

# ETHIOPIA

## PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS



### STEERING COMMITTEE



### SUB-SAHARAN AFRICA COUNTRIES COVERED BY THE PATHWAYS STUDY

#### EAST AFRICA



#### WEST AFRICA



#### SOUTHERN AFRICA



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## RESEARCH BACKGROUND AND FRAMEWORK

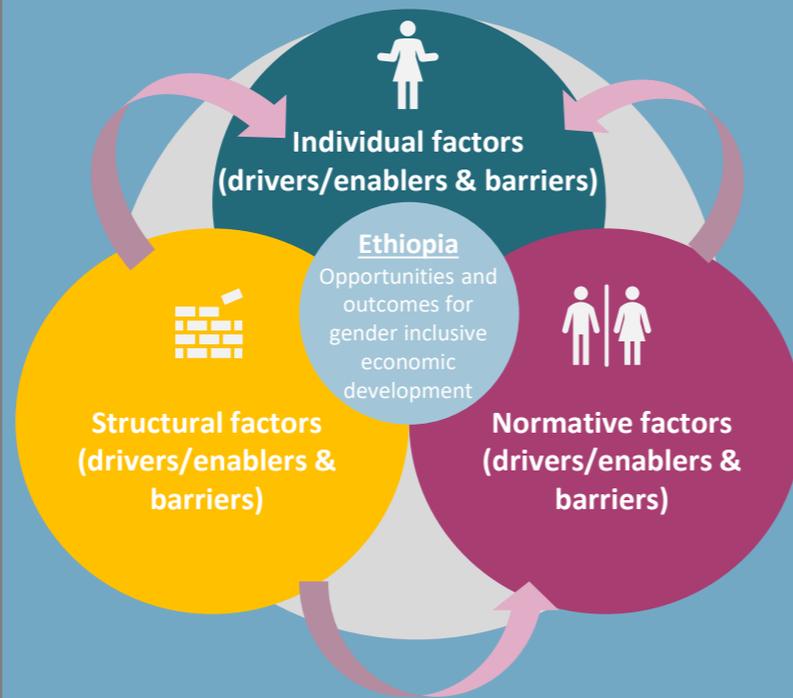


The Pathways SSA Gender Study explored opportunities for women's economic empowerment (WEE) in 13 African countries across West, East and Southern Africa

### RESEARCH OBJECTIVES

- 1 Identify sectors with the highest potential for growth and for women's economic empowerment
- 2 Understand women's roles, as well as drivers, barriers, and economic opportunities in priority sectors
- 3 Tailor and propose sector-specific recommendations to each country's and sector's context

### RESEARCH FRAMEWORK



The research framework identifies factors that influence women's economic participation at three levels

- **Structural factors:** policies, regulations, and laws that either directly or indirectly impact women's economic empowerment
- **Normative factors:** social and cultural norms that shape women's economic participation (i.e., unpaid care work and violence against women)
- **Individual factors:** women's access to human, social, and economic capital (i.e., education, training, land, financial resources, and digital technology)

### TARGET SECTOR SELECTION



### RESEARCH PROCESS





Ethiopia is the second-fastest growing economy in Sub-Saharan Africa; however, women are impacted by the highest rate of vulnerable employment in the region and only 7.8%\* of girls enrol in tertiary education.

<p><b>Ethiopia's dynamic economy grew at 6.1% in 2020</b> <sup>(1a)</sup></p> 	<p><b>Ethiopia's population is predominantly young and rural</b></p> 	<p><b>Ethiopia falls within the "low human development" category</b></p> 
<p>70% of the local population relies on subsistence agriculture and, in 2019, the sector accounted for the largest GDP contribution in Gross Value Added (GVA) at 32%, followed by construction (23.9%)<sup>(1b)</sup>.</p>	<p>International sources estimate Ethiopia's population at 120.3 million inhabitants <sup>(4a)</sup>, with growth at over 2.5% annually. Whilst it currently is mainly rural, Ethiopia's population is set to surpass 145 million by 2030 <sup>(4b)</sup>.</p>	<p>Ethiopia ranked 173 out of 189 countries in the 2019 Human Development Index (HDI), with one-fourth of the population living in absolute poverty and 1.6 million girls not attending primary and secondary school <sup>(7a)</sup>.</p>
<p><b>Employment &amp; economic participation</b></p> <p><b>46%</b> Women's labour force participation <sup>(1c)</sup></p>	<p><b>Demographic trends</b></p> <p><b>1/3</b> Aged between 10 and 24 years old <sup>(4c)</sup></p>	<p><b>Human development</b></p> <p><b>8%</b> Of women enrol into tertiary education <sup>(7b)</sup></p>
<p><b>89%</b> Rate of women in vulnerable employment <sup>(2)</sup></p>	<p><b>49%</b> Of international migrants in the country are aged 0-19 years <sup>(5)</sup></p>	<p><b>44%</b> Of women are literate <sup>(8)</sup></p>
<p><b>50%</b> Of women are unemployed <sup>(3)</sup></p>	<p><b>22%</b> Of the population is urban <sup>(6)</sup></p>	<p><b>65%</b> Of women have been subjected to FGM <sup>(9)</sup></p>

Sources and links: \* = World Economic Forum (2022), (1a) World Bank, (1b) CIA Factbook (2021), (1c) World Bank (2020a), (2) Based on ILO modelled data from the World Bank. See <https://data.worldbank.org/indicator/SL.EMP.VULN.ZS?locations=ET>, (3) CSA (Central Statistical Agency) Ethiopia and ICF. (2017), (4a) World Bank Databank <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=ET> (4b) The World Counts (2022), (4c) UNFPA (nd), (5) Integral Human Development (2020), (6) World Bank 2018, (7a) United Nations Children's Fund Ethiopia. (2018), (7b) World Economic Forum (2022), (8) World Economic Forum (2021), (9) UNICEF (2020)



# COUNTRY-LEVEL DRIVERS & BARRIERS FOR WEE

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The Ethiopian government has introduced national frameworks and supportive policies to promote gender equality, thus paving the way towards women's economic empowerment

**Policy environment for women's rights**

- Ethiopia's latest National Development Plan 2021-2030, which replaces the latest Growth and Transformation Plan (GTP), includes equitable participation of women (and children) as a key pillar towards achieving ambitious targets towards national prosperity.
- The thirteen-year Industrial Strategic Plan (2013-2025) seeks to increase employment opportunities for Ethiopians. The strategy prioritises labour-intensive, women-dominated sectors, ushering more women into full-time paid jobs.

**Spotlight: Women's Development and Change Strategy (2017)**

The Women's Development and Change Strategy targets elimination of gender-based violence (GBV) through programmes that provide protection and necessary services to survivors. The Gender Mainstreaming guidelines (2011) were introduced by the former Ministry of Women, Children and Youth Affairs (MoWCYA, now Ministry of Women and Social Affairs – MoWSA) to guide ministries in producing sector-specific gender measures and plans and to better track / report on budgets allocated towards these measures and plans.<sup>(1)</sup>

**Key ratifications & commitments**



(View full list of ratifications [here](#))

**LEGISLATIVE DRIVERS**



- Article 35(1) of the Constitution stipulates that women shall enjoy equal rights to men.
- National Strategy for Prevention and Response to Sexual and Gender-based Violence 2017-19, National Strategy on Harmful Traditional Practices against Women and Children in Ethiopia (2013), National Action Plan for Gender Equality (NAP-GE) 2006-2010 to promote gender-equitable development.
- 2004 [labour proclamation 377/2003](#) was introduced by the Ethiopian government, which clearly labels discrimination against women as unlawful.
- Convention on the Rights of Persons with Disabilities (2010).

**LEGISLATIVE BARRIERS**

- Ethiopia is yet to ratify the ILO Violence and Harassment Convention (No.190).
- Only 41.7% of prescribed best practice legal frameworks that promote, enforce and monitor gender equality are in place.<sup>(2)</sup>
- Implementation gaps remain as activities are not well integrated and balanced across political, economic and social spheres.
- Customary laws continue to affect the business environment in ways that discriminate against women both directly and indirectly.
- While there has been progress integrating Gender Responsive Budgeting (GRB) strategies (e.g., in the Growth and Transformation plan), they are yet to be fully institutionalised.

**KEY PROGRAMME – 2019 Labour Proclamation No.1156 <sup>(3)</sup>**

- In the [2019 Labour Proclamation No.1156](#) (which became effective 15<sup>th</sup> September 2019) to replace labour proclamation 377/2003, clear guidelines were introduced to curb workplace sexual harassment and sexual violence and address minimum wage concerns through a Wage Board.
- In addition to women's maternity leave, the law also introduced paternity leave for three consecutive days for male workers. As a result of policy reforms giving women the right to work outside the home, there has been an increase in women's labour force participation, mostly in the informal sector.
- The [Federal Civil Servants Proclamation No. 1064/2017](#) provides for and directs government institutions to establish nurseries where female civil servants can breastfeed and take care of their babies. It also provides 10 working days of paternity leave for male civil servants.

**Legislative environment for women's rights**



Ethiopia has recognised the various Conventions based on the Declaration of Human Rights, thus taking steps to ensure fairness and equality between men and women.

Sources and links: (1) & (3) Includovate (2020), (2) UN Women (2021)



## NORMATIVE FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN ETHIOPIA



*Unpaid care work, limited decision making and widespread gender-based violence (GBV) characterise Ethiopia's normative context, but progressive steps have contributed to reducing the burden of unpaid care work on women*

<p><b>STEPS TOWARDS EASING UNPAID CARE WORK</b></p> <p><b>Ethiopian Women Development and Change Packages (2006, 2017)<sup>(1a)</sup></b></p> <ul style="list-style-type: none"> <li>As a policy response to the challenges associated with women's unpaid work, the government introduced the Ethiopian Women Development and Change Packages, focusing on increasing access to electricity and potable water to reduce the time women spend on fetching water.</li> <li>The Ethiopian government also conducted the first time-use survey in 2013 and has committed to rolling out a national time-use survey. The national survey will focus on women's unpaid care and domestic work to inform public services planning, budgeting and implementation efforts.<sup>(1b)</sup></li> </ul>	<p><i>The burden of unpaid care, unpaid work and domestic labour continues to stifle women's economic participation in Ethiopia. Marriage increases women's time allocated towards routine housework by 24 minutes per day while reducing married men's time by nine minutes.<sup>(1c)</sup></i></p> 	<p><i>Women's decision-making capacity within the household impacts their access to economic opportunities, as well as on other human development indicators. Factors limiting women's decision-making include limited information about earning potential.</i></p> 
	<p><b>19%</b> Share of their time dedicated by women and girls aged 10+ to unpaid care and domestic work<sup>(2)</sup></p>	<p><b>18%</b> Of women are involved in any decision making alone<sup>(4)</sup></p>
	<p><i>As to representation of women in Parliament, there are no quotas in place. Female MPs report barriers to their political careers including male politicians' unfavourable attitudes towards women political leaders.</i></p> 	<p><i>Women face myriad threats to their health and safety in both their personal and occupational lives. GBV remains widespread, severely limiting women's rights and wellbeing. GBV is driven by norms around the acceptability of violence.</i></p> 
	<p><b>41%</b> Women's representation in the Federal Parliament<sup>(3)</sup></p>	<p><b>88%</b> Of rural women believe that their husband has the right to beat them<sup>(5)</sup></p>

Sources and links: (1a) The Ethiopian Herald (2007), (1b) Oxfam (2020), (1c) Ferrant and Thim (2019), (2) Ferrant and Thim (2019), (3) IPU Parline (n.d.)b, (4) This includes 3 categories of decisions: (i) the woman's own health care, (ii) major household purchases, and (iii) visits to their family or relatives, (5) Central Statistical Agency (2012).



## INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN ETHIOPIA



Supporting women and girls' access to training and economic capital, particularly through investment in their entrepreneurial potential, is key to women's future participation in the Ethiopian economy

<p><b>Village Savings and Loans Associations (VSLAs)<sup>(1a)</sup></b></p> <p><i>Women's VSLAs supported by different development organisations (e.g., CARE, MEDA) have been able to achieve some successes associated with building resilient livelihoods; unlocking entrepreneurial potential; and strengthening financial capabilities among women.</i></p> <p><i>For example, as a part of a CARE supported initiative, younger girls associated with VSLAs were taught to generate income by engaging in small business opportunities such as goat and sheep rearing, poultry farming, vegetable trading and khat <sup>(1b)</sup> packaging / collecting.</i></p>	<p><b>Government-led large-scale land certification programmes<sup>(2)</sup></b></p> <p><i>The Ethiopian government has implemented impactful interventions to support WEE related to land, including large-scale land certification programmes such as First-level Land Certification (FLLC) (1998-2004) and Second-level Land Certification (SLLC, from 2005) to register land of smallholder farming households in rural areas across the four highland regions of Amhara, Oromia, South Nations Nationalities and People's Region (SNNP) and Tigray. With 15+ million certificates issued, almost 90% of the certificates from the SLLC have women as individual or joint owners. Besides, SLLC was found to lead to a 10% increase in the likelihood of accessing credit, an 11 % increase in landholding, and a 44% increase in women's decision-making over crops.</i></p>	<p><b>Human capital</b></p>  <p><i>Recent WEE literature is increasingly recognising the importance of training among women to enhance entrepreneurial capacity. However, women entrepreneurs are restricted by limited access to business skills training and access to information.</i></p>	<p><b>74%</b></p> <p>Of women lack access to print, television or radio<sup>(3)</sup></p>
		<p><b>Social capital</b></p>  <p><i>Single women, widowed women and elderly women who represent a disproportionate majority of poor households, have limited access to vertical social capital. This may hinder their access to social safety net programmes aimed at improving economic capital.</i></p>	<p><b>10%</b></p> <p>Of the beneficiaries of the Productive Safety Net Programme (PSNP) are women<sup>(4)</sup></p>
		<p><b>Economic capital</b></p>  <p><i>A widening gender gap in access to formal financial and banking services means women account for a disproportionate share of the unbanked. Social constraints, discriminatory perceptions about women borrowers and intra-household dynamics limit their financial inclusion.</i></p>	<p><b>12%</b></p> <p>Gender gap in access to formal financial and banking services<sup>(5)</sup></p>

Sources and links: (1a) Usually a self-managed group of 20-30 individuals, (1b) An amphetamine-like leaf that is a popular (legal) stimulant drug, an increasing source of livelihoods and major cash crop in Ethiopia and many neighbouring countries., (2) USAID (2016), (3) Central Statistical Agency (2017); Ethiopia Demographic and Health Survey (2016), (4) Ethnographic study conducted with 30 households, (5) Kigen, E. (2022)



# FOCUS SECTORS FOR WEE

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Ethiopia is Eastern Africa's largest producer of Arabica coffee, a cash crop for millions of rural farmers. Production experienced steady growth in recent years, and coffee is the country's largest export while also holding a central place in local culture.

### National frameworks for the coffee sector

- Coffee Development Strategy, finalised by the Ministry of Agriculture (MoA) and Ministry of Trade (MoT) to support GTP II
- Growth and Transformation Plan (GTP) II (2015-2020)
- Export Coffee Contract Administration directive was established in 2020 to fix a minimum coffee exporting price.



### Key challenges for the coffee sector

- 1** Climate change affects production due to drought, and an increasing range of diseases including Coffee Berry Disease (CBD), as well as the loss of large swaths of insects responsible for pollinating coffee plants.
- 2** The coffee sub-sector is suffering from a lack of inputs, modern technology, modern extension services, alongside overall poor sectoral management.
- 3** Increased popularity of 'khat', a bushy plant with stimulating properties whose production soared by 220% between 2015 and 2020 and which can provide higher income than coffee, leading farmers to switch crops.

### Spotlight: Coffee Training Centre (CTC)



- The Ethiopian Coffee and Tea Authority (ECTA) oversees the sub-sector
- In June 2021, the ECTA opened the first Coffee Training Centre (CTC) with a view to improving the sustainability and inclusiveness of the value chain through private and public partnership.



### ECONOMIC CONTRIBUTION

**457,200 million**

Coffee production in 2022 (1)

**50%**

Share of coffee production exported versus consumed locally (2)

### IMPACT ON LIVELIHOODS

**4 million**

Households engaged in small-scale coffee production (3)

**2.6 million**

Workers in the sub-sector (4)

**6.6%**

Sector's share of total employment (5)

# THE COFFEE SECTOR IN ETHIOPIA

Image credits: Mercanta

# Women in the coffee sector

Women dominate in raising coffee, harvesting and post harvesting activities, while men dominate in land preparation and marketing of coffee. However, less than 50% of the women involved in coffee production earn an income\*, while women's participation in the coffee value chain is lower in higher-value activities.



Image credits: Mercanta

*Women often resort to selling the surplus of lower-quality coffee locally*

*Women's participation is limited in coffee farm investment, and marketing and sales roles*

## WOMEN'S REPRESENTATION

**42%** Of coffee workers are women (1)

**75%** Of coffee farm work is carried out by women (2)

**43%** Of the income from coffee farm work is earned by women (3)

**\$20** Median monthly earnings for employees (4)



Some sources report that women earn just 34% of the overall income from coffee production(5). When employed in formal employment, women also earn a lower wage than men in similar roles.



Although women and men participate in all production activities, women do more work in raising coffee seedlings and coffee picking. Women also do more of the work in processing activities (cleaning, sorting, drying, dehulling).



The value chain is dominated by demands for product quality and importers define product specification, price and volume. This leaves a surplus of lower quality coffee, which women often are responsible for selling locally.

## SPOTLIGHT – Processing activities at coffee milling house

- Processing activities at coffee milling houses are dominated by women.(6) In Jimma zone (Oromia Region), over 16 primary coffee cooperatives work in the area and carry out processing and marketing activities.
- In total, 50 of the 75 employees who work in these cooperatives were women. They were more likely to work on drying coffee, rather than other processing tasks deemed less socially appropriate for women such as those requiring heavy labour and work at night.(7)
- On the other hand, local collectors, as well as those who buy coffee to supply exporters, are more likely to be male. In Jimma zone, local traders who collect coffee from village markets or farms to resell to suppliers are generally men. These collectors sell coffee with or without pulp for further processing activities, and they add value by bulking and transporting coffee.
- Suppliers, who buy coffee in larger volumes than other actors and supply them to exporters and domestic wholesalers, are also primarily men; in 2016, only 6% of the 48 registered and active suppliers were women.(8)



*“The wage gap and seasonality of coffee work tend to deter women from entering the coffee sector in the first place”*

– Pathways Study interviewee

Sources and links: \* Louis Dreyfus Company LDC (2020), (1) ILO (2020a), (2) & (3) Nestlé (2017); TechnoServe (2018), (4) ILO (2020a), (5) Syakirah, A. (n.d.), (6) USAID (2010) in Amamo (2014), (7) & (8) Kemal, Eman and Shumeta (2019)

Ethiopia's real expenditure on animal-sourced foods (ASF) has increased since 2005, and population growth over the next few decades is expected to lead to further increases. In 2015, the country's livestock stock was 50% higher than ten years ago, and it is currently the 5th largest stock in the world.

### National frameworks for the livestock sector

- The Government's Growth and Transformation Plans (I and II) identified three key livestock commodity value chains as key contributors to long-term sector development:
  - Poultry for chicken meat and eggs
  - Crossbred cattle mainly for milk and red meat
  - Milk from ruminants (indigenous cattle, sheep, goats, and camels)
- The new National Development Plan (2021-2030) includes a focus on livestock, animal feed and health, with objectives including to improve income and livelihood options for farming and pastoral communities through increased productivity and competitiveness.



### Key challenges faced by the livestock sector

- 1 Due to a lack of infrastructure in rural areas, and the large costs associated with formal trade (e.g., machinery, packaging, quality assurance, transport and export licences), the majority (95%) of national milk supply is marketed through informal channels and is unprocessed.<sup>(5)</sup>
- 2 Other major challenges include climate change and the increasing occurrence of drought, as well as soaring prices for animal feed.

### Spotlight: Government strategy in relation to climate change



Due to the impact of livestock farming on the environment (which accounts for 48% of the country's total greenhouse gas (GHG) emissions <sup>(6)</sup>), the government is promoting a shift from non-dairy cattle rearing to goat, sheep, and chicken rearing to help reduce emissions.



### ECONOMIC CONTRIBUTION

17%

Livestock' contribution to GDP <sup>(1)</sup>

6%

Livestock sector's annual growth <sup>(2)</sup>

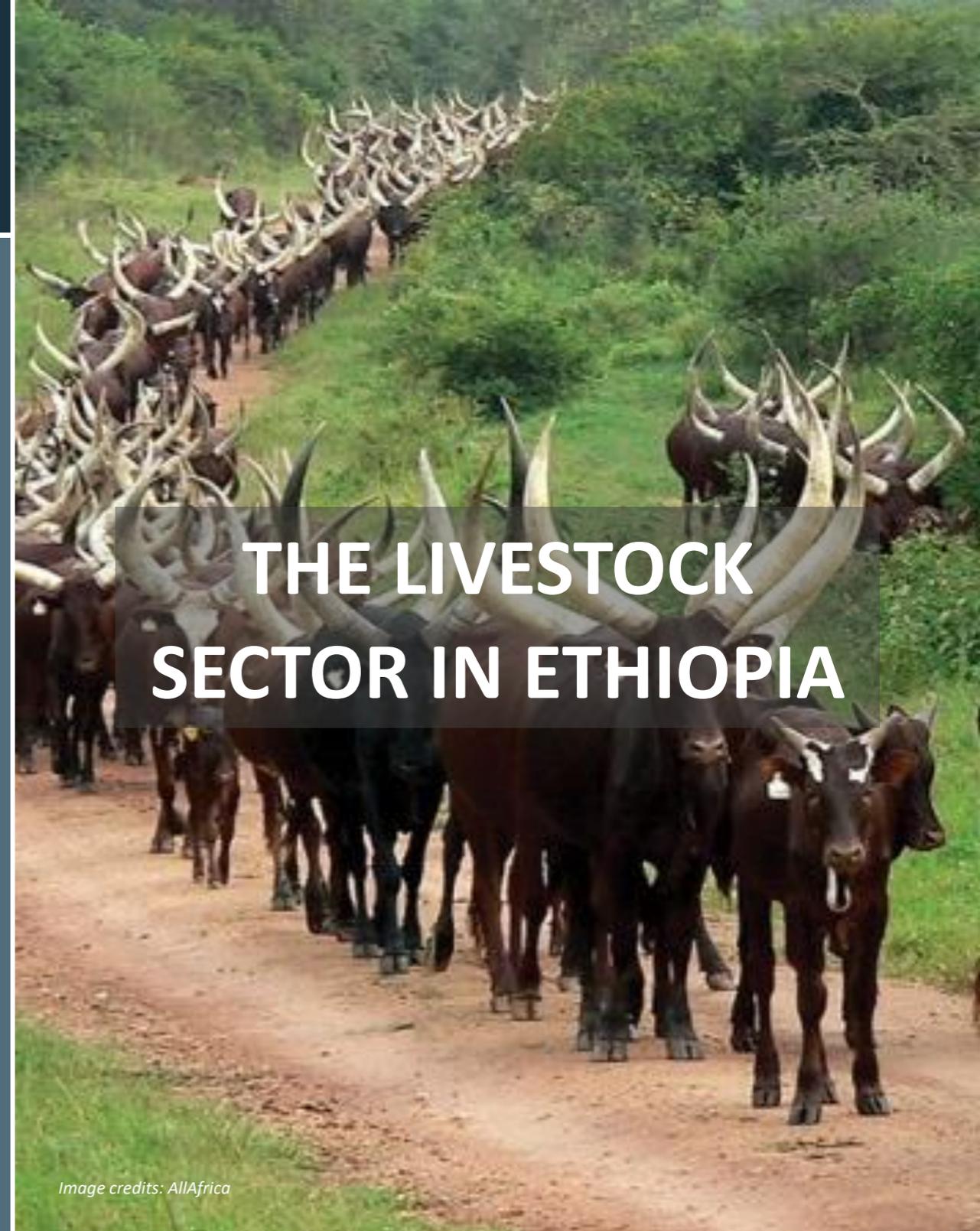
### IMPACT ON LIVELIHOODS

60-70%

Share of the population whose livelihood depend on livestock <sup>(3)</sup>

92%

Share of farming households owning livestock <sup>(4)</sup>



# THE LIVESTOCK SECTOR IN ETHIOPIA

Image credits: AllAfrica

# Women in the livestock sector

Women play a major role in livestock husbandry and management practices, although this varies across livestock types. Ownership of animals varies depending on livestock species with studies indicating that men own the most of the high-value livestock species, while women tend to own smaller, lower-value animals and secondary products (dairy).



Image credits: CARE International

*Gender roles vary across livestock species and depend on a range of factors*

*Women are more likely to market and sell small livestock, poultry, eggs and dairy*

## PRODUCTION / REARING

Women and girls tend to provide more work in:

- Feeding and grazing of cows
- Watering
- Managing vulnerable animals (e.g., calves, pregnant, sick)
- Cleaning of barns
- Gathering and making dung cakes
- Transporting farm manure
- Dairy and poultry activities

## PROCESSING

- Women are solely responsible for processing of milk and marketing of milk products (informally at local markets).(3)
- Women are less likely to be involved in processing of livestock commodities when large capital investment is required.(4)
- Half of the industrial milk processing workforce are women, as well as over half of the chicken processing workforce. Besides, there is a hiring preference for men in meat processing plants as it is assumed that the jobs are too risky for women.(5)

*Women's roles are often less valued or invisible, and they are generally responsible for most of the labour-intensive activities.(3)*

## Spotlight: Female heads of households

- Female heads of households are more likely to be involved in livestock as a main source of income, but less likely to participate in livestock markets.
- One study revealed the following trends (1) –
  - 14.3% of female household heads' main occupation is livestock rearing
  - 34.5% of them concentrate on domestic work
  - 35.3% of female household heads focus on farming
- The sex of the household head tends to be a key factor in the participation in livestock markets, indicating that female household heads are less likely to access markets to the same extent as male household heads.(2)



## SPOTLIGHT: WOMEN'S LIVESTOCK OPERATIONS

- Women's livestock operations are characterised by traditional, often manual work, usually completed by one woman rather than at a cooperative level.
- Tasks include manual milking (instead of using milking machines) and handmade leather products from cattle hides / skins (e.g., instead of using leather-specific sewing machines).
- These types of labour-intensive operations limit the productivity and income of women.

Ethiopia's cut flowers production is targeted towards the global demand for premium quality, fresh-cut flowers for key occasions such as Valentine's Day and Mother's Day. In 2020, the country became Africa's second leading flower exporter after Kenya, notably thanks to government and development partners' support.

### National frameworks for the cut flowers sector

- Incentives from the government for agricultural investors
- Flower growers are offered a five-year tax holiday
- Duty free imports (all goods)
- Access to bank loans and farmland
- Full exemption from export customs duties



### ECONOMIC CONTRIBUTION

14%

Sector's share of exports, 2020 (1)

\$422.3 million

Sector's export revenues, 2020 (2)

180,000

People employed in the sector, 2016 (3)

### SECTOR KEY FACTS

82

Number of flower farms, 2016 (4)

66

Number of flower farms fully owned by foreign investors (5)

### Key challenges for the cut flowers sector

- 1 Production practices are not sustainable.
- 2 The economic benefits of the sector are at the expense of workers' health and safety and economic security.
- 3 Companies are often unaware of, or flout, safety and environmental codes and conduct (e.g., use of toxic pesticides / water, poor waste management).
- 4 High labour turnover, possibly driven by low wages.
- 5 Sectoral growth also brings increased risks of land expropriations.

# THE CUT FLOWERS SECTOR IN ETHIOPIA

Image credits: Thursd.

### Spotlight: Employment types within the sector



- According to a 2020 study of three farms, most workers were permanent employees (88%), and 12% of workers were temporary.<sup>(6)</sup>
- About 5% had not signed contracts (agreements)<sup>(6)</sup>

# Women in the cut flowers sector

Although the cut flowers sector has shown dynamic growth and led to the creation of employment opportunities for women, the sector's impact on workers' wellbeing, reduction of poverty and gender inequality has been limited. Overall, women mainly find employment in greenhouses.



Image credits: Sher Ethiopia

*The average age among flower farms' workers is just over 24 years old*

*Women working in the sector are more likely to be young, single and without children*

## WOMEN'S REPRESENTATION

**80%** Of sector employees are women <sup>(1)</sup>

*Across the sector, women remain under-represented in management roles <sup>(2)</sup>*

## ROLE OF WOMEN WITHIN THE SECTOR



- Women workers predominantly work in greenhouses including for planting, growing and taking care of flowers, or as cleaners.
- Women participate in scouting, flower transportation and supervision activities.

## MEN'S ROLE WITHIN THE SECTOR



- Men tend to work in hand packing, spray of agrichemicals, and irrigation, and in activities that are more physically demanding.

## SPOTLIGHT – STAKEHOLDERS COMMITTED TO WOMEN

Key sector stakeholders carry out programmes specifically aimed at supporting women working in the cut flowers sector, including:

- The Ethiopian Horticulture Producer and Exporter Association (EHPEA), which oversees the sector, runs a gender-intervention programme
- The Fairtrade certification body supports gender equality in Ethiopian flower farms. Fairtrade support includes the Fairtrade premium, a sum of money that goes toward a communal fund for workers and farmers to improve social, economic or environmental conditions.



*As flower workers usually earn low wages, they don't tend to build up savings, with women being particularly affected by redundancies.<sup>(3)</sup>*

Sources and links: (1) EHPEA (2016) in Mengistie (2020), (2) The Sustainable Trade Initiative IDH (2018), (3) Bhalla, N, Wuilbercq, E (2020)



The manufacturing sector has been characterised by export growth mainly driven by the leather, textiles and apparel sector. Manufacturing typically exhibits high turnover, mainly due to low wages, including the lack of a national standard minimum wage. Overall, manufacturing is a driver of rural to urban migration.

### National frameworks for the manufacturing sector

- The Government has made efforts to industrialise the economy, putting in place policies to develop the manufacturing sector by, for example using industrial parks to attract foreign direct investment and to support small and medium enterprises. These parks are expected to create over 30,000 jobs for young people.<sup>(4)</sup>



### Key challenges faced by the manufacturing sector

- 1 Lack of machinery, spare parts, outdated ginneries, infrastructure issues
- 2 Cotton quality issues and uncompetitive pricing from local fields
- 3 Limited access to finance
- 4 Lack of adequate technical skills

### SPOTLIGHT: The Garments & Textiles sub-sector

- Ethiopia's textile industry emerged in 1939 with the Dire Dawa Textile Factory and Augusta Garment factory
- Today, it entails spinning, knitting, weaving, finishing, and garmenting
- The sector notably counts 79 mills in Addis Ababa alone
- The government envisions Ethiopia as the textile and apparel manufacturing hub of Africa with annual exports of USD30 billion by 2025.<sup>(5)</sup>



### ECONOMIC CONTRIBUTION

5%

Sector's share of GDP <sup>(1)</sup>

293,000

Sector employees, 2017 <sup>(2)</sup>

3,627

Large and medium scale manufacturing enterprises <sup>(3)</sup>

42%

Share of industrial firms that halted production and closed in March and April 2020 <sup>(6)</sup>

# THE MANUFACTURING SECTOR IN ETHIOPIA



Image credits: CNN

Sources and links: (1) World Bank (n.d.b), (2) Central Statistical Agency (CSA), (3) Central Statistical Agency (CSA) (2018), (4) Gonsamo (2019) in IDRC (2020), (5) USDA (2019), (6) Abebe et al. (2020) in Sánchez-Martín et al. (2021)

# Women in manufacturing

The manufacturing sector and textiles subsector have provided job opportunities and improved income for many women. Women's participation is increasing, but they are overrepresented in lower-skilled jobs in production. Besides, women's ownership of companies in all manufacturing subsectors is lower than that of men.



Image credits: GIZ

**Women are more likely to work in smaller manufacturing firms**

**Overall, within the sector, merely 8% of manufacturing firms' directors are women** <sup>(6)</sup>

## WOMEN'S REPRESENTATION

**12%**

Of employed women work in manufacturing <sup>(1)</sup>

**58%**

Of women workers are unpaid <sup>(2)</sup>

**34%**

Of women in managerial positions work in manufacturing <sup>(3)</sup>

**20%**

Of larger firms are owned by women <sup>(4)</sup>

**22%**

Of smaller firms are owned by women <sup>(5)</sup>

- Women represent most workers in both food processing and textiles / garments industries, as these positions are typically seen as an extension of women's traditional household and domestic roles.
- Women are mostly concentrated in these subsectors: textiles and garments, agro-industry processing, food, and beverage, and other limited agro-processed exportable goods.

## WOMEN'S RIGHTS WITHIN THE MANUFACTURING SECTOR



- Female factory workers' rights are protected by the Industrial Federation of Ethiopian Textile, Leather & Garment Trade Union (IFETLGTU), an affiliate of the Swiss-based umbrella union IndustriALL Global Union. It notably provides training on women workers' rights and topics such as maternity leave, sexual harassment and equal pay.
- Global fashion brands sourcing garments from Ethiopia play a key role in shaping overall working conditions for female factory employees (e.g., through the Global Framework Agreements (GFA) signed in 2015 between IndustriALL Global Union and garment retailers).

*“There is typically high demand in textiles for female workers, from cotton farmers through to female factory operators and female fashion entrepreneurs”.*  
– Pathways study interviewee

Sources and links: (1) World Bank (2019b). Compared to 8% of male employees, (2) United Nations Entity for Gender Equality and the Empowerment of Women (2014) in World Bank (2019b), (3) World Bank calculation, (4) & (5) Calculated 'Using the CSA Large and Medium Manufacturing Firms Survey and defining ownership ratio as the number of female owners out of the total number of owners, (6) Ministry of Industry (MOI) and UNDP (2018)

The Ethiopian construction sector is characterised by a high proportion of micro-entrepreneurs, most of whom operate in the informal economy using temporary or daily labourers. However, no government policies specifically address informality within the sector, and incidences of workplace injuries are typically high.

### Key challenges faced by women in the construction sector

- High-risk environment for GBV affecting community members, workers and service users, especially where there is a large-scale influx of transient male workers into small and often rural host communities
- On average women earn 25% less than men for the same tasks (5)
- Lack of advancement opportunities
- Women are generally hired in low skilled positions
- Hostility towards women, relating to their need to balance work with household responsibilities
- Exploitation of women workers at construction sites (e.g., lower pay versus men for same tasks)

### Role of women in the construction sector

- 1 Women are underrepresented as only 10% of construction workers are women (6). Construction (especially field/site work) is labour intensive, requires travel and interaction with day labourers.
- 2 Women dominate non-field roles in the construction sector such as marketing and sales activities (lower paid and/or commission-related roles).
- 3 Women participate in causal work on construction sites (e.g., carrying building materials including bricks, sand and water).
- 4 In 2014, the number of construction businesses owned by women was 4.7% of those registered with the Ministry of Trade (17 out of 344) (7).



### ECONOMIC CONTRIBUTION

**\$7 billion**

Sector value in 2017 (1)

**15.9%**

Sector's share of GDP, 2015/16 fiscal year (2)

### SECTOR PROFILE

**90%**

Share of temporary and daily labourers (3)

**38%**

Share of workers experiencing injuries over one year (4)



Image credits: Property24

Sources and links: (1) & (2) Veitch (2018), (3) Gashahun (2020), (4) Tadesse and Israel (2016), (5) Warner, G. (2013), (6) Pathways Interviewee, (7) UN Women (2014)

# CROSS-SECTORAL DRIVERS & BARRIERS FOR WEE

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At a structural level, greater focus on addressing key issues including low wages and the gender pay gap, notably through gender-sensitive policies designed to support the most vulnerable, can positively impact WEE

Progress is occurring notably in the livestock and manufacturing sectors with the introduction of programmes aimed at promoting equality and active participation of women. This is taking place in savings and credit services, as well as by addressing minimum wage concerns and working conditions. Other key employment benefits include maternity leave.

### Key drivers

### Sector-specific and cross-sectoral achievements

#### DEVELOPMENT AND CHANGE STRATEGY

To promote pastoral and semi-pastoral growth, the 15-year Women's Development and Change Strategy was introduced in 2017. It prioritises equality and active participation of women in savings and credit services, improved production schemes in agriculture and animal husbandry, and infrastructural development. The Productive Safety Net Programme (PSNP) attempts to create an enabling environment that involves poor female farmers with financial credit institutions.<sup>(1)</sup>

#### 2019 LABOUR PROCLAMATION no.1156

The 2019 Labour Proclamation No.1156, stipulates clear guidelines to curb workplace sexual harassment and sexual violence, and addresses minimum wage concerns through a Wage Board. In addition to women's maternity leave, the law also introduced paternity leave for three consecutive days for male workers. As of 2020, the Government was working to revise the labour law with a view to improving private sector working conditions.<sup>(2)</sup>

**1** EXISTING COOPERATIVES, ASSOCIATIONS & NETWORKS CHALLENGING BARRIERS AND LEVERAGING DRIVERS

**2** WOMEN'S DEVELOPMENT AND CHANGE STRATEGY

**3** IMPROVEMENT IN SOCIAL SECURITY SYSTEM, PARTICULARLY TO PROTECT VULNERABLE WORKERS

**4** 2019 LABOUR PROCLAMATION No. 1156 ON DISCRIMINATION AGAINST WOMEN

### Key barriers

- 1** CUSTOMARY LAWS AND PRACTICES RESTRICTING (1) WOMEN'S LAND OWNERSHIP / HOLDING RIGHTS, AND (2) WOMEN ENTREPRENEURS' ACCESS TO RENTED LAND
- 2** LIMITED GENDER CAPACITY<sup>(5)</sup> ACROSS KEY VALUE CHAIN ACTORS
- 3** LOW WAGES, GENDER PAY GAP AND INADEQUATE ENFORCEMENT OF LABOUR LAWS

Across sectors, women's economic empowerment is hindered by low wages, a gender pay gap and inadequate enforcement of labour laws, whilst there are also limitations in terms of the knowledge and skills to thoroughly engage with gender equality issues in the workplace. Besides, customary laws continue to affect the business environment in ways that discriminate against women, both directly and indirectly.

### Sector-level examples of barriers

**LOW WAGES IN FLOWER SECTOR**   
 An economic and social assessment in the sector found that no respondents were satisfied with their wages, namely on average 18-30 ETB (~ US\$0.9-\$1.5) for an 8-hour workday and 468-780 ETB (~ US\$24-\$40) for a month (208 hours). Workers do not earn enough to meet their basic needs.<sup>(3)</sup>

**CHALLENGES WITH PRACTICAL ENFORCEMENT OF LAWS**   
 There is a lack of awareness, effective enforcement, and of leadership commitment. Besides, the Ministry of Labour and Social Affairs, which is mandated to regulate labour affairs, is not well-organised and equipped, and labour affairs offices are poorly staffed.<sup>(4)</sup>

Sources and links: (1) IDRC (2020), (2) Includovate (2020), (3) Mengistie (2020), (4) Wolde, Alemayehu and Tesfaye (2018), (5) Gender capacity refers to the knowledge and skills to engage with gender equality issues. See European Institute for Gender Equality (EIGE (n.d.))



## CROSS-SECTORAL NORMATIVE FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Targeted initiatives aimed at promoting gender equality in the workplace, whilst addressing gender stereotypes and the key issue of women's right to control their income, are key strategies towards achieving WEE

Corporations could play a key role in enhancing women's economic opportunities by promoting gender equality and girls' education at the local level. In addition, training and improved HR policies could significantly drive women's economic empowerment across sectors.

### Key drivers

- 1 WORKING WITH COMMUNITIES TO TACKLE GENDER INEQUALITIES
- 2 PROMOTING MORE GENDER EQUITABLE INTRA-HOUSEHOLD DECISION MAKING
- 3 PROMOTING WOMEN'S ECONOMIC AND SOCIAL RIGHTS ORGANISATIONS
- 4 PREVENTION AND RESPONSE TO GBV (INCLUDING ECONOMIC FORMS)
- 5 INTERVENTIONS TO REDUCE UNPAID CARE BURDEN AND REDISTRIBUTION OF DOMESTIC WORK

### Key barriers

- 1 GENDER NORMS RESTRICTING WOMEN'S PLACE IN THE VALUE CHAIN
- 2 EMPLOYMENT GENDER SEGREGATION
- 3 UNPAID CARE AND DOMESTIC WORK BURDEN
- 4 RESTRICTIONS ON MOBILITY AND LIMITED ACCESS TO MARKETS
- 5 GBV INCLUDING HARASSMENT IN THE WORKPLACE & INTIMATE PARTNER VIOLENCE (IPV)

Women's careers remain widely hindered by gender stereotypes, unpaid care work and gender-based violence leading to their restricted place in both society and the workplace. Men's roles across sectors prove powerful but must be challenged in order to unleash women's future economic empowerment.

### Sector-level examples of barriers

#### GENDER NORMS DRIVE DIVISIONS OF TASKS IN THE COFFEE SECTOR

Social stereotypes, such as women being perceived to be more careful and patient than men, are a key driver of women's restriction to manual tasks and office roles. A study in a kebele of Shebedino woreda (Sidama Zone, SNNP region) seems to confirm this. The study mentions that respondents refer to some activities as 'men's activities' and to others as 'women's activities', as these have been traditionally allocated to men or women.<sup>(3)</sup>



#### MEN CONTROL INCOME FROM ALL ANIMALS EXCEPT POULTRY

Men dominate control and management of income of all animals, except for poultry. This is the case even when women and girls are fully responsible for the livestock keeping activities. Women may own small livestock such as sheep and goats, but men maintain higher control over the income from sales of these animals. Generally, heads of household retain responsibility of livestock sales and management of income.<sup>(4)</sup>



### Sector-level success cases

#### SUPPORTING COMMUNITIES TO PROMOTE GENDER EQUALITY IN COFFEE



As part of key corporate social responsibility (CSR) strategies, global roasters / retailers are involved at local level through their own foundations. A key example is the Costa Foundation, which has established self-funding Girl's Clubs (which are also open to boys) in communities with a history of early marriage; girls receive support with their education, their lives, their health and their futures.<sup>(1)</sup>

#### GENDER RESPONSIVENESS OF WORKPLACE CULTURES



Strengthening the gender responsiveness of workplace systems (including through establishment of gender committees, trainings for employers and improved HR policies) combined with building capacities and supporting women worker's needs leads to a reduction in reports of GBV.<sup>(2)</sup>

Sources and links: (1) Costa Foundation (n.d.), (2) The Sustainable Trade Initiative IDH (2018), (3) Shitaye (2017), (4) Mulema et al. 2017 in Kinati and Mulema (2018)

## CROSS-SECTORAL INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Gender-focused initiatives enabling women's access to extension services, combined with education, training and the development of critical skills including self-confidence, form key pathways towards achieving WEE

Key partnerships between producers, NGOs and cooperatives aimed at benefitting the local communities can facilitate women's access to extension services and offer significant opportunities for women's economic empowerment. Among other leading initiatives, the development of activities such as staff gender training can be crucial.

### Key drivers

<p><b>1</b></p> <p>WORKING WITH COOPERATIVES TO EXPAND OPPORTUNITIES TO WOMEN (E.G. ACCESSING BUSINESS DEVELOPMENT SERVICES AND INCREASED MARKET ACCESS)</p>	<p><b>2</b></p> <p>IMPROVING WOMEN'S TARGETED ACCESS TO EXTENSION SERVICES AND TRAINING, WHILE INCREASING FEMALE REPRESENTATION IN THE AGRICULTURAL EXTENSION SERVICE SECTOR</p>	<p><b>3</b></p> <p>HOLISTIC INTERVENTIONS THAT TACKLE WOMEN'S EDUCATION AND SKILLS, WHILE BUILDING SELF-CONFIDENCE AND SELF-EFFICACY</p>
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### Key barriers

<p><b>1</b></p> <p>WOMEN'S LIMITED OWNERSHIP &amp; ACCESS TO LAND AND FARMING EQUIPMENT</p>	<p><b>2</b></p> <p>WOMEN'S CONSTRAINED CONTROL OVER INCOME</p>	<p><b>3</b></p> <p>WOMEN'S LIMITED DECISION-MAKING POWER IN THE HOUSEHOLD</p>
<p><b>4</b></p> <p>LIMITED ACCESS TO FINANCE AND CREDIT</p>	<p><b>5</b></p> <p>WOMEN'S CONSTRAINED SAVINGS</p>	<p><b>6</b></p> <p>WOMEN'S LIMITED HUMAN CAPITAL INCLUDING LOWER EDUCATIONAL OUTCOMES COMPARED TO MEN</p>

Across sectors, women face challenges in relation to their limited access to land ownership and basic farming equipment, while their limited control over household finances limits their capacity to invest in a business venture. Additionally, their limited access to education, financial services and savings further limit their potential to become economically empowered.

### Sector-level examples of barriers

<p><b>LIMITED CONTROL OVER INCOME</b> </p> <p>In Goma Woreda, the decision to sell crops for cash income is fully controlled by husbands, who tend to sell in bulk once a year despite household needs. In some cases, women must resort to selling small amounts of coffee without the husbands knowing, in order to be able to feed the household.<sup>(2)</sup></p>	<p><b>WOMEN'S LIMITED HUMAN CAPITAL HINDERS OPPORTUNITIES</b> </p> <p>Women's lower human capital hinders economic opportunities in the sector. Due to gender inequalities in access to education and information, women often lack the technical skills and knowledge on management practices to improve the quality of livestock.<sup>(3)</sup></p>
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### Sector-level success cases

#### INITIATIVES TO IMPROVE PARTICIPATION AND LEADERSHIP OF WOMEN

The Oromia Coffee Farmers Cooperative Union (OCFCU) is the largest Fairtrade certified producer in Ethiopia. The Fairtrade certification premium and financial support from roasters are re-invested into social projects such as schools, health posts, clean water, bridges. Women also hold prominent positions in OCFCU. Additionally, TechnoServe is a non-profit working with 96 coffee farmer organisations to integrate gender into the institutional structures of cooperatives. Activities include staff gender training and establishment of Gender Leads who liaise with government leaders.<sup>(1)</sup>



Sources and links: (1) Uncited in ICO (2018), (2) Aregu, Puskur and Bishop Sambrook (2011), (3) Mulema et al. (2017) and Zahra et al. (2014) in Kinati and Mulema (2018)



# IMPLICATIONS & PROPOSED RECOMMENDATIONS

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*Addressing key barriers such as women's limited access to land ownership, unpaid care work and girls' education is critical to fully achieving both Ethiopia's economic vision and women's economic empowerment.*

## CROSS-SECTORAL PROPOSED RECOMMENDATIONS



*Proposed recommendations for consideration by policymakers, financial institutions, community leaders, programmers and researchers seeking to support gender-inclusive economic development*

### Proposed Policy/Advocacy Recommendations

<p>Address key policy gaps and improve implementation and monitoring of key legislation around key issues including public procurement, women's land ownership, girls' education and Violence Against Women and Girls (VAWG).</p> 
<p>Undertake community level sensitisation, capacity building and advocacy around existing legislation to strengthen women's rights.</p> 

### Recommended strategies

<ul style="list-style-type: none"> <li>Advocate for legislation on integrating gender-responsiveness into the country's public procurement policy, to include provisions promoting gender equality in public procurement policies.</li> <li>Strengthen policies, accountability, and remediation mechanisms on equal land ownership, sexual harassment and GBV.</li> <li>Address factors contributing to policy implementation gaps including improving coordination across agencies and service sectors.</li> </ul>
<ul style="list-style-type: none"> <li>Train and build the capacity of key duty bearers including traditional customary structures, local government and law enforcement on key legislation regarding women's right to land ownership.</li> <li>Design interventions to strengthen capacities of women farmers, pastoralists and agro pastoralists to increase agricultural productivity and benefit from economic activities.</li> </ul>

### Proposed research, monitoring and evaluation recommendations

	Commission and undertake research to address research gaps including studies and analysis to understand the impact of the Tigray conflict and other internal conflicts on WEE outcomes.
	Include measures of key factors enabling or constraining WEE including gender-specific measures focused on women's capabilities and agency, household relations and gender norms and attitudes. This should include tracking signs of potential backlash including increased intimate partner violence.
	At a minimum, disaggregate results by sex and include sex disaggregated targets. Wherever possible, programmes and research should further disaggregate by income, age, race, physical challenges, migratory status, internal displacement status, and geographic location.
	Commission mixed-method research and evaluations on these issues (i.e., women's capabilities and agency, household relations and gender norms / attitudes etc.) to understand how and why change happens, and to better understand women's lived realities through participatory qualitative research and theory-based evaluations.
	Monitor, track and mitigate against any signs of potential backlash during programme implementation, including increased rates of violence against women.

### Proposed programming recommendations

<p>All programmes should be based on a robust gender analysis that identifies risks and mitigants per proposed intervention.</p> 
<p>Assess and address women's / girls' unpaid care and domestic work burden so that they can complete their education, acquire marketable skills, and work for pay outside the household.</p> 
<p>Work with and grow women's collectives to build social, human and economic capital, and tackle normative barriers.</p> 

### Recommended strategies

<ul style="list-style-type: none"> <li>Programmes should also be inclusively designed to cater to the needs, challenges and interests of various groups of women (e.g., young women, mothers, female heads of households, etc.).</li> </ul>
<ul style="list-style-type: none"> <li>Carefully assess the extent to which project activities could increase women's workload, and incorporate time / labour-saving interventions</li> <li>Work with private and public sectors to ensure that households have access to energy, water, hygiene, and sanitation (WASH) facilities.</li> </ul>
<ul style="list-style-type: none"> <li>Develop robust frameworks around women's VLSAs to create new and groups and strengthen existing groups.</li> <li>Support the formation of new women-led cooperatives with clear succession plans to ensure leadership growth for the youth.</li> </ul>



## SECTOR-LEVEL PROPOSED RECOMMENDATIONS\* (1/2)

Strengthening existing sectoral commitments to gender equality, whilst addressing major barriers including harmful gender norms, is at the forefront of key strategies to achieve WEE

### Recommendations for the coffee sector

- 1**

Strengthen the Coffee Sector's commitment to gender equality (e.g., by enhancing institutional policies and practices)
- 2**

Work with market actors including the government to improve the reach of interventions to women farmers
- 3**

Improve women's human, social and economic capital by leveraging collectives and cooperatives
- 4**

Address inequitable norms and attitudes at the household level
- 5**

Support household and community-level interventions addressing women's unpaid care and domestic work burdens
- 6**

Address research gaps and build evidence of what works

### Recommendations for the livestock sector

- 1**

Strengthen the Livestock Sector's commitment to gender equality (e.g., by including women in sector governance institutions)
- 2**

Support the rebuilding of livestock-related livelihoods in conflict affected communities
- 3**

Support improved livestock practices through more gender-responsive extension services and community dialogues
- 4**

Support interventions at the household level to increase women's economic, social and human capital
- 5**

Support women entrepreneurs to invest in and grow livestock businesses
- 6**

Improve women's human, social and economic capital through cooperatives and collective activities
- 7**

Facilitate women's access to finance through better products and services
- 8**

Support household and community-level interventions addressing unpaid care and domestic work burdens
- 9**

Focus on research to fill evidence gaps and build on evidence of what works

\* **NOTE:** Please see Appendix for detailed, sector-level recommendations.





## SECTOR-LEVEL PROPOSED RECOMMENDATIONS\* (2/2)

Promoting safe, gender-sensitive workplaces, whilst reinforcing existing commitments to gender equality constitutes the foundation of key strategies to achieve WEE

### Recommendations for the cut-flowers sector

- 1 Strengthen the cut-flower sector commitments to gender equality (e.g., by advocating for better gender-responsive policies)
- 2 Work with employers to promote gender-sensitive and safe workplaces
- 3 Deliver holistic workplace interventions to improve women’s human, social and economic capital
- 4 Address research gaps and build evidence of what works

### Recommendations for the construction sector

- 1 Strengthen the construction sector’s commitments to gender equality (e.g., by promoting women’s leadership)
- 2 Work with employers to promote gender-sensitive and safe workplaces
- 3 Support women in science, technology, engineering and mathematics (STEM) subjects and Technical and Vocational Education and Training (TVET)

### Recommendations for the manufacturing sector

- 1 Work with employers to promote gender-sensitive and safe workplaces (e.g., factories)
- 2 Support women’s leadership and voice in the sector
- 3 Support women entrepreneurs through skills building programmes coupled with household interventions
- 4 Implement holistic skills building and vocational training to improve women’s opportunities in the sector
- 5 Address research gaps and build evidence of what works
- 6 Strengthen the manufacturing industry commitments to gender equality

\* **NOTE:** Please see Appendix for detailed, sector-level recommendations.



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# APPENDIX

## APPENDIX

## Detailed sector-level strategies for proposed recommendations – Coffee sector (1/2)

**1. Strengthen the Coffee Sector's commitment to gender equality.**

- Improve internal gender capacity of market actors including gender-related knowledge, attitudes, skills of staff, while also enhancing institutional policies and practices. [NOTE: Gender capacity refers to the knowledge and skills to engage with gender equality issues. See European Institute for Gender Equality (EIGE) (n.d.)]
- Support industry actors, including international buyers, to commit to policies, regulations, and actions that further gender equality, and monitor their gender equality commitments.
- Increase the sectors' understanding of women's current and potential contribution to the value chain through stakeholder engagement and dissemination of research findings, and work with key actors including international buyers to recognise and reward women's labour, ensuring that women's positions in the supply chain are made more formal and visible to key actors.
- Create partnerships between buyers and sellers (including women-led cooperatives) to source and market coffee produced by women, as well as coffee produced under initiatives that foster gender equality throughout the coffee value chain.
- Develop economic incentives for coffee produced by women-led cooperatives. This may be a price premium for coffee that can be traced back to women-led cooperatives.
- Leverage existing initiatives, including certification programmes and initiatives working to build specific skills (such as agronomy), to increase reach and targeting of women in the sector.

**2. Work with market actors including the government to improve the reach of interventions to women farmers and to tailor support to women farmers' needs.**

- Work with Cooperatives and District Level Agricultural Offices to target women specifically and to recruit women extension agents. Train all agents and trainers (men and women) to provide inclusive services and to engage household members who are not the head of the household. Design training (including timing and locations) for women taking domestic responsibilities into consideration.
- Work with communities to raise awareness of women's rights including land rights.

**3. Improve women's human, social and economic capital through leveraging collectives and cooperatives.**

- Support women through collectivisation, by leveraging existing women's cooperatives and supporting the formation of new women-led cooperatives, to improve women's access to quality land and assets.
- Target interventions to improve women's voice, decision-making, and self-efficacy; more equitable norms around leadership and land rights; and opportunities for women to move into new or upgraded roles.
- Leverage women's cooperatives and collectives for human capital interventions including efforts to improve soft skills around leadership, negotiation and conflict management; as well as efforts to improve business capabilities and agricultural skills to boost productivity and income.
- Promote women's participation in mixed-gender cooperatives by encouraging inclusive organisational cultures via explicit and intentional strategies that promote women's participation in leadership, women's voice and participation in decision-making, and address discrimination and barriers along the value chain. Advocate for flexible membership criteria, such as extending membership to household members who are not the head of household.
- Implement capacity building for cooperatives on gender mainstreaming.

**4. Address inequitable norms and attitudes at the household level.**

- Support initiatives strengthening women's access to formal land titling.
- Support livelihoods and economic empowerment initiatives, coupled with gender transformative interventions at the household level, which increase women's access to and control over economic assets; access to financial services; financial literacy and independence.
- Develop mechanisms to reduce vulnerability to economic and other forms of GBV; support women's ability to seek essential GBV services, including legal help, if required.
- Carry out household and community dialogues or other behaviour change interventions that promote equitable intra-household decision making, and address gender inequitable attitudes and norms around gender roles and mobility in the value chain.
- Monitor, track and mitigate against any signs of backlash including increased rates of GBV and IPV.
- Advocate for and support government policies and programme initiatives to tackle child labour in the coffee sector.

## Detailed sector-level strategies for proposed recommendations – Coffee sector (2/2)

### **5. Support household and community-level interventions addressing women's unpaid care and domestic work burdens.**

- Carefully assess the extent to which project activities could increase women's workload, and actively incorporate time and labour-saving interventions targeted at women.
- Work with the private and public sectors to ensure that households have access to energy, water, hygiene and sanitation facilities in order to reduce women and girls' drudgery and time; and to ensure women to have access to creche and health facilities for improved maternal health and childcare.

### **6. Address research gaps and build evidence of what works.**

- Commission research to:
  - Better understand barriers and opportunities for women retailers and coffeehouse owners, including demand for financial services, the impact of the minimum coffee sale price, and the barriers and challenges faced by different marginalised groups of women in the coffee value chain including women with physical or other challenges.
  - Assess the gendered impacts of COVID-19 on coffee farmers and create opportunities to build women coffee farmers resilience against future shocks.
- Conduct research on the (secondary) impact of the Tigray conflict on women's participation in the coffee value chain.
- Ensure rigorous monitoring of interventions to strengthen the evidence base on what works for achieving increased women's economic empowerment in the coffee sector.
- Ensure meaningful participation of women farmers in design of all interventions, including through participatory methods.

## Detailed sector-level strategies for proposed recommendations – Livestock sector (1/2)

### **1. Strengthen the Livestock Sector's commitment to gender equality.**

- Improve internal gender capacity of market actors including gender-related knowledge, attitudes, skills of staff, and enhance institutional policies and practices.
- Support industry actors, including international buyers, to commit to policies, regulations, and actions that further gender equality, and monitor their gender equality commitments.
- Facilitate women's inclusion in value chain governance institutions such as the [Ethiopian Meat-Producer-Exporters Association](#) (EMPEA), which currently has an all-male board of directors.

### **2. Support the rebuilding of livestock related livelihoods in conflict affected communities.**

- Work with the FAO and other humanitarian actors to supply women farmers living in conflict affected areas with seeds, livestock and treatment, cash transfers and restocking of veterinary clinics.
- Support pastoralist and agro pastoralist communities (especially female headed households therein) with cash transfers and exploring livelihood opportunities.
- Where possible and appropriate, in addition to meeting the immediate needs of conflict affected communities, integrate strategies in recommendations below to help strengthen community resilience.

### **3. Support improved livestock practices through more gender-responsive extension services and community dialogues.**

- Work with District Level Agricultural Offices to improve livestock management practices, by specifically targeting women and recruiting women extension agents to deliver trainings. Train all agents and trainers (men and women) to provide inclusive services and to engage household members who are not the head of the household. Design training (including timing and locations) to ensure they are accessible to women given domestic responsibilities. Such trainings should also include couples.
- Undertake community dialogues to promote recognition and remuneration of women's roles in the livestock value chain and the importance of their access to information and community engagement, while promoting better livestock management practices among community members.

### **4. Support interventions at the household level to increase women's economic, social and human capital.**

- Carry out household dialogues or other behaviour change interventions that address income negotiation, support women's involvement in decision making around how to spend income and manage livestock that is jointly owned or owned by women.
- Improve women's access to financial capital to grow their business and invest in larger value livestock.
- Ensure that these interventions monitor, track and mitigate any sign of backlash including GBV.

### **5. Support women entrepreneurs to invest in and grow livestock businesses.**

- Support women through leadership training programmes and grants for female entrepreneurs.
- Train women in improved production practices and value add activities as well as how to market their products and access local markets.
- Promote women role models in the sector through awareness raising activities.

### **6. Improve women's human, social and economic capital through cooperatives and collective activities.**

- Promote women's participation in mixed-gender cooperatives by encouraging inclusive organisational cultures via explicit and intentional strategies that promote women's participation in leadership, women's voice and participation in decision-making, and address discrimination and barriers along the value chain.
- Advocate with existing cooperatives to extend cooperative membership to household members who are not the heads of household.
- Support women to form and join women-led cooperatives, supporting women to organise and access livestock markets that are further away through collective ownership or collective transport.
- Support feed processing initiatives to reduce women's time spent foraging for food for their livestock, as well as poultry value addition activities.
- Ensure that all interventions consider and mitigate risks such as increased unpaid work burden for women.

## Detailed sector-level strategies for proposed recommendations – Livestock sector (2/2)

### **7. Facilitate women's access to finance through better products and services.**

- Work with financial providers to tailor products and services to women's needs, including utilising mobile money, and tailor communication and marketing strategies to reach women livestock owners and keepers.
- Provide financing to support time saving technologies, livestock ownership, livestock specific credit schemes.
- Strengthen private sector partnership for B2B linkages through cooperatives.
- Support private sector involvement for cold-chain investment and access to modern processing techniques.

### **8. Support household and community-level interventions addressing women's unpaid care and domestic work burdens.**

- Carefully assess the extent to which project activities could increase women's workload, and actively incorporate time and labour-saving interventions / technology targeted at women.
- Work with the private sector and public sector to ensure that households have access to energy, water, hygiene and sanitation facilities in order to reduce women and girls' drudgery and time poverty.

### **9. Focus on research to fill evidence gaps and build on evidence of what works.**

- Commission and undertake research to understand the gendered impacts of COVID-19 on livestock farming households, and potential climate change adaptations (e.g., drought hardy cattle breeds).
- Commission and undertake research to further understand intra-household asset ownership, labour contributions, and involvement in management and control of different animals.
- Commission and undertake research on the gendered impacts of milk commercialisation.
- Commission and undertake research to understand gendered challenges and opportunities in livestock industrial processing.
- Commission and undertake participatory research with diverse groups of marginalised women to understand and address barriers across different livestock systems that women may face.
- Ensure all interventions have robust M&E frameworks to track change in WEE outcomes, as well as related outcomes including gender-equitable attitudes, norms and GBV.

## Detailed sector-level strategies for proposed recommendations – Cut Flowers sector

### **1. Strengthen the cut-flower sector commitments to gender equality.**

- Advocate with government for improved gender responsive policies in the sector, including upholding women's labour rights (including improved wages) and occupational health and safety.
- Support the sector to improve and uphold social and environmental safeguards and standards, including risk of GBV, through increased monitoring and accountability mechanisms.
- Support the implementation and monitoring of gender commitments of value chain actors, particularly working with international buyers and improving due diligence requirements and processes.
- Support initiatives that promote mutual accountability and transparency in the sector, involving government regulators, farms, buyers, and consumers. This could include, as examples, information sharing across farms and other local actors on monitoring of gender data and indicators; or working with EHPEA, NGOs and Unions to continue supporting change at the farm level.
- Improve individual customer awareness in key export markets (e.g., through on-product stickers showcasing gender initiatives in source farms) to increase demand for ethically sourced gender supporting flowers.

### **2. Work with employers to promote gender-sensitive and safe workplaces.**

- Support and implement workplace interventions to improve the gender-responsiveness of workplaces. This should include training and management of senior leaderships, formation and support to ensure functioning gender committees, as well as targeted support to improve policies and practices.
- Focus on addressing GBV and harassment in the sector, promoting zero tolerance, and establishing anonymous reporting and grievance mechanisms.
- Improve health and safety, for all roles, provide adequate protective equipment (in number and quality), and implement training (in different languages) to improve awareness of safety practices among workers.
- Create daycare facilities and support mothers returning to work including through breastfeeding provisions. Provide facilities or support to address sexual and reproductive health needs.
- Provide safe transport for women workers.
- Work with private sector actors and support unions and associations to negotiate for improved gender-responsive benefits and improved compensation including maternity provisions, transport allowances, benefits for no-absenteeism, productivity and overtime bonuses).
- Implement training and skill acquisition initiatives to support women's progression into supervisory and management roles.

### **3. Deliver holistic workplace interventions to improve women's human, social and economic capital.**

- Support multi-component workplace training initiatives which aim to improve women's knowledge and skills, social capital, confidence, and wellbeing. Women's sexual and reproductive health can provide a useful entry point to work with women on broader issues including GBV and improve awareness of rights.
- Support women to join and participate in unions and associations, including initiatives to increase women's voice and leadership in these collective organisations to improve the gender-responsiveness of collective bargaining activities.
- Support leadership programmes to increase the number of women in the sector in leadership positions.

### **4. Address research gaps and build evidence of what works.**

- Commission and undertake research on the impact of the COVID-19 pandemic on women in the cut flowers sector.
- Commission and undertake research focused on women's participation in supervisory roles, women's participation in union and associations, and access and availability of grievance mechanisms.
- Commission and undertake research with marginalised groups (such as women rural-urban migrants, women with physical or other challenges) to understand different barriers and challenges and to design inclusive interventions.
- Ensure meaningful participation of women in the design of all interventions, including through participatory and action research methods.

## Detailed sector-level strategies for proposed recommendations – Manufacturing sector (1/2)

### **1. Work with employers to promote gender-sensitive and safe workplaces (e.g., factories).**

- Endorse and implement gender commitments, which should include gender sensitive policies, staff training, set up of anonymous grievance mechanisms, establishment of gender committees where women are represented.
- Support and implement workplace interventions to improve the gender-responsiveness of workplaces. This should include training and management of senior leaderships, formation and support to ensure functioning gender committees, as well as targeted support to improve policies and practices.
- Focus on addressing GBV and harassment in the sector, promoting zero tolerance, robust policies and procedures, and safe and appropriate grievance mechanisms and reporting procedures.
- Improve pay and benefits to ensure minimum living wages and associated benefits including maternity leave, annual leave and sick leave provisions (including provisions for temporary workers).
- Improve health and safety, for all roles, provide protective equipment, and implement training (in different languages) to improve awareness of safety practices among workers.
- Support mothers returning to work through flexible working arrangements, breastfeeding facilities and childcare initiatives.
- Improve WASH facilities and infrastructure, ensuring accessible and working toilet facilities, gender segregated changing rooms and address associated gender discriminatory behaviour and policies such as limiting bathroom breaks.
- Work with employers to provide better support to migrant workers including support with local level ID registration for accessing services.
- Provide safe and affordable transport to/from workplaces.

### **2. Support women's leadership and voice in the sector**

- Facilitate women to join and participate in unions and other actors.
- Implement leadership and mentorship programmes to support women to work in supervisory and management roles.
- Improve the gender-responsiveness of unions and associations collective bargaining through raising awareness of women's poor working conditions and associated needs.
- Raise women workers' awareness of labour rights through sensitisation activities.

### **3. Support women entrepreneurs through skills building programmes coupled with household interventions.**

- Deliver initiatives improving skills, access to innovative agricultural inputs and finance.
- Provide grants to women entrepreneurs to establish and grow businesses.
- Support household level interventions which tackle inequitable norms, attitudes and behaviours hindering women's economic opportunities and wellbeing.
- Promote initiatives that address limited ownership and control over productive assets, including land.

### **4. Implement holistic skills building and vocational training to improve women's opportunities in the sector.**

- Invest in vocational training programmes and local organisations targeting women.
- Support holistic and rights-based initiatives which combine skills training with efforts to improve financial literacy skills.
- Support women's access to sexual and reproductive health services (SRH).
- Support initiatives that link skilled candidates to job opportunities, improve value of employers' initiatives by providing incentives such as 'rewards for gender milestone achievements', while monitoring gender targets and number of women obtaining decent jobs.
- Improve the quality of existing higher-level manufacturing education and promote and ensure equitable access for young women.
- Support scholarships or paid apprenticeships for women.
- Support business skills programmes for women entrepreneurs and collectives.
- Support private sector organisations to provide training and access to facilities and products (e.g., financial institutions).

## Detailed sector-level strategies for proposed recommendations – Manufacturing sector (2/2)

### *5. Address research gaps and build evidence of what works.*

- Commission and undertake research on the impact of the COVID-19 pandemic on women in the sector.
- Commission and undertake research to better understand gender issues in small scale cotton farming as an input into garments / textiles.
- Commission and undertake research with marginalised groups (such as women with physical or other challenges and ethnic minorities) to understand different barriers and challenges and to design inclusive interventions.
- Evaluate interventions and include outcomes and indicators related to women's economic empowerment as well as related outcomes linked to experience of GBV and sexual and reproductive health to provide an accurate picture of the impact on any intervention on women's lives.
- Ensure meaningful participation of women in the design of all interventions, including through participatory methods.

### *6. Strengthen the manufacturing industry commitments to gender equality.*

- Work with key stakeholders to improve gender-responsive incentives and gender specific support structures at manufacturing and industrial parks (such as day care / crèche services, gender mainstreaming, or affirmative action provisions) that could increase women's participation and access to benefits from the manufacturing sector
- Advocate with government for improved gender responsive policies in the sector, (including upholding women's labour rights, health and safety), and policies that foster intentional changes for WEE in the sector.
- Work with government to improve implementation of policies and laws in relation to labour rights and decent work, and advocate for ratification of the ILO Violence and Harassment Convention (No. 190).
- Support the implementation and monitoring of gender commitments of value chain actors, particularly working with international buyers and improving due diligence requirements and processes.
- Support and build on initiatives that promote mutual accountability and transparency in the sector, involving government regulators, factories, buyers and consumers.
- Support implementation and improvement of social security mechanisms for manufacturing workers

## Detailed sector-level strategies for proposed recommendations – Construction sector

### **1. Strengthen the construction sector's commitments to gender equality**

- Support women's leadership in the sector through leadership programmes and targeted support and grants for women entrepreneurs.
- Work with government to improve drafting and implementation of policies and laws in relation to labour rights and decent work, equal pay, prevention from employment discrimination, implementation of policies on flexible work and support to families.
- Work with sector stakeholders (including employers) to challenge attitudes towards gender roles and stereotypes in the sector and promote women's employment in the sector. This could include behaviour change communication (BCC) and promotion of women role models.
- Strengthen sector wide safeguarding standards, such as promotion of IFC's social and environmental performance standards.
- Address informal work / support informal workers through formalisation, improved worker rights and conditions and social security programmes.

### **2. Work with employers to promote gender-sensitive and safe workplaces.**

- Endorse and implement gender commitments, which should include gender sensitive policies, staff training, codes of conduct, GBV and harassment policies, and anonymous grievance and reporting mechanisms.
- Promote gender-sensitive workplaces and organisational cultures, including specific work and training targeting senior leadership.
- Focus on addressing GBV and harassment in the sector, promoting zero tolerance, and address hostility towards women's unpaid care responsibilities, and ensuring safe and effective reporting mechanisms and referral pathways for survivors of violence.
- Support mothers returning to work through flexible work arrangements, day care initiatives, breastfeeding provisions and paid maternity leave.
- Implement initiatives to increase interest in hiring women in non-traditional roles and sectors, including initiatives focused on showcasing women role models and on creation of mentorship opportunities.
- Create opportunities for women to move up to supervisory roles, and support on the job training.

### **3. Support women in STEM subjects and TVET education**

- Invest in vocational training programmes and organisations targeting women and girls.
- Focus on skills for roles and subsectors where women are less represented, work alongside companies to promote hiring of women, and for mentorship opportunities.
- Support initiatives that link skilled candidates to job opportunities, improve initiatives' work by providing incentives such as 'payment for results' and monitoring of gender targets and number of people obtaining jobs.
- Improve the quality of existing higher-level STEM education and promote and ensure equitable access for young women.
- Support scholarships and paid apprenticeships for women in the sector.

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