employment to scale up women's confidence. It did not necessarily lead to develop their confidence because culture and socialization are the main sources which inspire women's confidence.

3.4.3. Findings: employment and women's confidence

According to the respondents from the questionnaire, IDIs and FGDs, the majority of the respondents replied that employment helped enhance women's confidence.

From the table 3.8, question number seven shows that more than half 26(54 percent) of the respondents replied 'No', regarding employment necessarily leads women to empowerment. Employed women have contribution in the family income and help her husband financially but do not are the main decision makers in the family. Very valuable decision goes to husbands or through agreements with him. Employment or gaining economic benefit is one of the criteria for women who are financially capable, but not necessarily lead women to be empowered. Twenty-two (44 percent) of the respondents replied yes and justified that one of the solution for women to come out from the traps of poverty and disempowerment is through economic empowerment

so that, women are employed, their economic status are improved then become economically empowered.

The in-depth interview result showed that women's employment is not a necessary condition for their empowerment. The interviewees viewed that there are many women in the sub-city who are employed, but their empowerment is not visible too. The majority of the FGD express their view from the experience that they were not empowered even if we were employed they said the main cause for this was the society was not ready and positive to accept women's employment and did not believe that women are good decision makers like that of men's.

According to the response collected through using questionnaires interview and focus group discussion and triangulate results majority of the respondents replied that employment helped enhance women's confidence. Employment not necessarily leads women to empowerment but have some contribution women to be economically empowered so employment is not the only mechanism for economic empowerment of women. Women get employment and generate income does not mean that they are empowered because generating income is not the only empowerment indicator.

3.5. Globalization and economic empowerment

Table 3.8 question number eight: almost all the respondents said that, the effect of globalization makes women decision maker in the family affairs, in the family income, on their source of income, on sexuality and fertility preference 90, 90, 96, 92 and 92 percent of the respondents replied "Yes" respectively. They underscore that the effect of globalization makes women energetic and improve their morale to show their ability to do everything. Women can easily manage their family and their income so they become the leaders of their life in every aspect. They added that globalization is the only mechanism that breaks the bad culture related to women. Even if education changes the life of the women, the overall of effect its contribution is not of paramount importance comparing with the starting age of women in formal education. Moreover, they believe that globalization is the only mechanism for women "search and gain what they want freely" and to be empowered.

Table 3.9 The effect of globalization on women economic empowerment

No	Question		Respondents			
			Yes		No	
			No	%	No	%
8	Do you believe that the effect of globalization makes women decision makers	In the family affairs	45	90	5	10
		In the family income	45	90	5	10
		On sources of income	47	96	3	6
		On their sexuality	46	92	4	8
		On fertility preference	46	92	4	8
9	Do you think that globalization provides equal opportunity for employed and unemployed women in decision-making?	In the family income	39	78	11	22
		In the society	38	76	12	24
		On their Sexuality	30	60	20	40
		On Fertility preference	48	98	2	4
10	Do you think that globalization has brought about empowerment on you	Economic empowerment	37	74	13	26
		Political empowerment	32	64	18	36
		Social empowerment	37	74	13	26
11	Do you think that globalization increases women's ability to be heard and acceptance	In the family	38	76	12	24
		In the society	26	52	24	48
12	Do you think that globalization helps women's develop self-esteem and confidence		39	78	11	22

Source: Own survey Dec, 2010

Table 3.9 shows the changes in the levels of women's empowerment as derived from various indicators of decision-making. It is observed that the independence to use own earnings and maintenance of family income free to express their feelings in front of the society freely express sexual feeling and decide the family size are the important decision-making indicators where substantial changes have taken place due to the effect of globalization and ICT expansion. Control over personal salary and the amount of savings are other important indicators that have witnessed significant changes and then made women economically empowered. Changes in the control of personal earnings and savings with that of the changing mind and creativity of women, hopefully, translate her ability into decision making in other critical areas too.

The interviewees said that globalization played an important role to make women decision makers in the family affairs, on their household income and source of income, on their sexuality and fertility preference. Globalization and ICT expansion are means for women empowerment. They added that globalization provides the space for women to speak out. Women have to tell their narratives, to be seen and be heard. This empowerment creates connections between public, civil society discourse and elite policy discourse. The rapid progression of communications and technology can only increase the vital interaction and cooperation between women allowing women's groups to compare recipes for change and face the challenges of effectively engaging across varied contexts.

As gender issues have become international gained recognition and inclusion in the work of general human rights and justice organizations, it is important to ensure that the voices and contributions of women remain at the forefront of gender equality efforts. Globalization is one of the important mechanisms to pave the way for gender equity, women's emancipation, and women economic empowerment.

In the FGDs, the participants said that globalization enhances women decision making in the family affairs, on their household income and source of income, on their sexuality and fertility preference. Some of the participants point to the fact that globalization particularly ICT

expansion does not necessarily lead to empowerment. Very few participants said that globalization does not empower women because socialization is the very determinant factor for women's empowerment. A participant named Yeshareg, aged 25 and diploma holder, explained that globalization or ICT expansion is one way for women to escape from domination; however, that did not mean that all women who could be part of globalization and fully use of ICT were free from domination.

The majority of the participants said that globalization is the only means for women to gain formal education through E-learning and informal education through browse the internet technology. They added that one of the main hindrances a woman is not empowered is a "school English teacher" for instance, when a teacher ask question in the class they always said one common phrase "please, participate girls, why not participate actively in the class," this touches on the morale of the girls, even those who wants to participate. Therefore, informal education and information gathered through ICT, is the only way to set the mind of women in a better position because women freely extract knowledge from and experience of other women without leader influence. After a hot discussion, all participants agreed that globalization necessarily leads women to empowerment.

Some of the interviewees expressed their views that employed and unemployed women did have equal decision-making powers in the family and society due to globalization and ICT expansion. A participant, named Kidist who is only grade 10 complete, explained that employed and unemployed women could have equal decision-making power in the family and society. She justified this from her own experience that she has decision-making power due to globalization and ICT expansion through learning about her right through Radio, Television and other ICT technologies.

She has got ample opportunities to make decision in the family and this increases her confidence to involve in societal affairs. She added that she knew about women's roles in the society. She denied that women's place was only home. If a woman is employed, she rarely gets the chance to make a decision, particularly in the society; but in the family, she may have some limited power.

An employed woman does not mean an educated woman, therefore, the decision making power of women is attributed to the opportunities provided by globalization and learning from ICT.

When we come to FGDs participants, the majority of them have said employed and unemployed women did have equal decision making power in the family in the society, on the household income and on their sexuality or fertility preference due to the effect of globalization particularly ICT expansion in the country. Few respondents said that employed women have better decision making power in the family and on the household income as compared to unemployed ones because employed women get the information and share the experience of work colleagues in relation to women's right. However, employed women decision making power was very low regarding to sexuality and fertility preference due to cultural influences.

Employed and unemployed women have equal decision power due to the present situation of the world. A woman named Asrat, aged 48 and a twelve grader, was employed before she was married after that the husband forced her to leave her work and become house wife only. At that time she was totally influenced by her husband and her power was also lost and given to her husband. Now, she is unemployed, but she was fairly good decision maker in the family, in the society (she is the judge of the social association in the locality called *Edir*), on the household income and on her sexuality/fertility preference. She could decide on what should be done in the family and on household income and expenditure. She said that this is due to information and experience sharing through the expansion of ICT across the nation and her locality. She added that globalization affects positively not only women but also men to get knowledge about the women's rights, ability, empowerment and recognition and they respect their wife as equal to themselves.

From the findings through the questionnaire, IDIs and FGDs, the researcher has come to the conclusion that globalization has played an important role to make women decision makers in the family affairs, on their household income and source of income, on their sexuality and fertility preference. It has also provide balanced decision-making power in almost all indicators concerning to empowerment for both employed and unemployed women.

From the information given by table 3.9 question Number 10, 74 percent of the respondents replied that globalization has brought both economic and social empowerment for women, 64 percent of the respondents said 'yes' with regard to the fact that globalization has brought political empowerment. They justified this stand on the grounds that globalization had brought profound changes in economic, social and political lives of the women. The process of globalization had contributed to the empowerment of women and the strengthening of women's status in society. As a direct result of growing women's participation in the last decade, women had made increasing gains in the attainment and enjoyment of their basic human and democratic rights, particularly, in the areas of access to education, healthcare, in community development, in politics and in employment.

Globalization could help promotion of networks for home-based workers and business women; networking and strengthening of linkages between women's NGOs and other NGOs. It can help promotion of greater cooperation amongst women's national machineries, research institutes and the government; representation of women in important bodies such as chambers of commerce and community-based forums; greater use of modern technology especially information network to exchange information and mobilize and gather support locally, regionally and globally for improving the status of women.

They added that globalization had brought economic, social and political empowerment through the efforts and influences of international institutions and agreements in order to make the government bodies and agencies stronger and more proactive, efforts in creating greater awareness about women's rights. It has assisted governments to take effective measures in implementing and protecting those rights. Nevertheless, the participation of women in politics to become politically empowered depends on the governance system that provides scope for women participation in politics.

From table 3.9 question number 11 regarding the statement "globalization increases women's acceptance and ability to be heard", it shows that 38(76 percent) respondents replied "Yes",

whereas 12 (24 percent) respondents replied “No” for both in the family and in the society. Globalization make women develop their confidence 39(78 percent) replied “Yes”. The respondents who said yes justified that globalization educate and informed women formally or informally about women their economic and political rights, to what extent women act individually and collectively to ensure their rights and economic opportunities.

Because and this makes women literate and well informed in order to enhance to get their acceptance in the family as well as in the society.

From the information collected through questionnaires, globalization and women’s acceptance and ability to be heard in the family and in the society and increase their confidence, except very few great majority of the respondent viewed that globalization increase women’s acceptance and ability to be heard both in the family and in the society and helped to enhance women confidence.

Table 3.10 The role of globalization in raising their participation in political position for economic decision-making.

No	Question	Respondents			
		Yes		No	
		No	%	No	%
13	Do you think that globalization is crucial to raise women participation in political position for economic decision making	34	68%	16	32%
14	Do you believe that women part in politics is crucial for empowerment in the economy of the country and particularly sub-city	37	74%	13	26%

Source; Our survey Dec, 2010

From the table 3.10 which asks “if globalization is crucial to raise women’s participation in political position for economic decision-making”, 68 percent replied “Yes”. The respondents stated that globalization is a means for women to be aware of the world politics and particularly know their right and could take political position to decision making. Thirty two percent of the respondents replied “No” and said that even if globalization develop the awareness of women regarding to politics, the position of women in political settings for economic decision depends on the system of government that the country run. They added that women participation in politics for economic decision is not a matter of globalization rather a political privilege given to women by the government.

All the IDIs replied that globalization is crucial to increase women’s participation in political positions for economic decision-making. They explained that globalization provides opportunities for women to see, hear and tell their voice, access to get that position would be impossible in the previous years because the society, the government and women themselves did not acknowledge the contribution of women in the economy, politics and society. The results of FGDs should that no participants replied “No”. They said globalization is an important way for women to raise participation in political position.

From the responses gained from the questionnaire, IDIs and FGDs, the results are the same. Hence it is possible to conclude that globalization particularly ICT expansions is crucial to raise women’s participation in political positions for economic decision-making.

To question number fourteen of table 3.10, 37(74 percent) replied “Yes”, whereas 13(26 percent) replied “No”. The respondents who said yes justified their position that if women took political positions; the way to empower themselves could be simpler. This is because of women’s participation is increase in politics; they will know about laws and policies that properly consider women’s rights and benefit. Those respondents who responded “No” justified their assertion on the fact that although women take part in politics, still they are submissive because what has been familiar to them for a long time has been men’s participation in politics, not women’s.

The interviewees replied that women's participation in politics is important for empowerment because if women participate in politics and take political position, they should give priority to the needs of their fellow women. They explained that if it was only men who are in political positions, they might not sense women's needs and the need of political position for them. They may simply feel that to be at a disadvantaged position is obvious to women.

Most FGDs participants also underscored the importance of women's participation in political positions for their empowerment. They said that women's participation in politics was a necessary condition for them to be empowered. Meklit who is 26, first degree holder and single explained that women's political participations is highly tide to empowerment because it is politics which is the basis for economic, social and self-empowerment.

Based on the responses obtained from the IDIs, FGDs and questionnaires, the majority favour the positions that women's political participation is decisive for their empowerment. As a result, we can conclude that women's participation in politics in significant to their empowerment.

3.6. Barriers of ICT

Respondents identified major problems and major challenges which hindered women from the benefits of ICT and paid work. These include cultural setback, social-economic processes such as education, language and cost/finance and the lack of government capacity to build the ICT infrastructure.

Culture

Society has always given low attention to priorities of women so much so that they consider that their low level of societal acceptance comes through nature or "natural gift" and they think that women do not have the need for more education and empowerment and their special place is at home.

Education and Institution

Women are out of job competition due to low opportunities for education, early marriage and economic problems. Even those who get the chance for education do not gain enough knowledge and are not proficient to use ICT successfully. Lack of technology institutions high tuition fee, the expensive nature of personal computer (PC) and absence of professional trainers, come in their way. Some use ICT facilities through experience at work rather than formal training.

Cost

Women who do not fully use the benefits of ICT gave a number of reasons such as, lack of financial support from their husband, expensive imported computers, lack of quality computer products, lack of supply of IT component and maintenance institution, high cost of maintenance and personnel, lack of suitable environment related to the place and space of business areas, rent expenses and the cost of equipments and materials, lack of enough time to browse internet to share business experience and financial problems to buy PC, laptop, CDMA and other latest technology.

Commitment

Women combine salaried work with the domestic responsibilities. This spread of efforts cannot allow the commitment required for ICT to be beneficial. This divided attention explains why a woman's unresponsiveness to paid work and not get ICT related benefits. Beside these hard works at home reduce the level of creativity and her curiosity to do more is limited because, all most all burdens fall on the shoulder of women.

Language barrier

A large majority of women are not familiar with the English language so it is an obstacle to understand the instructions and information that they gain from internet.

Government

Even though, ICT is the source of employment for women and reduce the burden of governments, low attention on proper infrastructure and cost which make it difficult to have proper access to the internet technologies and other communication channel.

3.7. The relationship between globalization and women economic empowerment

Table 4.11 shows that all the respondents replied “Yes” to the question “Do you think that globalization and economic empowerment have direct relationship”. They explained that empowerment was a matter of making the “powerless women” gain power and this could be achieved through experience sharing by communication and information.

Table 3.11 The relationship between globalization and women economic empowerment

No	Question	Respondents			
		Yes		No	
		No	%	No	%
15	Do you think that globalization and women economic empowerment have direct relationship	50	100	0	0

Source; Own survey Dec, 2010

The respondent said that globalization shows the way and gives the opportunity to empower women economically through learning the experience the world women have and providing new opportunities women to participate in paid work respectively.

Globalization does not only empower women economically through creating employment opportunity for those who are not employed and supplies income to their family’s but also, globalization develops the feeling and the thinking of both employed and unemployed women. They added that globalization empowers women economically by creating awareness of their economic rights and addressing inequalities and women access to credit through NGOs, market oriented training and legal information. It increases awareness on economic leadership and

economic rights share the experience of actual women entrepreneurs and advocacy on women's economic rights.

Findings

The majority of the responses lead to the position that globalization and economic empowerment have direct relationship. Globalization creates employment opportunity as not only a financial contributor in the family but adds some valuable information that upgrades women's perception with in the centre of employment. That has breeds a new mindset for women to escape themselves from their earlier perceptions.

Chapter Four

Conclusions and Recommendations

Conclusions

Globalization offers women unprecedented opportunities. This study focuses on one of the elements of globalization process that is information and communication technology as a means for women economic empowerment. In this chapter the conclusions of the whole thesis are presented and finally importance recommendations are forwarded.

1. Globalization is here to stay:

The advent of globalization is largely accredited to the emergence and continuous development of Information and Communication Technology (ICT). Globalization is the interlinking of national economies into an interdependent global economy and the development of a shared set of global values. It also transforms the global economy into one in which not only exchange of goods and services takes place but also information is shared and articulated on a global scale. It is “The unavoidable wave of the economic future of the world”. This phenomenon has made it possible for firms to utilize labour wherever the relative cost is low. This has been aptly termed globalised labour market (Olaoye, 2008:15).

2. Impact of Globalization on Women:

2.1. Age and level of education play a major role in determining the computer literacy of the respondents under the study area. The older the age and low level of formal education of the women become the more possibility not able to have computer literacy. Nevertheless, there are women who have IT business but are not computer literate.

2.2. Even though globalization and ICT expansion had a negative effect on women by taking them out of labour market because of the gap between their present knowledge of ICT and their training and work experience before the advent of ICT in their communities, its merits overweigh the demerits. ICT builds women’s confidence. Outstanding women in

the sub-city have started to explore the world in order to learn for themselves and share their experience with other women. Since many of these women are being drawn from the rural areas where they were engaged in unpaid household or agricultural works, these technological innovations provide a useful means to reduce the gender gap in earnings, although this could take place at the risk of further encouraging feminization of low-wage, semi-skilled employment opportunities. Generally, ICT is a source of employment, information, knowledge, empowerment and development for women.

2.3. Paid work does not necessarily bring about an improvement in the status and roles of women because women are involved in activities that do not change their life fundamentally and most of the time they are in subordinate position in both domestic tasks and work place. Female employees bear a double workload and do not experience a change in the sexual division of labour in households. Even if employed women does not contribute income to a level that would lead to a fundamental change of their traditional status and influence in the family, the level of decision making power of employed women is better compared to the unemployed ones. This is because the more women can communicate with the society and in the work place and start to manage work and money, the more the women can handle their family relations.

3. Employment opportunity:

Globalization creates employment opportunity and economic benefit but, these economic contributions in the family do not mean that they create empowerment because a lot of women who were employed before the advent of globalization were not empowered in the family, society, sexuality and fertility preference or the level of empowerment are invisible. Nevertheless, employment through globalization has direct link to empowerment because it changes the perception of women and sets new perceptions on whether women can become economic contributor or cannot and attain equality and empowerment in all aspect of the indicators. Generally, globalization has given birth to a new mindset, which enables women to attain economic freedom, political rights, gender equity and decision making in the home and society.

4. Impediments to women's empowerment:

Indeed, major challenges remain to be tackled in that women have not fully utilized the benefit of ICT and paid work. These include cultural setbacks in society, socio-economic trials such as lack of education, the English language, and cost of ICT and the underdevelopment of ICT infrastructure in Ethiopia. These impediments must be removed as access to ICTs endows women with economic empowerment, increased learning opportunities and improved market access for their products. Unfortunately, the majority of women in the developing world have limited access to ICTs hinders them from reaping the full benefits (Olaoye, 2008:18).

5. Empowerment is also political:

5.1. Globalization is of paramount importance in its contribution to women's employment and empowerment. Nevertheless, women must be aware of their rights and compel themselves to cope up with the world of politics to be able to influence governance systems. They must exploit the national and international declarations on women, new avenues available to them in political participation in spite of the fact that political empowerment could be a matter of governance systems that may limit their participation or dispense political positions to women, such as on parliamentary and executive quota basis. Hence, increasing voices of women in politics will allow them to hold decision-making positions for women economic privileges.

5.2. Globalization has undoubtedly resulted in an improvement in women's economic and social status. Many women workers have been absorbed into the global system. Wage employment gives women higher incomes and greater economic independence, and often raises their social status. Progress towards eliminating gender inequality in the future depends on finding and embracing opportunities, mostly in the political and legal realm. This situation is supported by global approaches that strengthen women's security and welfare, mostly in the economic realm.

Globalization empowers women economically by creating awareness of their economic rights and addressing inequalities and women through access to credit, market oriented training and legal information. It increases awareness on economic leadership and economic rights, advocacy on women's economic rights, and to be able to share the experience of actual women entrepreneurs. Hence, for this study, globalization and economic empowerment of women have direct link.

6. Finally, the number of women who participate in politics, women students enrolled in tertiary education, women engaged in full time and part time employments and self-employment, women involved in community development and civil society associations, and those who use internet cafes have increased in Addis Ababa particularly in Arada sub-city. This increment is due to the effect of globalization and external influence which has major contribution for women to be decision makers in all aspect of empowerment indicators.

Recommendations

1. Recommendations to the Government:

- 1.1. Computer literacy: The impact of globalization is both negative and positive depending on the situation. While globalization may leave behind women without ICT skills, it maximizes opportunities for women and mitigates the negative effect by availing mechanisms to cope up with the challenges of globalization. The government should play an active role in enhancing opportunities for sharing information and experiences at the woreda level. These will focus on best practices from sub-city activities, for instance, women who lack to access to ICTs because of low levels of education or the necessary computer and communication facility. To redress such situations, education and literacy programs that include use of ICTs should be started from primary school. These must be provided in schools as a subject matter and should be continued beyond school in other spheres of life. Further education should be available to women in order to acquire ICT skills and competence.

1.2. Filling the skill gap: The impact of ICT and that of globalization would lend unskilled women redundant and remove them from an increasingly technology driven labour market such as banking, finance, businesses that use the internet and mail communications. Hence, government should accept the burden in investing in unskilled women to fill the gap; both to cope with the present crisis and to meet the challenges of new skills requirements as new forms of technologies and work systems are introduced. The skills training for women should be matched with real employment opportunities with increased access to specialized training.

1.3. Organizing women: Women's economic vulnerability is the centre of their powerlessness, and assumes that economic empowerment positively affects various aspects of women's survival in a globalised world. Hence, the government and particularly the sub city should have policy around strengthening women's position as workers through organizing and providing them with access to support services must come as priority.

1.4. The government in collaboration with the Arada sub city administration office should create conducive environment for the intensification of such businesses by lending money without interest (giving soft loans) such as microfinance, tax concession and reduce rent expense until they are to pay on their own.

2. Recommendations to all stakeholders:

Empowerment comes through access to factors of production such as land, capital, labour, entrepreneurship, and technological tools. Not surprisingly, the single most important factor for women to access and find employment is the emerging field of ICT. Nevertheless, due to lack of suitable environment related to the place and space of business areas, rent expense and the cost of indispensable equipment and materials, women feel disempowered. There are only a few technology institutions and economical problem. Because of this, women were not benefit that comes from due to the process of globalization and ICT expansion. Hence the researcher recommends that;

- 2.1. ICTs-based women literacy projects must take into account with in a time set by the government to address ICT education to all women. The obstacles faced by women that limit their benefit from ICT so women must be resolved by women's participation in planning, project design, implementation and evaluation.
- 2.2. The government in collaboration with NGOs, civil society, private sector and international organization should import quality computer products and qualified and professional trainers with that of assigning an external body to follow the progress until the project is ended.
- 2.3. The government should establish IT institutions and also free the space for private sector to open such institutions. The institutions will provide both IT and maintenance training. The institutions should not set the minimum criteria to attend the school because; IT related fields need more of practice than theory. Therefore, every woman gets the opportunity to participate.
- 2.4. In any ICT institution, there should be girls ICT clubs that is funded by government as well as other non-state organizations.

3. Empowerment:

Finally, the researcher recommends that the government, NGOs, decision makers and think tanks prepare proper strategies to create enabling conditions that would empower women and bring them into the mainstream developmental process to derive the best fruits of globalization. This is a forwarding looking step and no looking back, because globalization is an inevitable phenomenon. In addition, further studies should be conduct to evaluate the probable impact of globalization and information technologies and new forms of work systems on women in the globalizing economy.

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APPENDIX I
Addis Ababa University
Graduate program

Questionnaire presented for employed woman

General Direction

- No need of writing names
- You are kindly requested to give genuine information for all question's
- Please, don't allow other impose their opinion upon yours while filling the questionnaire.
- Try your best to fill and return he questionnaire in time, please.
- You are kindly requested to reflect your opinion and justification for the response you give for each question.

The study focuses on the impact of globalization on women economic empowerment in selected localities of Addis Ababa particularly, in Arada Sub-city. It is hoped that the finding would be of a great significant to identify if or not Globalization plays due role in women to economic empowerment.

Thank you for your cooperation

Part I- Personal background

1. Place of birth / Province _____ town /woreda _____
2. Age A. 20-29 C. 40-49
 B. 30-39 D. 50-59
3. Religion A. Orthodox C. Protestant
 B. Islam D. Other specify _____
4. Marital Status A. Single C. Divorced
 B. Married D. Separated
5. Educational level
A. No formal Education D. Diploma
B. Primary Education E. First Degree
C. Secondary Education F. Post graduate
G. Other specify _____
6. Do you have computer literacy?
A. Yes B. No
If no, why? _____

7. What kind Private ICT Business you involve through the use of ICT due to globalization effect?
A. Telephone call centre
B. Business centre
C. Internet café
D. Computer engineering and networking
E. Other specify _____

Part II Globalization and women employment

1. Have you got appropriate employment due to Globalization and ICT expansion?
yes No

2. Do you think that globalization and employment opportunity have direct & positive relationships with each other? yes No

If no, why? _____

3. What are the advantages of ICT for women employment opportunity and economic empowerment?

Please give brief explanation _____

4. What are some of main barriers to women's full use of ICT, and strategies for overcome those barriers?

Please give brief explanation _____

5. Why women are the largest group of unemployed in Ethiopia particularly Addis Ababa?

Please give brief explanation _____

Part III women employment & empowerment

6. Do you think that employment makes women decision maker?

- In the family yes No
- In the society yes No
- On their sexuality yes No
- On their fertility preference yes No

Please give justification for saying yes or no to one or some or all of the item in No 6. _____

7. Do you believe that employed and unemployed women have equal decision making power:

- In the family? yes No

- In the society? yes No
- On the household income /source of income/expenditure? yes No
- On their body /sexually? yes No

Please give brief explanation for saying yes or no one or some or the entire question in item No7. _____

8. Do you believe that employment increases women’s acceptance and ability to be heard:

-in the family? Yes No

-in the society? Yes No

Please give justification for saying yes or no to the question in item No 8.

9. Do you believe that employment makes women develop their confidence compared to the unemployment ones?

Yes No

Please give results for saying yes or No _____

10. Do you believe that employment necessarily leads women to empowerment?

Yes No

Please give reason for saying yes/ No _____

Part IV Globalization & women’s economic empowerment

1. Do you believe that the effect of globalization makes women decision mater

- On the family’s affairs? Yes No
- On their family income? Yes No
- On their income /earnings? Yes No

- On the source of income? Yes No
- On their body/ sexuality? Yes No
- On their family preference? Yes No

Please give brief explanation for saying yes/No to one or some or all of the questions in item No 1. _____

2. Do you think that Globalization provides the opportunity for both employed and unemployed women have equal decision making power:

- In the family income yes No
- In the society yes No
- On their income yes No
- On their sexuality & fertility preference yes No

please justify for saying yes or no _____

3. Do you think that globalization has brought about empowerment on you?

- Economic empowerment Yes No
- Political empowerment Yes No
- Social empowerment Yes No

Please justify for saying yes or No _____

4. Do you believe that globalization and its impact increase women's ability to be heard and acceptance

- In the family income? Yes No
- In the society? Yes No

Give justification for saying yes or No _____

5. Do you think that globalization and economic empowerment have direct relationship?

Yes No

If no, why? _____

6. Do you think that globalization helps women's self-esteem & confidence?

Please justify for saying yes or no _____

7. Do you think that Globalization is crucial to raise women's participation in political position for economic decision making?

Yes No

Justify for saying yes or No _____

8. Do you believe that women's part in politics is crucial /decisive for empowerment in the economy of the country and particularly sub- city Yes No

Justify for saying yes or No _____

APPENDIX II
Addis Ababa University
Graduate Studies

Guide for interview with women journalist participants

Date _____

Time interview started _____

No of participant's _____

Instruction

In order to generate relevant information regarding the impact of globalization on women economic empowerment in woreda 2, 4 and 6 of Arade sub-city interview guide is provided below. The interview guide starts with introducing the ethical consideration of the paper to the participants.

Introduction

This interview guide is presented to generate relevant data on issue related to the impact of Globalization on women's employment and empowerment in the family, society & decision making position in the particular woreda under study. The researcher thinks that attention should be given to the ethical issues so as to gather reliable data. To meet the desired objectives, the following ethical considerations are presented for discussion with the participants a head of the interview.

- Every participant involves in rendering information voluntarily.
- Every participant does have the right to withdraw from the interview and FGDs of they find if necessary.
- You other any pertinent information which is yours & the researcher gives his own interpretation and analysis.
- Your genuine information anonymity and confidentiality builds the corner stone and this research thesis.

II Issues related to the impact of globalization on women's employment

- 2.1 Do you think that globalization created conducive employment opportunity for women? , described your experience and you can also talk about other experience from your locality?
- 2.2 Do you think that ICT necessarily leads to employment?

III Issues related to the impact of globalization on women's economic empowerment in the family in the society and in political decision making position?

- 3.1 Do you think that globalization and economic empowerment of women direct relationship? If no why?
- 3.2 Do you believe that the effect of globalization makes women decision maker in the family in the society on the household income on their sexuality and fertility preference? If No, why?
- 3.3 Do you think that globalization raises women's acceptance /ability to be heard in the society / public share? If yes to what extend? If no, why?
- 3.4 Do you believe that employed and unemployed women have equal decision making power in the family, society have hold income and on the sexuality? If yes, how?
- 3.5 Do you think that ICT helps women enjoy economic positions?
If your answer is yes, will women's economic position in the family and society be vital for empowerment?
- 3.6 Could employment and ICT expansion make women develop their confidence?
- 3.7 Do you think that globalization helps women get decision making power in the family society o the household income & on their sexuality? If no. How?
- 3.8 How Globalization had affected women in Addis Ababa Particularly this sub-city?
- 3.9 What are the major barriers to women to be able to benefit from globalization?
- 3.10 How you could be part of globalization process in a positive way?

APPENDIX III

Addis Ababa University, School of Graduate Studies

Focus group discussion

Date_____

Time_____

Place_____

Introduction and consent statement

This study is being conducted to gather data and information in Woreda 2, 4 and 6 of Arada Sub-city regarding the impact of globalization on women's economic empowerment. It is believed that your participation will give full information, opinions, feeling and reactions for the final outcome of this study. I want you to know that if you are willing to take part in this focus group discussion, the information you render will be recorded however, no reference will be made to individual participants at any time in the future, and thus, all will be kept confidential. Nevertheless, since your answers are important, I would like to ask you to give your trust worthy .responses. Do you agree to participate in the focus group discussion today?

Yes _____No_____

Thank you very much for your interest to participate

General information

1. Do you think that globalization offers conducive employment opportunity to women? If no, why?
2. Do you think that the economic empowerment makes women decision making in the family in the society on the household earning, on their sexuality & fertility preference?
3. Could economic empowerment help raise women's self confidence? If no, why?
4. Do you believe globalization & empowerment have direct relationship?
5. Do you believe that economic empowerment boosts women's acceptant in family & society? How about in raising their self esteem? If no, why?
6. Do you think that employed and unemployed women have equal decision making power powers in the family, Society, Household income, fertility and sexuality?
7. Do you think that economic empowerment, helps women enjoy better political position & decision making position? If no, why?
8. What are the contributions of globalization for women to their economy?

Declaration

I, the undersigned declare that this thesis is my original work and has not been presented for a degree in any other university, and that all the sources of materials used for this thesis have been duly acknowledged.

Declared by:

Name: _____

Signature _____

Date _____

Confirmed by advisor:

Name of advisor: _____

Signature: _____

Place and date submission: _____