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Validation Workshop Report

“Enhancing Women’s Economic Empowerment (WEE) and Tackling Unpaid Care”

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Table of Contents

Introduction	3
Policy Analysis	4
Discussion	5
Literature Reviews and Help Desk	6
Stakeholder Mapping	7
Discussion	8
Knowledge, Attitudes and Practices Survey	10
Discussion	14
Annex 1: The policies analysed by APH	18
Annex 2: The seven policies that have been found to make a commitment to address WEE and UC.	19
Annex 3: Stakeholder Map	20

Introduction

On December 11th 2023 a validation workshop for the “Enhancing Women’s Economic Empowerment (WEE) and Tackling Unpaid Care” project was held. The project, commissioned by IDRC, is being implemented by Includovate in collaboration with Women in Self Employment (WISE) and Addis Powerhouse (APH). The objectives of the project are:

1. Developing and testing innovative policy uptake approaches that will lead to improved public policies and actions to enhance women’s economic empowerment (WEE) and/or address unpaid care in Ethiopia
2. Building a culture of learning and improvement to facilitate course corrections and adjustments based on emerging evidence through continuous dialogue with policymakers, women’s advocates, private sector actors, donors, and academics actively working on WEE and care issues in the country
3. Strengthening collaboration and growing the pool of in-country gender champions through WEE/Care community of practice (e.g. ActionAid led WEE coalition) and other mechanisms for sharing lessons, exploring solutions, and driving action.

The project, as part of the Growth and Economic Opportunities for Women (GrOW) initiative, is one of 15 projects that are currently being implemented in five countries in the East African region.

In attendance were several representatives from three government ministries — Ministry of Agriculture, Ministry of Labor and Skills and Ministry of Water and Energy. Further, UN Women, Mercy Corps, Child Fund, Solidaridad, Plan International, WISE, APH, Network for Ethiopian Women Association (NEWA) and Public Information Noble (PIN) were in attendance as well for a total of 23 participants.

The validation workshop started with an opening speech by Dr. Annet Abenakyo Mulema, a Senior Program Officer at IDRC, who oversees the GrOW initiative. After briefly explaining the different projects within the GrOW initiative, she made remarks explaining that the project is one of the four projects within the GrOW initiative that are aiming to work and influence policy makers. She concluded her speech by thanking the research team that has been undertaking the project and the attending organisation representatives.

Sabrina Zurga, the lead researcher for the project, then presented in more depth the purpose and objectives of the project. Dr. Kristie Druzca, the founder and CEO of Includovate, then joined the event virtually to give introductory remarks on Includovate and its leadership role in this particular project. Hanna Lemma, founder and CEO of APH then followed by making a brief introduction to APH and its role in the project. She was then followed by Abebe Kefale, who also introduced WISE in his capacity as Project Manager.

Sabrina then gave an overview of the project including an explanation of the various methods used to achieve the project objectives. The methodology includes::

1. **Policy Analysis** - all ministry policies were evaluated on the extent to which they address WEE and unpaid care. The policy analysis was conducted by APH.
2. **Literature Reviews & Teyaki Helpdesk** - literature reviews were conducted in order to compile a knowledge base of best practices around WEE and unpaid care. Consequently a helpdesk - Teyaki Helpdesk - was created to share this knowledge.
3. **Stakeholder Mapping** - KIIs were conducted to create a map of stakeholders working in the WEE and Unpaid care field in Ethiopia
4. **Knowledge, Attitudes and Practices Survey** - explored the knowledge, attitude and practices of public sector workers (in four select ministries) on issues surrounding WEE and Unpaid Care. The findings of this exploration are to serve as a pre-training assessment of the gaps to be addressed on training to be organised by WISE to allow for strengthening the capacity of key policy actors as stated as one of objectives of the project.

Policy Analysis

Hanna presented the findings of the policy analysis that was conducted by APH. She noted that the purpose of the analysis was to conduct a comprehensive gender analysis of Ethiopian policy documents and to assess the extent to which these policies promote women's economic empowerment and address the issue of unpaid care work. She then remarked that the steps that were taken included sourcing, mapping and analysing policy documents of the 21 Ethiopian Ministries, followed by the preparation of a policy brief. She noted that some of the ministries' policies and proclamations were not analysed as they were not accessible to the general public¹.

¹ Policies from the Ministry of Defence, Ministry of Innovation and Technology, Ministry of Revenue, Ministry of Mines, Ministry of Plan and Development, and Ministry of Irrigation and Lowlands were found to be publicly unavailable.

The findings were then presented by first listing all the policies that were analysed (listed in annex 1). The policy analysis uncovered that the majority of the policy documents reviewed fail to adequately discuss factors related to women's inclusion in the labour market, WEE and unpaid care work (UCW). Hanna made the point that, generally, the policies still lack the depth required to promote investment in social infrastructure, gender-responsive social protection, male engagement, and capacity development.

Following this, Hanna presented the outcomes of the analysis by noting that out of the 21 policies reviewed, eight documents emerged as having specific strategies designed to contribute to the economic empowerment of women or address the challenges associated with UCW (listed in annex 2). Finally, based on the results discussed above the following recommendations were made:

- Invest in Social Infrastructure
- Promote Gender-Responsive Social Protection
- Encourage Male Engagement
- Enhance Access to Education and Skills Development
- Strengthen Data Collection and Research
- Provide Strategic Direction
- Recognise Unpaid Care Work
- Ensuring the accessibility of policy documents of Ministries

Discussion

The floor was given to attendees to discuss their comments, questions and recommendations on the policy analysis. A participant from the MoA explained that he was expecting a more detailed analysis by including more policy documents such as strategies and action plans as any given ministry may have several policies related documents for specific areas of concern. He also went on to make the point that the analysis could have gotten a better understanding if it had gone to a lower level and analysed strategies and guidelines that are used to help implement its policies. Another representative from MoA agreed by further explaining that policies are general and specific targets and methods of implementations for the specific sector's mandated areas are detailed in ministry strategy documents. He also commented that ministries conduct policy reviews very infrequently and are more likely to revise documents such as strategies and action plans.

A representative from Solidaridad then asked how the policies that were revised were chosen to be analysed. Hanna then responded that given the limited duration of the

project, policies that already mention WEE/UC were prioritised as it would be easier to work on deepening existing policies rather than creating new ones.

A representative from NEWA then asked what criteria were used to analyse the policies. He also noted that we should be able to highlight the gaps more clearly in order to be able to hold government representatives accountable. Hanna responded to that by saying that the gender continuum was used to analyse the policies. She also made the point that we are aiming for a more collaborative approach on addressing the gaps identified rather than a confrontational approach.

An attendee from UN Women also asked a similar question about what indicators used to analyse the policies. She recommended using Oxfam's care policy scorecard to analyse the policies in more depth. Further, she also noted that the recommendations should be specific and actionable in order to identify responsible bodies who we need to hold accountable to implement the recommendations. She also requested to investigate the justifications behind why the public sector has 10 days of paternity leave but the private sector only has three. Both Sabrina and Hanna responded that due to time constraints of the workshop, the methodology was cut short, but that the gender continuum was used with specific indicators along the continuum, and that the other recommendations were well noted.

An attendee from MoWE then asked if these policies addressed UCW directly or indirectly. He added that simply mentioning UCW in a policy does not mean that it is indeed addressing it. He also went on to reiterate the comment that had been made by others from MoA that even though the Women's policy is only now going through a revision, there have been several revisions of sector-specific strategies in the past years. Therefore, he made the point that if the scope of the study only stretches to the policy level, then it may be difficult to get the full picture of the work being done by the ministries.

Sabrina then concluded the discussion around the policy analysis by acknowledging the suggestions to widen the scope of the analysis to include other documents such as strategies and action plans. She also explained that the team's understanding was that given UCW is a contemporary issue, that it would be difficult to include at the strategy level when it has not been introduced as an issue to be focused on at the policy level.

Literature Reviews and Help Desk

Sabrina then introduced the Teyaki Helpdesk which can be used to access the several literature reviews and blogs that have been written on WEE/UC. She also showed the interface of the site to explain the steps to raise a ticket in order to ask direct questions to the team at Includovate.

Stakeholder Mapping

Sabrina started by presenting the objectives of the stakeholder mapping activity. Namely:

1. Identify organisations in Ethiopia engaged in women's economic empowerment (WEE) and or unpaid care (UC)
2. Identify existing connections/collaborations between organisations
3. Promote continuous dialogue between policymakers, women's advocates, private sector actors, donors, and academics actively working on WEE and care

She then presented the methodology that was used to create the stakeholder mapping by stating that based on the policy analysis four government ministries (MoWSA, MoLSA, MoA, MoWE) were selected to be interviewed. Then, using Includovate's experience in the WEE field, prominent NGOs were selected for interviews. That was followed by more organisations being discovered through the snowball method. Sabrina noted that the map at the time of the workshop was a work in progress that we hope to add more actors as we identify them. To see the stakeholder map at the time of the workshop see Annex 3.

Following that Sabrina reported on the general findings from the stakeholder mapping, which were that

- a) there is a lot of important work being done in Ethiopia around Women's Economic Empowerment
- b) MoWSA is in the process of revising the women's policy to include unpaid care as a pillar of WEE
- c) Unpaid Care is not as prominent as WEE, but is still being tackled in some projects
- d) Interviews revealed that a majority of stakeholders would like to collaborate more with other stakeholders in this field including the private sector.

It was then presented that the KII's revealed that there are several areas of momentum. These include that

- a) Government ministries are always willing to form partnerships and work on projects
- b) Partnerships between MoWSA and the UN are strong, c) Unpaid care work with a focus on daycares
- d) WEE through entrepreneurship and microfinancing.

Sabrina then apologetically presented Areas of Challenges/Gaps which happened to be a longer list than that of the Area of Momentum. These are

- a) lack of sufficient budget to support WEE and UCW
- b) lack of sufficient collaboration/coordination
- c) lack of policies strategies that clearly guide WEE and UCW in particular
- d) projects are donor-driven, when the donor leaves, the initiative is forgotten.
- e) social norms around gender are still prominent
- f) lack of adequate community involvement
- g) Lack of male engagement during WEE

After the map was physically distributed to participants to be able to closely look at and suggest actors and/or connections that have not been depicted on the map, the floor was made open for discussion.

Discussion

The following organisations were recommended to be contacted and added to the map.

- Various microfinance institutions
- More women's association
- Private universities
- More private organisations
- Daycares and job centres
- More religious institutions
- PFC
- AA Mayor's Office Gender Office

Respondents expressed consensus on the significant challenge posed by donor-driven projects for WEE in Ethiopia. The prevailing sentiment is that this model is unsustainable. Furthermore, concerns were raised regarding the tendency for policy revisions, particularly in addressing contemporary issues like unpaid care, to originate from international sources rather than being locally driven.

It was emphasised that internal research, conducted collaboratively with ministries, plays a crucial role in developing localised solutions. This approach not only ensures that solutions are tailored to local needs but also fosters a sense of ownership within the ministry. At present, the perception is that new interventions are imposed from abroad, resulting in minimal engagement and buy-in from the ministry stakeholders. Shifting towards a more inclusive and domestically driven research and project development approach was recommended to be essential for overcoming these challenges.

An attendee from the UN Women also mentioned that child care services provided by government offices are exclusively accessible to mothers, a policy justified by MoWSA citing resource constraints and a focus on allocating them to women. Nevertheless, this approach reinforces the notion that childcare is primarily the responsibility of mothers, neglecting the shared responsibility of fathers. Furthermore, she recommended that we explore the National Women's Economic Empowerment Forum (NWEFF) which was established in 2022.

Additionally, it was commented that the UN Women is currently undertaking research on unpaid care, specifically comparing the investment in care to the resulting returns. They have requested the publication of this research be made public via the Teyaki Helpdesk platform when finalised.

Meanwhile, a representative from Mercy Corps highlighted their comprehensive efforts in the realm of daycares, experimenting with diverse care models. They have been utilising public school facilities to make child care centres available to the community with an affordable pay. They are also working with private child care models as well as bringing franchise child care models from Kenya. She noted the importance of establishing practical daycare standard guidelines for effective implementation, as the current standards may make it too expensive for those with low incomes to be accommodated for.

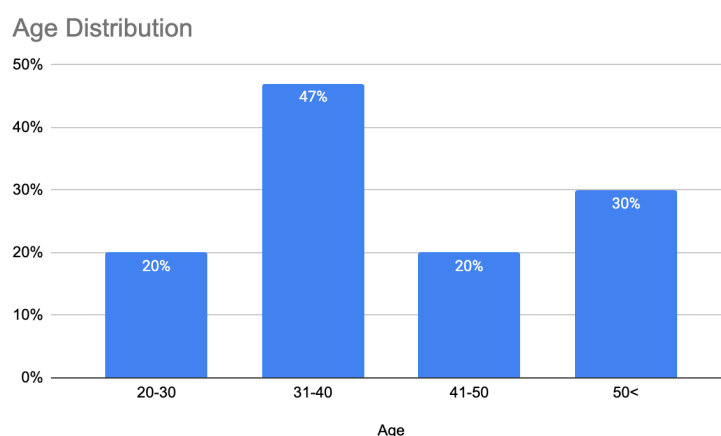
A unanimous understanding prevailed among present stakeholders regarding the necessity of larger projects, and that currently, everyone is independently working which may cause duplication of work. There also was a shared acknowledgment of the imperative to engage with the private sector, framing WEE/UC solutions as strategies that enhance profitability.

The conversation around the stakeholder map was concluded with Annet highlighting the current momentum behind climate change initiatives. She raised the question of integrating WEE/UC issues into the ongoing climate change conversation. She suggested exploring potential connections, particularly in relation to energy-saving technologies such as stoves and water pumps, and making a compelling case for WEE.

Knowledge, Attitudes and Practices Survey

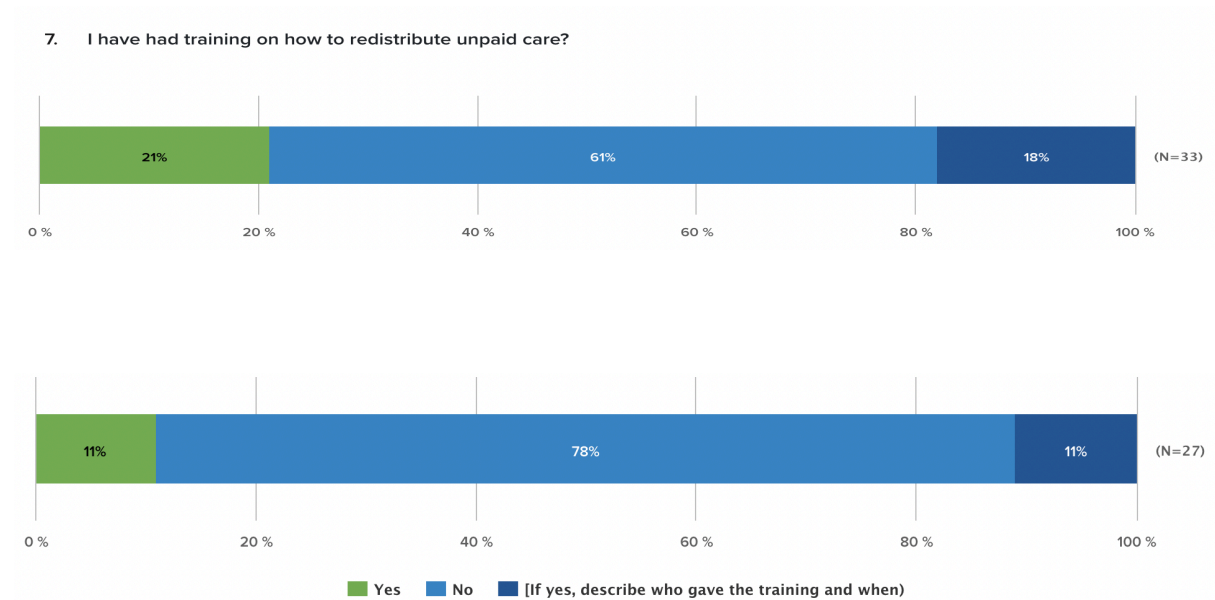
Led by Sabrina, the last session presented the outcomes of a Knowledge, Attitudes, and Practices (KAP) survey distributed across four ministries—MoWSA, MoLS, MoWE, MoA—identified through the Policy Analysis. The intent behind this survey was to gather insights that would serve as the foundation for designing targeted training sessions. WISE is set to conduct these training programs with the aim of addressing specific gaps identified in the survey.

She began the presentation with a concise overview of the demographic characteristics of the respondents. The survey encompassed 60 participants, with representation of 15 respondents from each ministry. The survey reflects a balanced gender distribution, with 45% (n=27) of participants identifying as female. Notably, 10% (n=6) of the participants self-identified as persons with disabilities (3 women and 3 men). As for age, 47% (n=28) of the participants fall within the age bracket of 31-40 years.

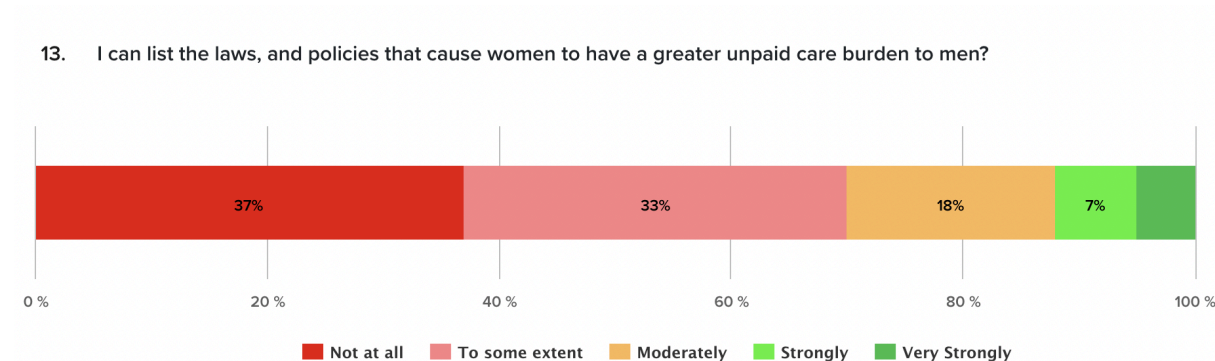


Sabrina then explained that the surveys were initially designed to be online surveys. However, because of a low response rate, the team had to treat the surveys as mini interviews, where researchers physically went into the ministries. The survey took an average of 15 minutes to complete, and was in English.

She then went on to present the key knowledge findings on selected questions. First, from the question of whether or not respondents had received training on UC, it was revealed very few respondents received training on unpaid care. Of those that did, more were men than women.

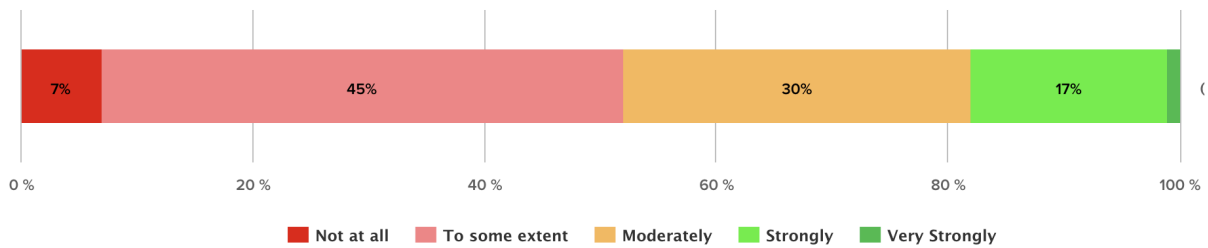


As for whether respondents knew the laws and policies pertaining to unpaid care, about 70% of all respondents were either completely unaware or were only slightly familiar with these laws. There was no significant difference in responses between females and males.



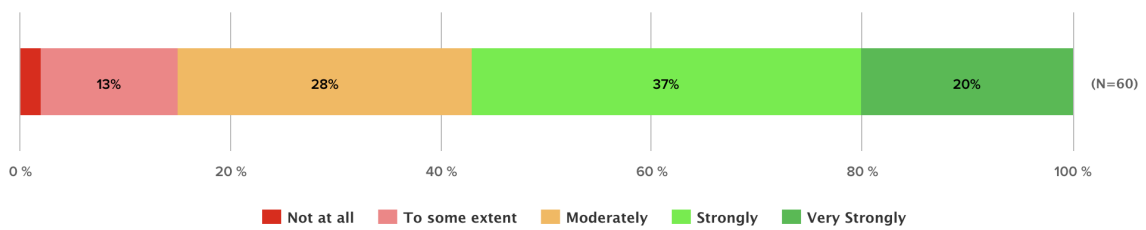
There was a slightly better knowledge of the laws addressing WEE, with 52% of respondents saying that they had no knowledge or only had knowledge of the laws to an extent.

12. I can list the laws, and policies that govern women's economic empowerment?



A majority of respondents felt comfortable searching for gender related facts on the internet. However, 42% of respondents have never done so in relation to unpaid care.

14. I know how to search the internet for gender related facts?



Sabrina then made the point that to the question “how much does a dual income family spend on average on childcare per week” the answers ranged from 500 to 5000 birr per week. She explained that this indicated that there is no common understanding of the “average” costs of raising a young child.

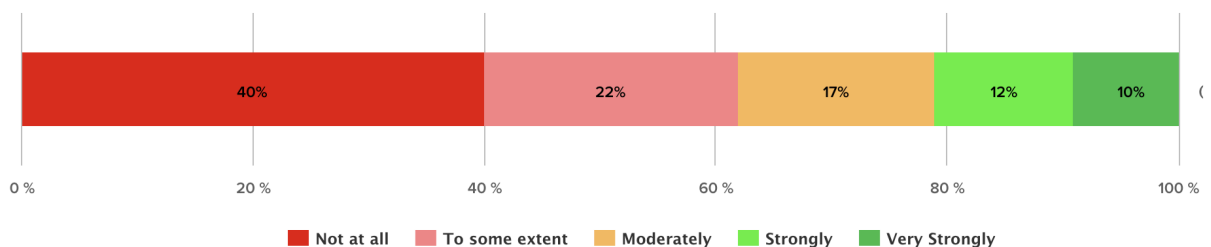
She presented that there was an alarming response of 0% of the respondents being able to identify an academic working on unpaid care and that this illuminated the large gap between academics and policy makers. Further, only 20% of respondents felt that they would be able to write a policy brief.

Following this, Sabrina presented the findings around Practice. She began this subsection by presenting that the use of sex disaggregated data when available has been successfully integrated into a large majority of programming and reports. However, through the conversations that the team has been having upon the visits of the ministries, it was revealed that the main issue is the lack of accessing sex disaggregated data to begin with.

Almost 75% of respondents frequently or sometimes read evidence based reports on WEE. However, 70% of respondents have not had a chance to share gender lessons with other organisations. Whereas, only 45% of respondents regularly attend mechanisms that share gender lessons.

Further, when respondents were asked if they consider UC when designing their policies and programmes, over 60% responded that they have never considered UC or that they only have considered it to an extent. Sabrina, then made the implication that unpaid care is not a priority yet and has not made it into the conversation surrounding WEE.

22. I have considered unpaid care when designing policies or programmes



Following that, she delved into the attitude questions with the diverse range of responses generated by an open-ended question that sought to explore the meaning of feminism. The presented answers encapsulated a spectrum of perspectives, ranging from emphasising the equality of women to expressing concerns about the exclusion of men. Some notable responses included:

"Making sure women's rights are considered in all aspects of society."

"...ideologies aiming to establish the political, economic, personal, and social equality of the sexes."

"Feminism only focuses on women and not gender equality. Should include men."

"Social, economic empowerment of women. But we shouldn't isolate women from men. And don't blame men [for everything bad.]"

"I don't know."

"Nothing."

Next, she shared the findings that a majority of respondents (54%) showed their disagreement regarding the idea of granting men an equal amount of paternity leave as maternity leave. Expanding on this, she clarified that insights drawn from discussions with ministry staff revealed that prevailing social norms could pose a barrier to men assuming the role of primary caretakers for their children.

Sabrina further explained that the team's interactions illuminated a perspective, particularly from female respondents, emphasising that providing men with equal paternity leave might inadvertently intensify the burden of unpaid care on mothers. Likewise, when analysing the response to the question upon the gender of respondents reveals that male respondents (45%) are more in favour of the idea of equal paternity leave than female respondents (35%) are.

Further, when asked if the respondents believed affirmative action is fair, a majority of respondents believe affirmative action is not fair with more male respondents (70%) believing that it is not fair than do the females respondents (58%).

She then concluded her presentation by highlighted key survey results, showcasing a strong consensus among respondents on critical issues:

75% of respondents acknowledged the significance of addressing unpaid care work as a crucial element for achieving gender equality.

70% expressed agreement with the notion that women's disproportionate burden of unpaid care work acts as a hindrance, preventing them from realising their full economic potential.

A unanimous stance was observed as 100% of respondents strongly agreed that women must be consulted at the same level as men during the process of policy development.

A substantial 92% of respondents recognised the importance of conducting gender analyses in ensuring the effectiveness of policy and program development.

The majority, comprising 90% of respondents, affirmed the essential role of completing gender budget analyses as a key element in advancing gender equality.

Discussion

Following this, the floor was made open for attendees with discussion questions that asked

- a) Did any of the results stick out to you?
- b) What gaps do you see in the knowledge, attitudes and practices of the respondents?

- c) What kinds of training/activities do you think will help fill these gaps?

A representative from MoA made the point that there is a huge knowledge and attitude gap especially in the area of UC. He continued to say that this applies across all boards of our society and not just within the ministries. He suggested that studies should be done to show the effect of UCW on the GDP. He then added that there should be more work towards changing the social norms around childcare before increasing the paternity leave duration. As for the question on Feminism, he commented that it seems the answers that were received are not as negative as he perceives them to be.

A representative from Plan International asked if the team had taken any specific measures to include people with disabilities as 10% might not be representative. She then continued to make her point towards inclusion given the survey was conducted in English and respondents might not have understood the questions correctly, and therefore might not have answered to the fullest of their potential. Sabrina responded that there were not any specific measures to include people with disability and that it has been noted for the following phases of the project. Further, she noted that it had been identified with the team as well that the survey being in English might have impeded respondents' knowledge, attitude and practices from being more accurately represented in the results. However, it was too late in the process that this realisation was made, at which point it would not have made sense to translate the tool. Additionally, because a majority of the survey responses were gathered in an interview-like structure, the questions were verbally translated to amharic during the discussion. Thus we do not anticipate any miscommunications in the survey as a result of a language barrier.

The attendee from Plan International continued by questioning how it is that the advocacy work will be done. She recommended that the team devises a way to go well into the community, and also considers language, specifically how jargon will be translated, to ensure the thorough understanding by the society. Hanna, given that APH is to take on the responsibility of advocacy, explained that the social media advocacy plan is currently being developed, and that the recommendation regarding language is well noted.

A representative from Solidaridad commented that 60 could be too small of a sample size to be representative, and questioned the survey's online format, prompting reflection on its appropriateness for gathering information effectively. She also continued to point out that Solidaridad incorporates topics surrounding unpaid care into most of their training even though it might not have been a stand alone topic. Thus she recommended that the

question be worded differently to include training that mentioned UCW in any capacity. She concluded her response with the struggle that females face even after going back to work after the four months of maternity leave to be fully productive and that flexible working hours should be considered to address this issue. Sabrina then responded that it is understood that 60 might not be representative, but given the limited time/scope of the project, we believed that 60 would be an enough number to allow us to tailor the trainings according to the gaps identified, and we could refine the training based on the feedback from trainees iteratively. As for the critics around it being an online survey, Sabrina explained that it was our understanding that these ministry offices have access to the internet within their offices, however, given the low response rate, the surveys were treated as in-person mini-interviews instead.

A representative from NEWA then questioned the validity and reliability of the tool, and commented that it could have gone through an expert's evaluation - perhaps by UN Women. He then continued that as a male feminist himself, he is afraid that the ideology that "feminism is necessary because the patriarchy is keeping women down" is being rejected by the Ethiopian community. Therefore, he suggested that more work needs to be done in understanding how feminism can be contextualised to the Ethiopian landscape. He further added that a lot of the work around UC is now shifting from the three R's - recognition, redistribution and revaluation, towards 5 R's with the addition of reward and representation. Therefore, he commented that this project, too, should make those considerations when advocating for the inclusion of UCW. UN Women agreed stating that they are shifting towards the 5 R's approach as well. Sabrina, having noted all the comments raised, gave the floor back to any further comments.

Annet then asked how it is that UC is being operationalised in the project. To which Sabrina replied that the project aims to do so in the following phase as we move onto advocacy. However, the project has struggled with operationalizing UCW consistently as translations to Amharic have been challenging and we often rely on explaining UCW as the term does not evoke a common understanding in the community. Annet then left the question of how it is that UC is termed in Amharic to the plenary. There was a consensus on their not being an agreed upon term in Amharic that translates to UCW and that that would need further researching.

A representative from Mercy Corps then added that it would have been better to have the findings' analysis based on ministries as well. She further added that the questions seem too broad, and that even though the discussions held with ministry officials revealed more depth, it could have been better to break the questions to more specific points and depth.

Further, a representative from MoA commented on the challenges of contextualising UCW to each ministry. He suggested that a tailor made document of how UCW should be considered for each ministries' specific issue of concern should be developed as there is very little knowledge on UCW.

A representative from the UN Women added that it would be crucial to look into the global practice and understand what the ways of systematising are to ensure sustainability. She continued that it should be deliberated what the most effective way of conducting these training sessions would be. If it would be better to train different ministries alone, or perhaps all the ministries' equal levels staff together. A representative from MoWE responded that he believes it would have the training across ministries with equal levels of staff together. He continued to add that it would be good to show the economic gain to convince decision makers on the higher level on the importance of UCW. Whereas, for lower level staff, it is important to train them on ways to incorporate these ideas in their daily work and personal lives.

The representative from MoWE added that the question on paternity level was out of context given that even the 10 days' leave that is currently being given is not yet well understood nor fully utilised, let alone to have it be equal to maternity leave. Therefore, it should have been first asked if people even believe in the importance of paternity leave at all, or if they think it is enough and so on. He concluded his comment by saying that the feminism question felt disconnected to the rest of the questions as well, and that he did not understand why it was asked.

A representative from MoLS then followed by mentioning that the findings had not deviated much from his expectations. However, he suggested that a more comprehensive research is done on a national level to include those working in other cities than Addis Ababa as well.

The event was then concluded with a closing remark from Sabrina that all the comments and suggestions made were well noted and that they would be considered for the following steps of the project. She thanked the attendees for their participation and adjourned the workshop.

Annex 1: The policies analysed by APH

1. The Federal Democratic Republic of Ethiopia Foreign Affairs and National Security Policy and Strategy (2002)
2. State of Emergency Proclamation for the Maintenance of Public Peace and Security Implementation Council of Ministers Regulation No. 391/2016 (2016)
3. Electronic Transaction Proclamation No. 1205/2020 (2020)
4. Commercial Registration and Licensing Proclamation No.980/2016 (2016)
5. Council of Ministers Federal Income Tax Regulation 979/2016 (2016)
6. Federal Judicial Administration Proclamation No.1233/2021 (2021)
7. The revised Federal Ethics and Anti-corruption Commission Proclamation No.1236/2021 (2021)
8. Industrial Parks Proclamation No.886/2015 (2015)
9. Sustainable, Green and Accessible Urban Development Policy (2005)
10. Ethiopian Water Sector Policy and Strategy (2021)
11. National Energy Policy of the Transitional Government of Ethiopia (1994)
12. Tourism Development Policy (2009)
13. Health Policy of the Transitional Government of Ethiopia (1993)
14. Education and Training Policy (2023)
15. National Child Policy (2017)
16. National Employment Policy and Strategy of Ethiopia (2009)
17. National Policy on Ethiopian Women (1993)
18. Labor Proclamation (2019) and Civil Servants Proclamation (2017)
19. National Culture Policy (1997)
20. National Transport Policy (2020)
21. Ethiopian Agricultural Sector Policy and Investment Framework (2010)

Annex 2: The seven policies that have been found to make a commitment to address WEE and UC.

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|----|--|--------------|---|
| 1. | Federal Administration Proclamation No. 1233/2021 | Judicial No. | Recognises the importance of women's participation in the formal sector, especially in courts. However, it does not actively challenge underlying gender norms that lead to inequalities in participation rates of women. |
| 2. | Ethiopian Water Sector Policy and Strategy | Water | Actively considers and addresses the specific needs and vulnerabilities of women in the context of water resource management. Goes beyond recognition by proposing measures to reduce women's vulnerability |
| 3. | Tourism Development Policy | | Challenges traditional gender roles by organising women into micro and small-scale handicrafts fields to benefit from tourism. Actively promotes women's economic participation. |
| 4. | National Policy | Culture | Actively encourages women's participation in cultural events. While it promotes participation, it may not directly challenge traditional gender norms and roles |
| 5. | Federal Civil Servants Proclamation No. 1064/2017 | No. | It obligates government institutions to take affirmative actions that enable female civil servants to improve their competence and to assume decision-making positions. |
| 6. | Ethiopian Agricultural Policy and Investment Framework | Sector and | Recognises gender disparities as a significant setback to women's empowerment in the agricultural sector. However, it may not provide specific strategies to actively address these disparities |
| 7. | FDRE Proclamation No. 1156/2019 | Labour No. | Focuses on closing the gap between men and women in their ability to access employment and jobs. Actively addresses the gender gap in employment opportunities. |
| 8. | National Employment and Strategy of Ethiopia | Policy of | Recognises the need to close the gap between men and women in their ability to access employment. Actively addresses the gender gap in employment. |

