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CERTIFICATE OF APPROVAL

I here certify that the proposal for the Dissertation entitled **THE ROLE OF WOMEN'S EMPOWERMENT ON GROWTH AND TRANSFORMATON PLAN IN ETHIOPIA**

(Name of the candidate) **TEKLAY MEKONNEN GEBREMEDHIN** has been prepared after due consultation with me. The proposal has my approval and has to my knowledge, the potential of developing into a comprehensive Dissertation project; I also agree to supervise the above mentioned Dissertation till its completion.

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CHAPTER ONE

Introduction

This chapter addresses the introductory part of the research. It basically includes background the study, objective of the study, statement of the problem, and significance of the study,

1.1 Background of the study

Women empowerment is a global issue and uplifting women to mainstream is not only a right issue but also a humanitarian issue. In the report of United Nations Population Information Network, Women empowerment is defined as having five components: “women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally” (UNFPA, 1996). Women’s empowerment is the process by which women gain greater control over the circumstances of their lives (Sen and Batliwala, 2000). It is a multidimensional concept, which purposes to measure a woman’s ability to control resources, her ability to choose and control different outcomes, and above all enhance her self-esteem.

The World Bank’s Empowerment and Poverty Reduction: A Sourcebook defines Empowerment in its broadest sense as the “expansion of freedom of choice and action” (Narayan, 2002). United Nations (2001) defines empowerment as the processes by which women take control and ownership of their lives through expansion of their choices. Kabeer’s (1998, 1999) view of empowerment refers to the Processes by which those who have been denied the ability to make choices acquire such ability.

The fundamentals of empowerment have been defined as agency (the ability to define one’s goals and act upon them), awareness of gendered power structures, self-esteem and self-confidence (Kabeer 2001). Women’s empowerment is extensively acknowledged as a vital aim in development, the concepts related with it differ and standards and yardsticks for logically measuring changes in empowerment are not uniformly accepted. In particular, it is the ability to make and carry out significant decisions affecting one’s own life and the lives of others.

According to Kabeer (1999), empowerment cannot be reduced to a single aspect of process or outcome. How women exercise choice and the actual outcomes will depend on the individual. Choices will vary across class, time and space. In other words, there are measurement problems in capturing social change because of the unpredictability of human nature. Moreover, impacts on empowerment perceived by outsiders might not necessarily be those most valued by women themselves. As Einstein says, “Not everything that can be counted counts and not everything that counts can be counted”.

Mayoux’s (2000) definition of empowerment relates more directly with power, as “a Multidimensional and interlinked process of change in power relations”. It consists of:(1) ‘Power within’, enabling women to articulate their own aspirations and strategies for change; (2)‘Power to’, enabling women to develop the necessary skills and access the necessary resources to achieve their aspirations; (3) ‘Power with’, enabling women to examine and articulate their collective interests, to organize, to achieve them and to link with other women and men’s organizations for change; and (4)‘Power over’, changing the underlying inequalities in power and resources that constrain women’s aspirations and their ability to achieve them. This power relations operate in different spheres of life (e.g., economic, social, political) and at different levels (e.g., individual, household, community, market, institutional).Ethiopia is one of the largest populated countries in Africa.

The total number of persons enumerated in the third Population and Housing Census in Ethiopia aggregating the May and November data sets was 73,918,505. Of these, 37,296,657 (50.5%) were males and 36,621,848 (49.5%) were females .As a statistical data shows the number of female population is one half of a total population in Ethiopia. Although Ethiopian women comprise the majority of the uneducated & unemployed segment of the population that is hardest hit by poverty.

Ethiopia women are actively involved in all aspects of their society`s life. The fact that women are both producers and procreators, as well as active participants in the social, political and cultural activities of their communities has enabled them to play an all round role. Because of the policies & strategies are not implemented effectively & prolonged challenge against implementation process have barred women from enjoying the fruits of their output & playing the crucial role on transformation of society. Also deprived of equal opportunities, they are made to lag behind men in all fields of self advancement. (EWP).

Ethiopia is one of the countries known for gender inequality. The statistical figures of DHS 2005 clearly show this difference. For instance, regarding literacy, sharp disparity is indicated among women and men even though it is low for both sexes. The proportion of illiterate women (who cannot read a whole sentence) was as high as 76.8 % where as for men it was 53.3 %. By contrast men are more than twice as likely to be literate compared to women, 45.1 % and 21.5 % for men and women, respectively. The difference is found to be statistically significant.

The Federal democratic republic of Ethiopia (FDRE) has declared its commitment to gender equality with the announcement of the national policy on women in 19 93; the incorporation of gender issues in Different national policies including education and training, health, HIV/AIDS ,population and formulated in the same year as well as adequately addressing women's concerns in the federal constitution of 1995.(National Action plan for gender equality (NAP-GE),2006-2010).Even if the Ethiopian government is exerting an effort to realize the equality of women and men, there is big “gender gap” and less women empowerment awareness or attention from government & every stakeholder. Women are fewer beneficiaries when we see from the different measurement of socio politics structures. of that needs empowerment of women.(MOWA,2006)

- Limited land access
- Less ownership
- Position of decision making
- Limited sociopolitical participation
- Limited access of education.
- Violation of human right.
- More unemployment victim

1.2 Statement of the problem

Ethiopia is predominantly an agricultural country that 85 percent of its population depends on agriculture for their livelihood. Its agriculture is also characterized by low productivity, which can be attributed to shortage of skilled human, lack of good governance and lack of capital that compounded by inaccessibility of the poor to the existing formal financial institutions due to some factors such as high collateral equipments and high transaction cost for small loans. Since poor people were regarded as credit worthless, access to credit is very limited. As a result about half of 85% of the population is living below the poverty line. These people lack the financial capacity to meet the minimum standard of living.

They also suffer from different kind of deprivations such as isolation and powerlessness. Most of these victims are women, Children, elders, disabled, small-scale farmers, unskilled workers (Gebrehiwot, 2002).

Women constitute proportionally a large group of the labor force in various economic sectors. Therefore economic development is unthinkable without the participation of women. However, Ethiopian women have not been able to equally benefit from the nation's wealth, because their labor and their participation in the economy have not been duly valued. (EWP). Women Involvement & Participations are less for contributing socio economic development of Ethiopia. (MOWA, 2006)

1.3 Objective of the study

1.3.1 General Objectives

Assesses the impact and main role of women empowerment plays for rapid multi dimensional development on transformation Plan in Ethiopia.

1.3.1 Specific objectives

- ❖ To explore impacts of women empowerment strategy towards transformation plan of Ethiopia
- ❖ To identify problems of gender gaps which pass to generation to generation through them for better redesigning of policy and strategy?
- ❖ To raise consciousness of Women's empowerment to enact collectively and increase the educational, social and economic, political development.
- ❖ To promote reconsideration of women policy.
- ❖ .To examine the extent of the gender gap in terms of some socio-economic and within society.

1.4 Research Questions:

According to the stated objectives of the study, the following research questions are designed for investigation.

1. How Women empowerment can be determinant for the Transformation of a nation?
2. What are the major challenges for women contribution in Growth and Development plan?
3. What awareness must set in related women empowerment?
4. Who is stakeholder for responsible women empowerment strategy?

1.5 Significance of the study

Women inequality is entrenched in social, economic, cultural and political structure and thus closely intertwined with every development challenge ranging from the elimination of poverty to the promotion of Peace and democracy. The product of this research examines the major role of women's empowering that contribute for the faster development of socioeconomic, political and cultural factors in relation to transformation of Ethiopia .

The study has the following significances.

The outcome of this study can affect the contribution for the understanding of women empowerment and by empowering them to be major factors on socioeconomic Transformation of Ethiopia.

- I. To Increase Women's participation and empowerment in transformational plan in Ethiopia.
- II. It increases women's empowerment awareness for every stakeholders..
- III. Since more is not written in this area, it will also be add to the existing of literature.
- IV. It can be as input on vital point of women empowerment the policy responses to enhance active women participation to be assessed.

CHAPTER TWO

Review of Related Literature

2.1 Understanding of Empowerment: The concept of empowerment was the outcome of several important critiques and debates generated by women's movement throughout the world, and particularly in the Third World (Wickramasinghe, 2000). The term empowerment is used to refer to self-reliance and self-respect in order tenable each person reach his/her God given potential (Cheston and Kuhn, 2002). According to Rowlands (1995), the definition of empowerment is bringing people on the outside of a decision process into it. It is also considered as the ability to obtain an income that enables participation in economic decision-making. Individual's become empowered when they obtain the right to control over material and non-material resources to determine choices in their life.

Empowerment is a process of change by which individuals or groups gain power and ability to take control over their lives. It involves increased well-being, access to resources, increased self-confidence, self-esteem and respect, increased participation in decision making and bargaining power and increased control over benefits, resources and own life (Kabeer, 2002). Empowerment process generally involves change at three broad levels: within the household, within the community, and at a broader institutional or policy level (Zafar, 2002). "Empowerment is not a commodity to be acquired, but a transforming process constructed through action" Carr 2002:11). Empowerment as a state: the opportunity set is determined by the combination of structures (formal or informal market, state and social institutions) and endowments (human, financial, social and psychological assets) Empowerment as a process: the agent acts upon his/her opportunity set to affect outcomes through participation in economic, political and social activity. In turn agents, individually and collectively affect the structure of opportunities.

2.2 Concept of Women Empowerment

Women's empowerment is the process by which women gain greater control over the circumstances of their lives (Sen and Batliwala, 2000). It is a multidimensional concept, which purports to measure a woman's ability to control resources, her ability to choose and control different outcomes, and above all enhance her self-esteem. It can be examined based on different indicators. Until recently, variables such as education and employment were commonly used to capture empowerment and other related concepts such as women's autonomy and status.

While those proxy measures are important and are ideally associated with empowerment, they may not capture all aspects of the multidimensional concept of empowerment (Joshi, 1999). The Beijing Declaration, as pointed out in Dooren (2007),

“Women’s empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace”.

The Microcredit Summit Campaign launched for achieving development goals Women empowerment is a global issue and uplifting women to mainstream is not only a right Issue but also a humanitarian issue. In the report of United Nations Population Information Network, Women empowerment is defined as having five components: “women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both Within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally” (UNFPA, 1996 Pg. 4)

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Women’s empowerment is extensively acknowledged as a vital aim in development, the concepts related with it differ and standards and yardsticks for logically measuring changes in empowerment are not uniformly accepted. In particular, it is the ability to make and carry out significant decisions affecting one’s own life and the lives of others. According to Kabeer (1999), empowerment cannot be reduced to a single aspect of process or outcome. How women exercise choice and the actual outcomes will depend on the individual. Choices will vary across class, time and space. In other words, there are measurement problems in capturing social change because of the unpredictability of human nature. Moreover, impacts on empowerment perceived by outsiders might not necessarily be those most valued by women themselves.

Einstein says, “Not everything that can be counted counts and not everything that counts can be counted”. Considering the significant qualitative aspects of empowerment this seemed to ring true while selecting a methodology for studying women’s empowerment as a result of their participation in Self Help Groups. Broadly speaking, women can be empowered in several dimensions. Thus, several efforts have been made to draw comprehensive frameworks along which women can be empowered. Accordingly, Jejeebhoy (1995) gave emphasis on knowledge , decision-making, physical, emotional, economic and social autonomy; Kishor (2000a) uses financial autonomy; participation in the modern sector, lifetime exposure to employment, sharing of roles and decision-making, equality in marriage etc and A. Sen (1999) framework gives emphasis on absence of gender inequality, access to basic facilities such as schooling; access to professional training and higher education; employment and property ownership (see also Malhotra et al. 2002).

Mayoux’s (2000) definition of empowerment relates more directly with power, as “multidimensional and interlinked process of change in power relations”. It consists of:(1) ‘Power within’, enabling women to articulate their own aspirations and strategies for change; (2)‘Power to’, enabling women to develop the necessary skills and access the necessary resources to achieve their aspirations; (3) ‘Power with’, enabling women to examine and articulate their collective interests, to organize, to achieve them and to link with other women and men’s organizations for change; and (4)‘Power over’, changing the underlying inequalities in power and resources that constrain women’s aspirations and their ability to achieve them. This power relations operate in different spheres of life (e.g., economic, social, political) and at different levels (e.g., individual, household, community, market, institutional).

The issue of gender equality has become an area of concern in development planning during the last few decades. The marginalization, from development programs, of women for a long period of time is challenged with changing policy perspectives from Women in Development (WID), which aims to include women in development projects in order to make the latter more effective, to Gender and Development (GAD), which aims to address inequalities in women’s and men’s social roles in relation to development (March et al., 1999).Gender mainstreaming, the integration of gender issues into every aspect of development programs, is aimed at empowering women to enable them participate in and benefit from the programs equally as men, being supported by international and national policies.(In-depth Analysis of the Ethiopian Demographic and Health Survey 2005)

2.2.1 Understanding what Women's Empowerment is

- a. Women's empowerment is typically discussed in relation to political, social and economic empowerment.
- b. Empowerment as a state: the opportunity set is determined by the combination of structures (formal or informal market, state and social institutions) and endowments (human, financial, social and psychological assets)
- c. Empowerment as a process: the agent acts upon his/her opportunity set to affect outcomes through participation in economic, political and social activity. In the case of women's empowerment these power structures often refer to patriarchal systems of control that subordinate women. Most researchers also agree that empowerment is a process and therefore involves changes in existing power structures and a move from a state of disempowerment to empowerment. Finally, researchers agree that empowerment is multidimensional, occurring at different levels, and in different ways depending on individuals and communities and the environments in which they live.(Brooke Shannan WestAugust 2006).women's economic empowerment helps to insure gender equality and the well being of nations. When women become economically empowered and get their own source of income definitely they insure the basic needs of the family” (Raesser, Blumberg 2006).

2.3 Gender and Women empowerment in Ethiopia

The problems of gender inequalities discussed above are very much prevalent in and relevant to Ethiopia. Ethiopia is a patriarchal society that keeps women in a subordinate position (Haregewoin and Emebet, 2003).There is a belief that women are docile, submissive, patient, and tolerant of monotonous work and violence, for which culture is used as a justification (Hirut, 2004). The socialization process, which determines gender roles, is partly responsible for the subjugation of women in the country. Ethiopian society is socialized in such a way that girls are held inferior to boys. In the process of upbringing, boys are expected to learn and become self-reliant, major bread winners, and responsible in different activities, while girls are brought up to conform, be obedient and dependent, and specialize in indoor activities like cooking, washing clothes, fetching water, caring for children, etc. (Haregewoin and Emebet, 2003; Hirut, 2004).The differences in the ways in which individuals are treated through the socialization process, due mainly to their sex status, leads to the development of real psychological and personality differences between males and females .

For instance, a female informant in Arsi stated that a man is a big person who has higher social position and knowledge, who can govern others and think in wider perspectives; while a woman is a person who can serve a man, who is like the husband's object transferred through marriage, and to whom he can do anything he wishes to do (Hirut, 2004).

These socially induced differences between males and females result in discriminatory rewards, statuses, opportunities and roles as shall be discussed below. Low educational level is one of the causes and consequences of females' low socio-economic status. In spite of the fact that significant progress has been realized in girls' education during the last decade, gender gap is still Gender Inequality and Women's Empowerment 17 observed. According to various statistical abstracts of the Ministry of Education, the share of female students has increased from 21% to 25% between the years 1998/99 and 2002/03. Nevertheless, the sex disaggregated Gross Enrolment Ratio (GER), the ratio of total enrolment at primary or secondary education to the corresponding school age population, shows disparity between the two sexes. Though female GER in primary education has increased from 41% in 1999/2000 to 54% in 2002/03, the respective figures for males are 61% and 75%. The gender gap is clearly observed when the Gender Parity Index (GPI), the ratio of female to male enrolment, is considered. Between the years 1999 and 2003, GPI was found to be 0.7, indicating that there were only 7 girls enrolled at primary schools for every 10 boys (Federal Civil Service Commission, 2005). This gender gap increases with increasing level of education.

Women are underrepresented in the formal sector of employment. The survey conducted by the Central Statistical Authority (CSA, 2004) showed that women account for less than half (43%) of the total employees in the country. Considering the percentage of female employees from the total number of employees' by employment type, the highest was in domestic activities (78%) and followed by unpaid activities (59.3%). In other types of formal employment (e.g. government, NGOs, private organizations), the percentage of female workers is less than 35. On the other hand, the survey showed overrepresentation of female workers in the informal sector. About 58% of working women work in the informal sector whereas the percentage of working men in the informal sector was 37.7 % (ibid).

The breakdown of the federal government employees by occupational groups also indicated gender disparity. From federal government employees found in the clerical and fiscal type of jobs 71.3 % were female, while the percentage of females was slightly more than half (51%) in custodial and manual type of jobs. Women make up 25% and 18% of the administrative and professional and scientific job categories, respectively, indicating that upper and middle level positions are overwhelmingly dominated by men (Federal Civil Service Commission, 2005).

This concentration of women in the informal sector and low level positions has implication on their earnings. In this regard, the survey showed four out of ten women civil servants earn Birr 300 a month compared to two out of ten for men (Federal Civil Service Commission, 2005). Ethiopian women's access to mass media is one of the lowest.

In their DHS comparative report, Mukuria et al.(2005) show that, among 25 Sub-Saharan African countries, Ethiopia was the last with respect to percentage of women who have access to newspaper. In the same report it was indicated that in 2000, among women aged 15-49 in Ethiopia, only 1.7% read newspaper at least once a week, compared with 15% in Uganda, 36% in Gabon and 37% in Namibia. Regarding women's access to television, among the 25 countries, Ethiopia was the second from the last with only 4.4% of women aged 15-49 watching television at least once a week, surpassing In-depth Analysis of the Ethiopian Demographic and Health Survey 2005 only Malawi (3.8%). Women's access to radio was relatively better than access to newspaper and television, with 11% of the women listening to radio at least once a week. It is, however, the lowest compared to other sub-Saharan African countries; 72% for Gabon, 53% for Uganda, 52% for Malawi and 39% for Rwanda. Though women in the country have constitutional rights of participation in decision making, their involvement is limited at all levels. For instance, according to the 2004 report of the National Electoral Board of Ethiopia, among 547 seats of the Federal Parliament, only 7.7% of them were occupied by women. At regional and district levels, women constitute only 13% and 14% of council members and elected officials, respectively (Federal Civil Service Commission, 2005). It is also the case that women have little or no power of making decisions on matters related to their own households. Their decision making power is limited regarding land use in rural areas (Haregewoin and Emebet, 2003) and even on sexual interactions (Adanech and Azeb, 1991). Haregewoin and Emebet noted that less than 25% of women are able to decide by themselves on contraceptive use. Mostly women in the country have the power to make decisions on issues related to the daily life of their family, but decisions about large household purchases, degree of participation of a woman in social activities, and reproductive health issues are dominated by men.

Women's health problems, which were formerly conceived as biological and reproductive issues, are nowadays-conceptualized to encompass gender issues. This is because reproductive health issues do not give the full picture of the problem as women's health is also embedded in the social and cultural settings. Accordingly, Yegomawork et al. (2005) classified the health problems into two. The first is maternal health problems which are directly related to child bearing complications such as prolonged labour, retained placenta, maternal malnutrition, etc.

In this regard, Ethiopia is one of the developing countries with high maternal mortality ratio (871 deaths per 100,000 live births in 2000) (Mukuria et al., 2005). Although the MMR has reportedly decreased since then to 673 deaths per 100,000 live births for the period 2000 to 2005, according to the recent DHS 2005 result, it is still on the higher side. Similarly, among women aged 15 – 49 and with children under three years, 25% have Body Mass Index of below 18.5, a cut-off point used to identify chronic energy deficiency (Mukuria et al., 2005). The authors also stated, according to the categorization of World Health Organization, this percentage shows a serious nutritional situation in the country.

The other health problem related to the low socio-economic and cultural status of women, are among others, Female Genital Mutilation (FGM), rape, abduction, etc. In Ethiopia, 80% of women (and in some parts of the country up to 100%) are mutilated, as a means of women's loyalty to culture and faith (Haregewoin and Emebet, 2003). It is also estimated that, in each of the 28 woredas in Addis Ababa, three women are raped each day making it a total of 30,660 rape cases every year (Haregewoin and Emebet, 2003). Data compiled Gender Inequality and Women's Empowerment 19 by the Ethiopian Women Lawyers Association from woreda police stations in Addis Ababa showed a 39% and 54% increment of abduction and assault and bodily injury to women and young girls between 1999 and 2001 (Federal Civil Service Commission, 2005). To summarize, the above documented facts regarding the status of women in Ethiopia in terms of social, economic and cultural profiles in the society revealed the appalling situation women are in, and called for more serious and joint efforts by all concerned to bring about the much expected improvement and change towards gender equality.

Since the establishment of federalism in 1995 and the formulation of the new constitution in Ethiopia, women rights have become a hot agendum that has got greater attention and focus from government and non-government organizations. Among a number of fundamental rights conferred upon women, the Constitution of Ethiopia (1995) ensures this right as Ethiopia is also a signatory to various international laws of human rights. Therefore, both under national as well as international human rights law, the state is obliged to uphold and ensure whether all women are getting equal access and right to involve in development of their country. The constitution in its article 89 (7) ensured women's right states "government shall ensure the participation of women in equality with men in all economic and social development endeavors." In addition, these commitment and will of the government is explained by its policy documents and in the policy documents promoting gender equality is seen as a priority in order to enhance women's involvement and reduce poverty.

Particularly, since then, inclusion of women has become a vital criterion in the assignment of higher positions like ministers and ambassadors by the government. In addition, beginning from primary to higher education institution, affirmative action was introduced to help women participate in various sectors. In this regard, the incumbent government has shown strong political change and will that has been exhibited empowering women to involve fully in all development areas. Having the role of imperiling and supporting women's struggle in the process of empowerment. By implication, the empowerment of women at higher levels will only be realized whenever there is integrated effort of the poor women and development agencies including the government and other development practitioners.

2, 4 the working Condition of Ethiopian Women

In Ethiopia gender bias is manifested in the following scenarios:

2, 4,1 Working Conditions In the Rural Areas

About 88 percent of Ethiopians live in the rural areas. Because of the rudimentariness of the methods of production used in the rural areas, nearly 85 percent of women's labor is wasted on such arduous activities as farming and animals husbandry activities in which traditional technique of production is applied. Even though, the division of labor differs from place to place, depending on the climatic conditions, women participate in all types of agricultural work, including weeding, raking harvesting and preparing trashing field and grain bins. For instance, women in nomadic societies are entrusted with the responsibility of erecting mobile huts, dismantling them and carrying the parts to the next place of stay, in addition to cattle raising and herding. With respect to house work, rural women have to grind grain, fetch water, gather firewood, prepare cow dung for use, either as a substitute for or as a supplementary to firewood, prepare food and raise children. And they sweat out for about 13 to 17 hours a day. Although rural women's share of the division of labor is by far more tiresome and more time-consuming than that of men, it is derogatorily referred to as "women's work" and is not valued. Rural women have also been barred from access to productive assets, such as ownership and control of property, since their contribution continued to be undervalued. (EWP).

2, 4, 1 Working Conditions in the Urban Areas

Majority of the low-wage-earners in the urban areas are women. In the factories, for instance, women make up 30 percent of the labor force, whereas their share of total salaries paid is only 21 percent. Although a very small number of women hold high-position jobs that require college training and technological know-how, most Ethiopia women are engaged in all types of odd jobs.

These include low-income jobs, such as selling injera (the pancake like traditional food) and tella (the traditionally brewed beer), working as house maids as well as prostitution and brothel or bar management. (EWP) Working as house maid is, of course, the first occupation youngest women who move to cities from rural areas in search of a better life embark on. Prostitution, for example, is an occupation frowned upon by all societies, degrading to women, a manifestation of backwardness and a breeding ground for many kinds of diseases and social evils. Yet a staggeringly large numbers of Ethiopia women derive their livelihood from it, because they have no alternative employment opportunity. To sum up, urban women are engaged in such low paying jobs in the informal sector as well as in the formal sector, such as in factories, offices, hospitals etc.

2.5 The Growth and Transformation Plan

The Growth and Transformation Plan (GTP) analyses women's empowerment through their increased ability to improve their income and economic status, and their active participation in the development process. Thus, in relation to natural resource management and rural livelihoods, it states that: "those households that have very small plots, and landless youth and women, will be encouraged to engage in non-farm income generating activities. In addition they will be provided with adequate support to ensure their food security by providing packages of skill and business management training, credit and access to market." (page 53) Three of the five gender targets in the GTP specifically address women's economic empowerment and target 5, increasing women's participation in decision making, is crucial to enhancing women's empowerment across all activities (page 111).

The targets are:

1. Increase the number of women entrepreneurs that graduate from operating micro enterprises to small and medium businesses.
2. Increase the number of women who receive training in management and entrepreneurship.
3. Increase the number of women beneficiaries of credit and saving services.
4. Reduce the rate of abduction, child marriage and female genital mutilation.
5. Increase the participation of women in decision-making processes.

The three approaches proposed in the GTP for implementing its strategy for women affairs all involve the active role and participation of civil society organizations. They also outline how government can support this participation further:

“The first concerns strengthening women’s associations and organizations. Second, a more conducive environment will be created for women to more actively participate in and benefit from development and governance programmes through their associations and organizations.

Finally, for the participation of and benefits to women to be effective and sustainable, effective coordination of women’s associations and organizations and all other actors is critical.” (Page 111) 17 (DAG,2012)

CHAPTER THREE

Methods and Methodology

This chapter describes and justifies the qualitative research methodology used to provide answers to the research questions. The chapter began by recapping the research problem being investigated. It highlighted why qualitative research methods were appropriate to collect data from the respondents and why purposive sampling was the right way to go in terms of selecting interviews.. It further described how data was collected mainly from female farmers. Finally, it described the data analysis procedures employed in the research. It must be noted that empowerment is a messy concept and not easily measured so there are inherent weaknesses in any study trying to harness an empirical measure of empowerment. An important issue in measuring empowerment is causality. In empowerment studies, it is difficult to distinguish whether empowerment is a goal in itself or it is a means of achieving other goals. Such distinction is necessary though. in the case of empowerment of women in my study being viewed as a means to socio -economic outcomes.

3.1 Methods of Data collection

The study will be based on secondary data and adequately utilized the literature that was already available. Relevant sources from, Social empowerment index, articles, academic literature, reports, policy documents, journals conventions and laws, interviews were reviewed by critically assessing the diverse issues that are in line with women's participation.

3.2 Research Methods

Qualitative research has ways to collect data that are consistent to its characteristics Objectives. For this research it chosen to use document analysis, interviews by stake holders.

3, 3 Documents Analysis

This method refers to the critical examination of a variety of documents (Bryman, 2002: 381). It is especially useful to establish comparisons and to study in depth variety of material such as: registers, interviews, declarations, policies, strategies, etc.” (Silvente, Villarreal and Valdivieso 2006: 67). This method “is used especially in sociology, psychology, political sciences and literature and includes normally the assessment of the frequency of certain categories defined beforehand like ideas, expressions, word, or expressive elements of diverse nature. These categories express the variables or indicators that form part of the research problem” (Silvente et al., 2006:67). The qualitative nature of the research makes it difficult to infer indicators or strict measurable variables but the documents analyzed made possible “making systematic appreciations about Ideology and political thinking” (Silvente et al., 2006: 67) contained in them. “The main advantage of the document analysis is that it has a clear empirical base perfectly accessible that make it possible to analyze a document with less subjectivity than with other means”(Silvente et al. 2006:67). The document analysis was a process of interpretation of the documents looking for the information relevant to this study. The document analysis in this research began looking to official documents, publication on women, reports, statistical report, researches .laws, regulations, & so on.

3, 4 Research Methodology

For Gathering Information this Research uses both primary and secondary data. Informal Questioner and published ,unpublished, Such as books, documents, Journals, articles, different past researches, International reports , index, reports of the topics and online material (Internets).

3.5 Research Strategy

The researcher uses both quantitative and qualitative methods. the researcher uses different primary data's, like report ,statistical data, index ,journals, publications on data analysis process etc necessarily to use quantitative methods. The researcher interview the higher officials working on women policy & empowerment plan. the research also presents description ,exploration and set forward the .this .the researcher findings in deduction method. For the cause of these data analysis method the researcher necessarily deal with qualitative methods. Like we have seen above these research uses mixed research Method

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