## Women Economic Empowerment in East Africa: Policy and practice Focus on Ethiopia (UCDW Program)



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## **Definition:**

Women's economic empowerment is **the process of achieving women's equal access to and control over economic resources**, and ensuring they can use them to exert increased control over other areas of their lives (Taylor and Pereznieto, 2014)

## Why gender equality (GE) important?

- Because human rights are for all genders, and they are about equal rights, responsibilities and opportunities.
- The inequality effects everyone (gender diverse people, children and families etc) and it affects the economy, politics, social affairs of every country and background
- Gender equality prevents violence against women and girls. It's essential for safety, protection, economic prosperity. Societies that value women and men as equal are safer and healthier.
- In the practice of GE, better experience of qual access to power, resources and opportunities
- People will be treated with dignity, respect and fairness

# What are the existing Laws and policies?

There are plenty of International and national policies adopted by governments (Kenya, Uganda and Ethiopia)

- National Constitutions, Gender policies and guidelines
- SDGs (Mainly of Goal 5 (Gender equality), Goal 8 (Decent works and Economic Growth) and Goa 10(Reduced Inequality)
- CEDAW
- Beijing platform for action
- Agenda 2030 and 2063
- Maputo Protocol
- ILO conventions (the elimination of discrimination in respect of employment and occupation)

- And many more

## What is the practice in these countries?

- Unpaid Care and Domestic works is the Missing Link in gender equality in the countries of Ethiopia, Kenya and Uganda)
- High presence of GBV (Gender Based Violence)
- Lack of Equal Opportunities, participation and leadership
- Access to Education, Resources Like Land, cash, agricultural inputs
- Crises Aggravate the Gender Inequality (conflict, Covid-19, draught etc)
- Traditional practices and Social Norms

## **Major causes**

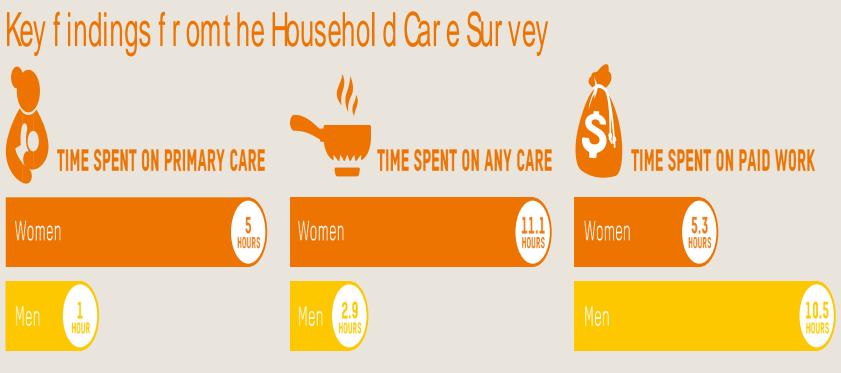
- Deep rooted social and cultural norms
- Weak policy and legal implementation / political commitment, prioritization issue
- Lack of accountability systems
- Gender biases

## Unpaid care and domestic work: the Missing link

## In Ethiopia

- Women spent on average 13-15 hours a day on unpaid care and domestic works in Ethiopia (3-4 times more than men) Time use survey, 2013
- Deep social norm in both urban and rural (women are for kitchen and men are for outside)
- Conflict and Covid 19 exasperated the inequality in economy, social, leadership and other aspects

# Uganda (2017 Oxfam Even it up campaign)



Women spent an average of 5 hours a day on primary care compared to about 1 hour a day reported by men. Women spent an average of 5 hours per day on any care compared to just 2.9 hours a day for men.

Men spent almost double the time that women spent on paid work (10.5 vs. 5.3 hours per day respectively).

## Kenya (by Oxfam April 2021)

- Women had by far the greatest responsibility for UCDW, spending an average of about 5 hours a day on primary care compared to about 1 hour a day reported by men.
- Furthermore, women's time spent on any care took up a significant proportion of their day – more than triple that for men – with women reporting 11.1 hours per day for any care compared to 2.9 hours per day for men.
- Overall, women had greater childcare responsibilities than men, and were more than 20% more likely than men to have been responsible for looking after a child in the last 24 hours.



### **KEY FINDINGS AT A GLANCE**

2.9 HOURS

#### DISTRIBUTION OF UCDW<sup>1</sup> BETWEEN WOMEN AND MEN

STIME USE. Women had by far the greatest responsibility

WOMEN MEN

for UCDW.



Women spent an average of 5 hours a day on primary care compared to about 1 hour a day reported by men.

TIME SPENT ON ANY CARE<sup>3</sup>



Women spent 11.1 hours per day on any care compared to just 2.9 hours per day for men.

- ACCESS TO CARE SERVICES, INFRASTRUCTURE, AND EQUIPMENT. Women with access to these tended to spend less hours on any care.
- Second se necessary for the functioning of society, too much and too heavy tasks can have negative mental and physical health effects.
  - % of surveyed women who suffered from an injury, illness, disability, or other mental/physical harm due to UCDW
  - % of surveyed women who suffered from a serious or incapacitating injury due to UCDW



### HOUSEHOLD CHARACTERISTICS THAT INFLUENCE UCDW

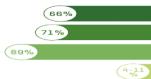
- 🕿 UCDW ARRANGEMENTS. Majority (73%) of women surveyed reported that they were satisfied with how UCDW was currently shared across the household, which is mainly attributed to the fact that they saw UCDW as a woman's task.
- SHOUSEHOLD CHARACTERISTICS. Women living in households with at least one child under 6 spent more time on primary and any care.



Women who have more decision-making power spent less time on any care.

### SOCIAL NORMS AND PERCEPTIONS

😤 SOCIAL NORMS. There are two important elements in understanding the role of social norms in shaping individual attitudes: what people think others do, and what people think others approve/disapprove of.

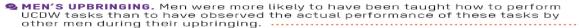


% of women respondents who indicated that the majority of women in the community would support men doing UCDW

% of men respondents who indicated that the majority of women in the community would support men's involvement in UCDW

% of women and men respondents who believed that men should not be shamed or mocked for doing UCDW

% of women and men respondents who believed it was acceptable for a man to beat a woman if she failed to undertake UCDW tasks



- 🧟 SHAMING OR MOCKERY. 44% of women respondents affirmed having known of a man who had been subjected to mockery due to performing UCDW.
- <sup>1</sup> For more infromation on unpaid care and domestic work, visit www.oxfam.org.uk/care.
- <sup>2</sup> Primary care refers to the dominant activity during the hour.
  <sup>3</sup> Any care refers to secondary activity done simultaneously with primary care but taking less attention.

Icons: UN OCHA, Surya Lesmana, Nibras Design, Rudez Studio, Dairy Free Design, and Max Hancock (Project Noun)

45%



TIME SPENT ON PAID WORK

5.3 HOURS

that women spend on paid work

Women with access to improved water sources

and healthcare facilities

spent from 4 to 5 hours less per day on any care

associated with about 2 to 3 hours less on any

Women who lived further away from the nearest

market tended to spend

more time on any care.

Owning more fuel and

washing-related equipment was

care for women.

(10.5 vs. 5.3 hours per day,

respectively).

62% of men had never seen another man clean the house

71%



38% of men had never seen another man take care of siblings



## Experience of We-Care program in Ethiopia

- Oxfam is implementing a multi country We-care Phase IV program since 2015
- The project is implemented in Kenya, Ethiopia, Uganda, Zimbabwe, the Philippians)
- The project has 4Rs as a strategy (Recognition, Reduction, Redistribution, Representation)

### Major interventions areas were:

- Awareness raising trainings, workshops, dialogue sessions with various actors (government representatives, media people, parliamentarians, CSOs, WROs etc)
- Enhancing influencing and advocacy skills of CSOs and media journalists
- Rapid care assessment and household care survey conducted
- Community level actions, (CC, distributing of labor and time saving equipment)
- Integrating the issues of UCDW as a cross cutting issues in development programs

## Way forwards

- Improved coordination and networking among CSOs and WROs
- Capacity building to small and large WRO organizations, grass root institutions
- Evidence based Reaserches case stories
- Strong Advocacy and influencing for investment in care supporting services and infrastructure in giving women and girls more choice about how to spend their time.

