

Ethiopian Women's Development Package

I. Introduction

Women constitute half of the Ethiopia population. It is a fact that any political, economic and social activity that doesn't involve and benefit women can not be fruitful because such an activity is based on half the manpower, half the knowledge, half the effort, etc...of that which is available in the country.

Though women's rights to equal participation and benefits, with men, can't be seen separately from the overall economic and political progress in society, it is an established fact that women's rights need special attention in the change process. In this regard, the biggest victory for the struggle of Ethiopian women is the establishment of the FDRE Constitution which proclaimed their full rights, followed by the Women's Policy, the ratification of the Family Law, the amendment of the Criminal Code in a way to stop abuses committed against women, etc...

These provisions have a significant role to play in the effort to answer Ethiopian women's quest for equality. The struggle is to ensure women's participation and benefits in education, health and other developmental fields. The achievement that Ethiopian women have grasped, so far, can be termed as truly encouraging.

This proves the fact that our country has embarked on the democratic path but it needs to be said that the work done so far and the achieved results, when measured in relation to the challenges women face in this country, have a long way to go before Ethiopian women's issues are

satisfactorily addressed. Currently, ensuring women's equality and their equal participation in the economic, social and political fields is a basic question that needs to be addressed with special attention.

Understanding the burning nature of the issue the FDRE government has started activities in a bid to solve the existing challenges in a planned and integrated manner by preparing a package for women's development and change. To help this effort, the government conducted a study covering economic social and political issues and the challenges that women in both rural and urban areas face. The study was conducted in Oromiya, Amhara, the South and Tigray regions. Though the study took a long period of time, it was completed in the set direction and reports presented. It is believed that the findings of the study will create unprecedented awareness about the major challenges that women face in our country. They will also initiate important solution directions and become an input to the desired package.

The study focused on four regions. A study regarding pastoralist and semi pastoralist areas will be conducted in collaboration with the regions where pastoralist is prevalent. Consequently the Women's Development and Change Package, that takes the special circumstances of these regions, will be prepared. In addition, there are a significant number of women that need special assistance. Thus, these women shall be beneficiaries from the national development process as well as the implementation of the Women's Development and Change Package. Finally, an independent participation and benefit ensuring tool for women will be designed by pertinent bodies and implemented.

This document has three parts. The first part gives an explanation of the economic, social and political situation of women in our country as well as the major problems and their causes. It also explains as to why the desired change was not be achieved though the efforts made so far.

The second part deals with the vision, objective and strategy of the government and the women themselves with regard to solving the challenges that face them. The third part deals with listing activities that need to be carried out by pertinent bodies and the women themselves both in rural and urban areas in the economic, social and political fields.

Part one

I. Ethiopian Women's Overall Situation-A Birds' Eye View

Ethiopia is a country whose peoples were victims of direct abuse and oppression due to being subjected to an age old backward and UN democratic systems. Obviously women, who constitute half of the population, were victims of this abusive and oppressive system that was imposed on the whole population. As if the abuse they endured as part of the population was not enough, it is an irrefutable fact that they were also exposed to serious problems due to the extra abuses committed against them because their sex. As a result of this, our country's women have had to endure double oppression and were exposed to higher suffering and maltreatment when compared to their male counterpart.

It is known that the both male and female people of Ethiopia never gave their blessings to the oppression and abuse imposed on them. Ethiopian women for example waged a relentless struggle to end the era of oppression and abuse. They were active in the fields of peaceful as well as armed struggles and paid immense sacrifices to overcome oppression and establish a democratic system.

After the chapter of the struggle that Ethiopian women waged, along with their male compatriots to remove the dictatorial Derg regime (1974-91) was completed, they moved into playing a key role in the struggle to build a new democratic and developmental order in our country. The backward production system maintained the ancient, just as backward attitude and culture. Backward attitude, thus, it is believed that the women's struggle will continue until all manner of backwardness is

completely eradicated. Based on this basic concept our country's women have intensified their struggle in various fields after the downfall of Derg. They have also been able to achieve new victories that ensure women's participation in all fields and their benefits. The current situation of Ethiopian women is stated, in detail, as follows.

1. A Good beginning

In the last 15 years of development, democracy and peace in our country; encouraging results have been observed with regards to ensuring women's benefits. Ethiopian women have significantly benefited from the peace that prevails in our country. Women's equality has been given constitutional guarantee for the first time, as their issue has merited great attention in the federal and regional Constitutions. Based on the Constitution, the Family law was also legislated in each region. Accordingly, a corner stone has been laid to enable women enjoy equal rights and responsibilities with regard to the family. They have constitutional protection in their struggle to get rid of customs and norms that perpetuate men's dominance and oppression.

Women's participation in councils and executive bodies of the government at every level is increasing. In the Federal and Regional councils, the number of women elected in the 2nd round of the nation wide polls was more than the 1st round and there was a significant improvement in the 3rd round election too. Women's seats in the Federal Parliament have tripled in three consecutive elections. Their participation in District and Kebele Councils has also shown a tremendous

improvement. They now control about fifty percent of the seats in four of the nine regions.

Commendable results are being achieved with regard to developing women's participation and ensuring their benefits. In rural development, women's participation and benefits are increasing in various fields such as agricultural packages as well as credit and cooperatives services. In urban areas; the number of women, who are engaged in small and micro enterprises and production firms, has shown real progress. Women's participation in education and training has also shown improvement. Among pupils who are currently at primary schools, girls make up 45% they are 35% in secondary schools and 22.1% in institutions of higher education. Women teachers' role in education has also shown a significant growth. The number of women at the federal and regional levels of the civil service has shown an increase and all these facts prove that attention is now given, in all fields, to increase women's participation in development.

With regard to health, promising results are achieved in pre and post partum examination, mothers and children's vaccination, family planning and reproductive health services in both rural and urban areas. Activities regarding potable water services, infrastructure and technological development to alleviate women's work load, are also being implemented.

These positive beginnings and promising results shall further be enhanced and strengthened. The positive results register so far are only indicators that prove change can and will be achieved. But, they don't

actually indicate that fundamental changes have been made in ensuring women's all round participation and benefits. It needs to be said that we still have a long way to go in this regard.

1. Ensuring women's economic, social and political participation and benefits requires continuous efforts.

Though encouraging results have already been achieved in different fields as mentioned earlier, we have to admit that due to the country's overall economic, social and political conditions and the deep rooted nature of women's problems, there are still several challenges that need to be addressed with relentless and focused attention.

With regard to the economic condition of rural and urban women, though their descriptions may vary, dependence, failure to implement the right to equal access and control of resources in the family (as provided in the constitution) etc. Have exposed them to various challenges. In particular, women in rural areas spend 13-18 hours burdened with heavy work load. Grinding flour fetching fire wood and water over long distances, weeding, digging and other duties are some of the chores with which rural women are burdened on a daily basis. Moreover, they are not beneficiaries and owners of the fruits of their work. Their right to equal power isn't given due recognition by the family or the communities they live in. Except in Tigray and Amhara regions, where radical land redistribution was carried out, their right to land ownership and use is not guaranteed anywhere in the country. Women's share in credit services is also low. There are problems causing women not to benefit from credit

services that boil down to simple excuses. Their contribution in non agricultural income generating activities is very limited and there is also a visible and real problem expressed through ignoring women's participation in the planning and implementation of various developmental activities.

In many ways, women are the major victims of social afflictions. Their participation and benefits in basic health services and education have actually not reached the desired level. Though encouraging work is underway in spreading education to the rural areas, parents prefer their daughter to stay home and assist their mothers rather than go to school with the belief that girls can achieve nothing by learning. On the other hand, non availability of sufficient schools in is also a problem. Even if schools exist, there is a tendency to prevent girls from attending for fear of violence against them if they need to walk long distances. Due to all these reasons, female participation is lower than that of the male. Even those girls who had the opportunity go to school won't move beyond the 2nd cycle due to economic problems as well as fear of attack when schools are at distant locations. Providing non formal education to mothers and other women with no access to schools has also not progressed as desired.

Vaccination and reproductive health services for to women in rural areas are only at the initial stage. The number of women, who are exposed to serious health problems due to harmful traditional practices, is still significant. Female circumcision, early marriage, abduction, rape, etc.... are causing serious health problems to women and children. Due to age old, deep rooted gender dominance, women's rights in the economic field

has not been ensured. Thus, their economic significance and benefits are minimal considering the opportunities that are available today. Women don't get adequate credit facilities that would enable them to access economic resource and increase their incomes en par with men. In the past women were not provided with training or capacity building to enable them utilize economic opportunities or to be engaged in self employed. This fact forced women in urban areas to be exposed to social & economic challenges such as unemployment and poverty. Though women are benefiting from the broad economic programs of the current government, it needs to be said that they are still being exposed to serious problems due to the prevalent deep rooted inequality poverty and backwardness. Thus, enabling women to become participants in and beneficiaries from the economic growth of the country is the most burning issue today.

As Ethiopian women have lower participation and benefit in the economic field, their social condition is still lower than expected, its constant improvement not with standing. Though urban women's participation in education is better than that of rural women, it is still lower than that of men. Among students who join institutions of higher learning women's share is only 16.2% in diploma, 22.5% in Degree, 9.2% in Masters Programs and 6.4% in the Doctoral Degree program. Women don't still enjoy inexpensive health services that would enable them to overcome various natural and man made health risks. Though the reproductive health and vaccination services are better than in the rural areas they too have not reached a level where they can address the needs of urban women adequately. Women in urban areas are also exposed to

various harmful traditions and other cultural problems. They also have no fore where their issues can be identified and solutions suggestion. Thus, urban women's participation and benefits have not been adequately ensured yet.

Though both rural & urban women are participants in and beneficiaries of the overall democratic system that is already in place their political participation in and benefits from development have not reached the desired and expected levels.

To ensure women's participation and their benefits, the crucial agenda must address their economic, social & political needs. The agenda must be designed with the participation of the women themselves who must discuss the issues and conduct all round and organized activities to effect their implementation. Moreover, women must be engaged in an organized participation in the common agenda of the communities they live in. It is through this process that both their participation and benefits will be ensured. Together with this, work must be done to develop women's participation at different leadership levels within their own communities. When women's leadership participation is developed, their agendas will have a better chance of becoming part of the community's important agenda.

However there are no significant activities meant to design & implement agendas that involve women massively. Although, with time some progress has been observed in this regard there are no facilities that are capable of igniting a broad and continuous participation of women. Watching the issue from this board view, it is a fact that women

themselves have not exerted enough efforts to engage themselves at the desired level. The problem in this regard is that the women's effort for the respect of their rights and benefits in an integrated and organized manner. They do not adequately challenge forces with ulterior motives bent on advancing their own narrow agendas contrary to that of the broad masses of women.

The government's effort to build women's leadership capacity is still insignificant and women's participation in different leadership levels is extremely low. These problems are further boosted by deep rooted cultures and attitudes that impact women negatively.

Thus; to solve the problem of this isolation caused by backward economic and political systems, cultures and attitudes as well as lack of organized an struggle for a real movement that ensure women's equality and benefits, activities should be carried out to have meaningful organized political participation. This can be applied either through the women's demand or by addressing issues raised with in the society. In general both in rural and urban areas women face serious economic and social challenges. The prevailing poverty and backwardness in the country also affect women more than men. The already started developmental activities and various plans are not alleviating women's unemployment, lack of income, high cost of living etc. at the desired speed or level. Thus, women are developing sense pessimism and even despair on issues related to their equality and benefits.

In the political field, no facility has been arranged to enable women enjoy full participation. As a result they are developing a sense of

isolation and aloofness towards the political struggle in the country. Thus, so as to apply our country's commitment to achieve the Millennium Development Goal (MDGS) and solve women's economic, social and political problems, decisive action needs to be applied in a sustainable manner. It is through their process that the basic problems that cause this desperation and aloofness can be effectively addressed.

3. Why the desired change has not been achieved so far?

The development and good governance process started in our country has made some progress in tackling women's oppression. However, it has not achieved the desired outcome. Though it is impossible to solve the economic, social and political challenges regarding women's lives with in short period of time, it is believed that revising the previous approaches and overcoming the weakness are of significant importance for the next solutions. In this regard, the main problems can be summarized under the following three headings.

3.1. Existence of male chauvinism

Ensuring women's equality requires avoiding gender dominance in all fields. Male chauvinism, that claims that women are not equal to men, has prevailed in our country, for ages, and was even endorsed by the law, all religions and traditions. Men's dominance exists not because it is inherent in men's behavior or as a result of men's desire to dominate but the socio economic system that ensures women's equality does not exist in reality. Chauvinism is not based on men's desire to oppress. It is, rather, caused by the fact that women were prevented from equally

participating, with the men, in the economic, social and political activities of society.

Currently, a system that ensures women's equality, is being implemented in our country and there is no legal or political reason for male dominance to prevail.

A Conducive environment, that ensures women's equality in the economic and social spheres, is in the process of being created now. However; gender inequality that has various expressions, is still an obstacle to women's rights. As it is a deep rooted problem it is not possible to eradicate it within a short period of time. This is manifested by the attitude that refuses to accept the truth that women can and should be equal to men. It is also manifested by claiming to accept that women should be equal to men but failing to practice it and refusing to be ready to work towards ensuring women's equality at all.

The problem also exists at different levels of government structure, the family, and the society at large. It is a fact that this state of affairs has made a significant contribution to hindering women from equally participating in and benefiting from our country's development, democratization and peace agenda. To enable women engage in any job that is compatible with their capacity, knowledge and experience, increase their income and improve their lives is a real challenge as there are circumstances where they are denied the opportunity through various backward and unjust excuses. Thus, to give special attention to solving this injustice and eliminate it, altogether women's and the societies continuous struggle is of almost importance.

3.2 Low conscious participation of women

It is a fact that women's problems can only be solved through their own active and committed struggle and participation. By women's active participation is meant that all women are aware of the fact that the challenges that face them can only be overcome through their own struggle, through their own awareness, and capacity and participation. After ensuring this, women must advance to the implementation process and ensure their effectiveness, in practically, by developing their own capacity. It must be said, though, that this process is still very weak in our country.

Though it may vary from one region to another, it is a fact that there is no significant activity regarding women's emancipation in all the regions of our country. The so called women's associations are weak and it is impossible to claim that there is an unprecedented, visible and organized struggle meant to change the women's lot. Women scholars, who would be expected to play a front line role in the women's struggle are not engaged in activities that aim to change the overall condition of women, in our country.

3.3 There is lack of competent political leadership on par with what it takes to ensure women's equality which can only be ensured through a multi-pronged, enter connected and coordinated struggle. There should be correct policies and strategies that address the economic, political social and cultural challenges that face them. Which need to be part and parcel of the over all struggle which should be waged not only women but also by the whole society. Women must also be aware that

all these can only be implemented through their own awareness and relentless organized effort and struggle.

The existence or non existence of competent political leadership has an extremely significant role to play in properly addressing women's issues. In the last 15 years, the role of the political leadership at each level in addressing women's issues was truly insignificant.

Though women's issues can not be addressed in isolation of the overall economic, social and political struggle of the whole society enough work that understood this point was not in place at all.

It can be said that the, attention given by the political leadership to the question of women's equality is not at all at the desired level. The problem starts when women are prevented from having sufficient participation at the leadership level. Satisfactory work has not been done to build the political capacity of women as to enable them to be active participants in political work. Due to lack of accurate and strategic responses only, fluctuating activities have been performed, so far. This has in turn caused the women's struggle to be lacking in strength not to be and political leadership. This state of affairs negatively impacted the implementation of the developmental policies strategies and good governance programs that benefit women.

Thereby, opened a door for forces who wanted to benefit and fulfill their own agenda by the expense of women.

Part Two

When thinking about preparing a Development and Change Package to address women's economic, social and political challenges, we must have a clear vision as to where we intend to reach. Accordingly, the following will be our vision concerning Ethiopian women.

III. Vision

The vision of the Development and change package is to build a developed democratic society in which Ethiopian women are equal participants in and beneficiaries of the economic, social and political life of the country .

IV. Objective

The Development and Change Package will have the following objectives:

1. To ensure that women are active participants in our country's development and are equal beneficiaries of the economic progress.
2. To ensure the social participation and benefits of women, to eradicate demeaning attitudes and harmful cultural practices and to alleviate women's household chores.
3. To enable women acquire equal political participation and decision making powers at all levels, also to ensure their sustainable participation and benefits from democratization and respect for the Constitution.

V. Strategy

To achieve the above stated vision and objectives a clear strategy needs to be designed. Forces that have a role to play in solving women's problems shall be identified and accurate roles of these forces clearly spelled out for implementation. In this regard, though various forces have their own role to play in implementing and achieving the result of the developmental package, the major elements must be identified, properly organized and assigned in a direction that guarantees their effectiveness .

The major force to solve women's problem are the women themselves

Basically women's economic, social and political issues concern the whole society and should not be left solely to women. In the struggle for their emancipation, women must of course play a frontline role. In the absence of women's active participation in the struggle, it is impossible to expect that the issue will be addressed properly. Thus, the following directions will be implemented with careful attention and focus.

1.1 Ensure adequate awareness regarding the importance of women's active participation in the development democratization and peace agenda.

- Ensure that all women have sufficient awareness about the fact that as regards their emancipation they (the women) themselves are the main force that can solve the problem of oppression.
- Help women overcome the dependency syndrome and patronage

that hinder their emancipation through their own efforts and struggle.

- Help women overcome their inferiority syndrome and develop an attitude that affirms that they can perform any task to bring about change in all sectors, just like men.

1.2 Organizing fora with a view of encouraging women's participation

- Organize various fore where women can discuss the challenges they face and suggest solutions. In these fore women can build a consensus for implementing solutions.
- Ensuring that the fore becomes platforms where women from all walks of life have effective dialogue and discussions to promote their cause. Help farmers, urban dwellers, merchants, people engaged in small and micro enterprises, women professionals and intellectuals etc. Conduct discussions on women's issues especially in their respective fields.

1.3 Enable Women to competently participate in all Endeavors

- Various fores will be organized in such a way as to develop women's capacity to solve their own problems and to make adequate preparation for the implementation of their objectives.
- Enable women fight tendencies that hinder their competent participation in any fora and make them (the fore) effective in promoting women's struggle and rights.

1.4. Create a condition in which women are organized to be effective in their struggle.

- If women's participation in the fore and their struggle is not carried out in an organized manner, they can not be effective. Thus, arrangements must be facilitated for their effective organized participation.
- Help women organize, in various ways, as per their interest and professions and ensure that their organizations protect their common interests.
- Facilitate the creation of linkages between various women's organizations so as to affect their advance to a federal structure and to develop organized women's capacity building activities.

1.5 Enable women to competently implement the set Directions and Become Beneficiaries of Results.

- Overcome backward attitudes and the demeaning challenge of inferiority complex that women endure while at the same time developing their confidence and ensuring that they, the women themselves, actively participate in the development and democratization processes in their communities.
- Enable women living in both rural and urban areas increase their income through value adding activities. Ensure their economic independence by helping them engage in work that creates job opportunities for others Help them become industrious and willing

to do any work, compatible with their capacities and develop a culture of using their incomes frugally.

- Enable educated women to be engaged in all fields of work and develop their capacities to become effective in their jobs. Help women to make efforts to move to senior positions and give proper attention to their legitimate demands and develop a sense of ownership among the women themselves to make a real contribution through their professions and knowledge to solve problems that face women. They must be encouraged to play a frontline role in the struggle against harmful traditional practices that militate against women's quest for equality.
- Young women must become role models for their peers and use all educational and training opportunities, adopt new democratic attitudes to become frontline leaders in eradicating harmful practices.

2. Push the Government to implement the package in a compelling manner

The government is the major body that plays a supporting role in effectively implementing the development package that is meant to solve women's challenges. In this regard; the following are the areas of focus in the activities that the government must undertake.

- Design policies, laws and plans that take into consideration, women's participation and benefits at all levels.

- Carry out training and capacity building activities to enable women to actively and competently participate in all fields.
- Design and implement special programs to eradicate women's economic and social problems.
- Promote and develop women's political participation and decision making at every level.
- Provide proper assistance to women's organized work.

Part Three

VI. Overcome Challenges that face rural women

1. Economic Activities

1.1.Objective

- Implement the government's developmental policy and strategy that is designed to ensure rapid and sustainable economic growth through the participation of all people who would benefit at all levels.
- Enable women to participate effectively and competently in implementing the national developmental policy and strategy, and ensure their becoming beneficiaries of the achievements.

1.2.Ensure women's land ownership

- Ensure the land ownership of women (equally with men) assisting them in acquiring and maintaining their right of becoming beneficiaries and enabling them acquire land certificates equally with men.
- Give due attention to ensuring maximum utilization of women's land. This would mean that it would not only solve women's economic problems but also have a significant contribution to the country's production. Thus, facilities will be in place to enable women who have land to join hands with landless youths and work together for mutual benefits.
- Ensure that women's benefits are guaranteed when leasing their land.
- Assist women who have land to conduct soil and water conservation activities on their farms to maximize their production.

1.3.To ensure that women's labor is properly utilized

- Ensure that women heads of households who own land spend maximum time utilizing it so as to use their labour for development.
- Identify women's contribution in joint activities and clearly indicate their outcome. Assist them in being deployed where their achievements are visible.

- Assist the community to properly understand and internalize the significance of women's labor in development, so as to render them due respect.

1.4. Gender mainstream all agricultural development plans, programs, extension packages etc and ensure women's equal participation

- Enable women become equal beneficiaries, with men, in agricultural technology and extension services. In particular, enable women heads of household become beneficiaries of various agricultural packages and programs that fit the ecology in which they live.
- Ensure that women heads of house hold or others engaged in less demanding physical labor in developmental activities such as horticulture and engage them selves effectively to increase their family income.
- Ensure that all the necessary inputs (water, vegetable and fruit goods, pesticides etc) are available in adequate quantity and variety. Also ensure proper preparation and training utilization.

1.5. Help women (married or single as well as heads of households) to participate extensively in joint agriculture activities

- Enable women to participate in breeding and fattening livestock (goats, sheep, poultry, cattle, culture dairy production milk and milk products etc) to increase their income.

- Help women become effective in these activities by provide them with sufficient training and professional assistance. Give special attention to the quality of their livestock through the availability of adequate feed and veterinary services to ensure their maximized benefits.

1.6. Organize women in cooperatives to ensure their benefits

- Enhance women's participation in cooperatives and expand their membership.
- Enable women to be organized in cooperatives in their respective fields of engagement (dairy, and meat production apiculture, poultry, vegetable and fruit production etc) and ensure their benefits.

1.7. Assist women to increase their income by engaging in non agricultural activities.

- Enable women in rural areas engage in various types of crafts by providing them with proper training and material supply and encourage and develop their participation and the services provided to them continuously.
- Strengthen their participation in petty trading and small enterprises such as retailing and catering services.
- Provide the necessary training and counseling services so that women can solve challenges related to their businesses and assist

them in becoming engaged in profitable enterprises which would be made to grow sustainably.

1.8. Enable rural women to benefit from credit and savings schemes.

- Experiences indicate that women can benefit more from credit services because they are good at paying back their loans. For this reason, rural credit service providing institutions will be made take this into consideration and provide due attention to women customers.
- In order to create a condition in which women's agricultural or non agricultural work is not curtailed due to lack of resources, credit establishments will set clear goals to develop credit schemes for women.
- Adapt an appropriate structure so that the credit facilities can avoid procedures that hinder women's participation and benefits also ensure that these structures enable women to actively participate in the provision and use of credits.
- Though it is known that women are better at saving and frugally using their income, they must tackle the emerging culture of waste as they increase their income.

1.9. Promote market services that encourage women's diverse and active participation.

- Create and develop sustainable markets for women's agricultural and non agricultural products and maximize their benefits.

- Enable women to benefit from the national and regional market networks as well as transport services.
- If women's experience and knowledge in marketing is not developed, it is impossible to ensure their benefits thus, they should be provided with appropriate and adequate training and information about markets. Women therefore will be provided with counseling services to enhance their capacity.

2. Social Activities

2.1. Objective

- Effect the implementation of the government's education, health and other social programs in the rural areas, ensuring the participation and benefit of women in a competent manner.
- Solve social problems of rural women through their own participation; creating a social environment that ensures women's equality by eradicating harmful and backward practices and attitudes.

2.2. Develop education to ensure women's participation, in particular assisting girls to have equal participation, with boys, at the primary level.

- Create awareness within the community regarding the importance of educating girls and work towards removing the obstacles that militate against girl's education through discussions with local authorities, women's associations and traditional structures.

- Reduce household chores to enable female students have sufficient time for attending class and studying.
- Assign tutors in every school who check female students; progress and provide special assistance to them to create a sense of ownership with regard to overcoming the challenges.
- Provide assistance to dropouts and help them continue their education with the help of associations and other institutions that would engage in securing funds for this particular purpose.
- Forming new and strengthening already existing women's clubs in schools and ensuring that they (the clubs). Jointer with the schools address challenges that face female students.
- Provide informal (adult) education in Kebeles for mothers and girls (who lack access to formal schooling for personal reasons).
- Enable female teachers and students to became role models and promote them to leadership positions those who are efficient at the work place.
- Solve housing problems that face women teachers in rural areas.
- Incorporate separate toilets for female pupils and students as in all buildings as part of normal practice and ensure they are maintained properly.'

2.3. Exert continuous effort to ensure that rural women enjoy better health services focusing on their overall wellbeing

- So as to solve the health problems of rural women, health posts shall be built in all Kebeles, and adequately supplied with materials and professionals.
- With the support of health extension professionals, provide and promote reproductive health services as well as household and environmental sanitation and family health protection in all families.
- Eliminate harmful traditional practices that negatively affect women's and children's health and create a mass movement by joining hands together with local elders, religious leaders, etc.
- Promote and enhance women's awareness about HIV/AIDS to minimize their risk of exposure.
- Maximize the coverage of mothers' and children's' (MCH) vaccination services.

2.4. As rural women are burdened with heavy household chores programs shall be designed and promoted to alleviate this burden.

- Promote rural energy technology that benefits families at the kebele level.
- Introduce time and energy saving modified appliances to every kebele and ensure that women have access to these technologies.

- Provide incentives to investors who install flourmills in rural areas.
- Provide clean water in rural areas i.e. in the vicinity of rural women and ensure their participation in the running of the water service as committee members, also ensure their engagement in the technical aspect of clean water supply.

2.5. Ensure the physical and psychological wellbeing of women by eliminating all harmful traditional practices.

- Efforts shall be exerted to insure that rural communities are aware of the problems that women face due to backward, harmful practices and to commit themselves to eradicate these practices. By promoting best experiences in the regions and, using the local governmental and non governmental organizations (NGOs) as well as various cultural structures and religious leaders, an integrated struggle will be waged to eradicate those practices.
- Create a condition in which women's associations effectively lead the women's struggle to eradicate harmful traditional practices.
- Teach pupils and students about women's rights and how to tackle the despicable challenges facing women as a result of harmful practices.

2.6. To conduct continuous and focused activities that result in attitudinal and cultural changes among rural women

- Focus on eliminating women's sense of inferiority and overcome gender based discrimination. Perform tasks that prove that men and women are equal.
- Help rural women accept that they should not apply harmful practices on themselves and their daughters and help them become front line leaders in the struggle to change society for the better.

3. Political Activities

3.1. Objective

- Ensure the existence of good governance and democracy in the rural areas through the participation of the people.
- Ensure a situation in which women make active and organized political participation in the rural areas to become real beneficiaries.

3.2. Create a situation in which women's associations strengthen their struggle

- Women's struggles are effective when they are conducted in an organized manner. Thus, rural women need to be organized and have adequate awareness about the importance of their own associations. Consensus building among rural women must also be promoted.
- Provide assistance so that women's associations are better organized based on the free will of their members who would develop confidence in their associations the image of which was

tarnished due to inappropriate usage of contributions and election machinations.

- Create a situation in which associations plan activities to benefit women. The major point is not only establishing the associations, but also strengthening them to be able to participate in tangible work that address women's real issues.
- Help the associations acquire an organized presence; creating properly designed programs by-laws and organized regular, predictable and transparent congresses and meetings.
- Create a situation in which the associations design their own plans and conduct their work in coordination with the relevant bodies in a manner that promotes the participation of their members
- Not with standing the fact that women are the major force in strengthening their own associations, the government shall provide assistance in building their leadership capacity and facilitating the participation of their delegates in state sponsored fore. The government shall also be engaged in solving problems that challenge women's associations.

3.3. Strengthening leadership capacity and participation

- Ensure that women competently and sufficiently participate at different levels of the various councils. In particular, ensure that they have equal representation in the district and kebele councils.

- Ensure that women's leadership participation is based on efficiency. Facilitate a situation that ensures women participate at all leadership levels based on non partisan principles and avoiding unjust machinations.
- Enable young and educated women in rural areas to become members of the executive bodies, thus, developing their participation in kebele and district administrations.
- Build women's capacity, continuously, to enhance their participation and its sustainability and provide training designed to develop their leadership capacity.

3.4. Ensuring that women's rights as provided in the Constitution the family law and other provisions are implemented and respected. Also strengthening the legal protection of women

- Ensure that the family law is implemented in a comprehensive manner and prevent the violation of women's human and democratic rights. A condition will be created in which the legislative, the judiciary and the executive bodies give due attention and conduct coordinated activities to ensure that women's rights are respected.
- Develop the knowledge of rural women about family law, other laws and policies with regard to their own rights. Give especial attention to the development of the community's legal awareness with regard to women's rights to equality.

- Strengthen institutions that provide assistance to women to ensure that their legally endorsed rights are respected.
- Ensure that women's quest for justice is rapidly addressed by the judiciary to make them equal beneficiaries of the justice system and fight gender based abuses.
- Develop women's participation in the justice system and give special attention to increasing the number of women, in regular and social courts as well as in the police force and the prosecutor's office, thus bringing about real and tangible change for the better regarding women's rights.

3.5. Ensure that the mass media give due attention to women's issues in their work

- The mass media at the federal and regional levels will report on rural women's economic, social and political challenges as well as the solutions and their achievements.
- All mass media institutions will consciously manage their output, making sure that no programs, features, news etc reflect gender bias or demeaning contents regarding women. They must give careful attention to the contents so that all messages, promote women's equality and confidence to democratize our culture.

Part Four

VII. Solving urban women's Challenges

1. Economic activities

1.1. Objective

- Ensure the eradication of the prevailing poverty and economic challenges in urban areas through the participation of urban dwellers and all development forces.
- Enable urban women solve their own economic problems to become beneficiaries of development.

1.2. Address the problems of unemployment

- As one of the major problems facing urban women is unemployment, the package shall give proper attention to solving this challenge. In this regard, priority shall be rendered to organizing and strengthening small and micro enterprises. In doing so, women shall be identified as per their social level and current condition to offer compatible and appropriate solutions.
- Women who have acquired technical and vocational skills in various professions shall be assisted to access jobs as quickly as possible, thus solving their financial and working place challenges. They shall be organized according to their respective professions in groups or associations.
- Arrangements shall be made so that women, who have completed grades 8 to 10 but have no other skills, can acquire training in technical and vocational schools and move to practice. Training shall be given based on their own inclination and interest and also market demands. The inputs for these activities will be acquired

through the coordination of markets and the productions of rural women and others.

- As extensive and regular training to unemployed women whose educational qualification is rather low and whose immediate employment in practice is problematic they will be offered short term and non-formal training and given simple tasks which would be identified and integrated into income generating activities such as urban agriculture, handicraft and petty trading.
- Assistances shall be provided to women to help them be massively employed in activities that are intended to create permanent and temporary job opportunities.

1.3. Enable urban women access extensive training opportunities and become efficient at work

- Proper attention shall be given to women in the event of assessing human resource demand. Procedures shall be employed so that women candidates, who meet the basic criteria, can be supported by affirmative action in the selection for training.
- By connecting trainings with private and governmental institutions, arrangements shall be made to enable graduate women to access jobs. Arrangements will also be facilitated to ensure that they will not face unemployment after training.
- Urban administrations will apply affirmative action and give special attention to women when training kindergarten and first cycle teachers as well as urban health professionals.

- Provide training in home economics to all women, with a view of generating income and its frugal management.
- Exert efforts to create women's scholarship funds to enable them improve their professions and help them overcome training constraints due to financial constraints.

1.4. Increase the income and strengthen the financial capacity of urban women

- Women's economic capacity can be strengthened through helping them acquire sufficient financial assistance. Thus, facilities shall be arranged for women to access credit services in order to help them become property owners and solve their economic problems.
- Small credit and savings institutions in urban areas shall give proper attention to women with a view of making them beneficiaries of these facilities also conduct activities to overcome problems that face women.
- Strengthen women's funds: projects shall be designed where by poor women in urban areas will be evaluated and recruited as per their interest to become beneficiaries of the projects.
- Encourage non governmental organizations (NGOs) to work towards developing women's economic status.
- Developed women's savings and finance administration capacity; encourage and organize cultural and customary savings traditions such as "Ekub" and "Idir". Create a condition in which women

become leaders in eradicating various cultural practices that cause their economic dependency.

- Encourage women to be organized in cooperatives, provide training to those who are already organized and offer adequate assistance to the newly organized.

1.5. Develop and ensure the right of urban women to acquire property at any place and time they wish as well as its usage.

- Provide land to women who have the capacity to build homes in urban areas.
- Give special attention to poor women and young females so they can have low cost home ownership and land use rights. Enable women become beneficiaries of the condominium projects in cities.
- Give priority to women in the provision of land for small and micro enterprise development.

1.6. Ensure respect for the economic right and interests of women civil servants and employees in the private sector

- Enable professional women acquire proper benefits based on the quality of their work while at the same time fighting the challenges they face in promotions, transfer, retirement, employment and training opportunities etc.
- Create a situation by which women can access training opportunities through their right to affirmative action.

1.7. Solve the gender based challenges of business women in their attempt to develop their economic standing; and encourage their efforts continuously

- Provide them with necessary training and counseling services, develop their business skills and provide them with short term accounting courses.
- Enable them to create their own structure and organize experience sharing exercises with other women and organizations that are successful.
- Provide them with credit and space for business activities, without any bias or pressure.
- Solve gender based challenges in areas such as revenue collection, customs, banks and other service providing institutions.

1.8. Create effective production and market coordination for urban women's activities to boost their income

- The market coordination stated in the urban package will serve here as well. What needs to be said, here, is that it shall integrate the women's objective and special condition in each locality.
- Create a situation by which women can be organized in appropriate cooperatives and develop their capacity to become beneficiaries.

2. Social Activities

2.7. Objective

- Ensure that all programs and plans of the government, intended to effect social change and development in urban areas, become effective with the participation of the entire urban population.
- Enable urban women become participants in and beneficiaries from education, health and other social services in urban areas and assist them overcome social challenges.

2.8. Develop urban women's participation in education to ensure their benefits

- Develop women's participation in education and the capacity of all pertinent bodies. Reduce domestic chores to enable women have sufficient time for education and self development.
- Provide assistance to female students to help them participate in all fields of education. In particular apply affirmative action so that women can participate in educational and vocational trainings.
- Place structures by which tutorials and counseling are provided to female students in every school and assign women for implementation.
- Create various clubs in schools that assist female students' participation and strengthen those that are already in place.
- Build special facilities such as toilets for female students in all schools.

- Create conditions to provide financial and material support to needy female students who have good academic standing so they would not terminate their education due to financial problems.
- Solve problems that girl's face who have to walk long distances to gain education at secondary schools. Help provide hostel services through the support of associations and other non-governmental organizations (NGOs).
- Provide informal education to house wives and girls who drop out of schools.

2.9. Solve health problems of urban women by creating better health service for them

- Conduct urban health extension programs effectively.
- Organize programs in the media and artistic circles (the theater, films etc) to educate women and the society, at large, about disease prevention.
- Conduct creative activities that enhance awareness within the community about HIV/AIDS, such as the importance of testing before marriage, with the support of urban authority's religious institutions local elders, women's associations and anti HIV associations. Sensitize society about the importance of testing and fight stigmatization of patients. Organize experience sharing fore among regions for the purpose of sensitization.

- Facilitate conditions that create alternative job opportunities for women who are engaged in activities that expose them to HIV/AIDS, in urban areas.
- Provide anti retroviral therapy to persons living with the HIV virus and facilitate treatment to prevent mother to child transmission. Encourage women living with the virus to be organized in associations and strengthen those that already exist.
- Provide reproductive health education in schools and enhance knowledge regarding preventive methods of HIV/AIDS. Promote reproductive health services in urban areas freely or otherwise depending on the prevailing condition.

2.10. Prevent the exposure of urban women to harmful practices

- Using traditional structures create awareness to fight backward attitudes and practices that harm women in urban areas.
- Together with women's associations, urban authorities and the community, militate against harmful practices such as abduction, rape, early marriage, FGM etc. And bring criminals to justice.
- Teach children about harmful practices and women's right in schools.
- Hand in hand with the community eliminate harmful cultural practices that are spreading in urban areas.
- Build recreational and educational centers that are suitable for women in kebele.

2.11. Conduct activities that bring about attitudinal and cultural change among women themselves

- Apply affirmative action in all fields to eradicate women's sense of inferiority, and enhance gender equality.
- Enable urban women especially, educated women, to become leaders in the struggle to eliminate harmful practices against women.

2.12. Making urban residential areas women friendly

- Make available in all areas social services, such as potable water to benefit urban women.
- Promote technologies that reduce women's chores and work load.

3. Political Activities

3.1. Objective

- Ensure the prevalence of good governance and democracy in urban areas, through a sustained participation of the urban dwellers themselves.
- Ensure that urban women have a conscious and organized participation in the political life of urban areas to become beneficiaries of the results.

3.2. Strengthen urban women's organized activities

- Reach a consensus about the importance of organization; clear the confusion regarding the need for organized struggle, give special

attention to working with existing associations, the government and all relevant institutions.

- Ensure that all organizations are solely based on the women's common and individual interests and decisions.
- Solve problems and address suspicions of women regarding organized work; ensure transparency and accountability in the business of the associations creating a situation in which members' benefits are evident resulting in confidence building and real growth.
- Though the strength of women's associations mainly depends on the members themselves, the government and other, pertinent institutions shall provide human resource development and other assistance.
- Affirmative action shall be used to ensure that women's professional associations are strengthened through having clear missions, procedures and goals. Women shall provide adequate service to the community through their professional associations; in particular, they shall offer services that ensure women's economic, social and political participation and benefits. They will be encouraged to be engaged in women related issues through making professional contributions.
- Create a situation in which women intellectuals play a leading role in the women's struggle.
- Give special attention to creating women role models that the young can emulate.

- The government shall provide proper assistance to support urban women's organized work and capacity building efforts. Women shall be assisted by local authorities and governmental institutions, at each level, so as to strengthen women's gender and professional associations.
- Women's associations shall move in a direction that protects their members' interests and address their issues; they shall facilitate dialogues, discussions and cooperation. In particular, gender associations shall participate in urban kebele councils. Gender organizations shall be encouraged to participate in appropriate government fore.

3.3. Develop urban women's participation at the leadership level

- Apply affirmative action to effect women's participation in urban administrations, and kebele councils as well as kebele and other executive positions. Push for their equality at all levels.
- Obstacles that hinder women's participation in these bodies shall be eliminated through their own struggle. Training shall be provided to develop their capacity to be effective in this struggle.
- Women shall have an increased share in the federal, regional and other executive positions. Competent women with adequate experience shall be given priority in holding senior positions.
- Enable educated women occupy leadership positions, increase their access to training and provide them with sufficient.

3.4. Strengthen urban women's legal protection

- Ensure that the constitutional rights of women are respected. The legislative, judiciary and executive bodies shall perform their duties in an integrated manner with regard to protecting women's rights. This approach shall be strengthened continuously.
- Applying affirmative action create sufficient awareness about women's rights among them selves and the society at large. Work relentlessly to ensure legal consciousness and literacy.
- Strengthen women's associations that help in the protection of their rights.
- Ensure that women receive proper legal services and fight gender bias and injustices at legal institutions.
- Apply affirmative action in addressing gender related injustices such as abduction, rape, domestic violence, and refusal by spouses to share resources with their Wives upon divorce.
- Gender mainstreams the police force, prosecutors and service providers in the courts.

3.5. Ensure that the media render special focus to gender issues and the women's question.

- Affect a condition where by the media at the Federal and regional levels scrutinize and focus on the economic, social and political participation and benefits of women.

- Ensure that the media do not engage in creating and disseminating messages that promote male dominance and women's inferior status.