

A Challenge on Women Empowerment

The case of private house rent problem for women in Kirkos
and Ledeta sub-cities, Addis Ababa, Ethiopia

Research Thesis

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Declaration

I hereby declare that the dissertation Entitled, “*A Challenge on Women Empowerment; The case of private house rent problem for women in Kirkos and Ledeta sub-cities, Addis Ababa, Ethiopia*”by me for the partial fulfillment of master of arts in public administration at Indira Gandhi National Open University. It is my own original work and has not been submitted earlier to the university or to any other institution for the fulfillment of a requirement for any course of the study.

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I hereby certify that the dissertation Entitled, “*A Challenge on Women Empowerment; The case of private house rent problem for women in Kirkos and Ledeta sub-cities, Addis Ababa, Ethiopia*” by Noah Degu is his own work, has been done under my supervision. It is recommended that the dissertation be placed before the examiner for evaluation.

Supervisor’s name

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Abstract

In Ethiopia, Empowering women could generally be said as enabling women to develop in every aspect they could be advanced in a way to advance their own life and the society. Attitudinal and cultural barriers are affecting women not to be competent enough with men. This research addresses the influence of this attitudinal barrier which is extended to be hurdle to have free access to house for women in the research area. Thinking that women are more in to household chores by cooking and washing to their family, most house lessors in the selected sub cities deny letting their house to rent for women and young girls. Their main reason is the sharing of spaces, resources such as water, electric power and materials by the women lessee's activity in the compound.

This problem is gauged by findings from private lessors, women lessees, local brokers and government officers in the respective woredas in Addis Abeba. The samples were selected based on purposive data collection method. The analyzed data showed that a significant amount of private lessors would prefer to hire their house for men than women.

The finding also shows the attitudinal set up from lessors is highly affecting women's access to house rent in the selected woredas. When a Women faces problem of renting a house, her determination to develop herself through self-choice will be highly challenged and this impedes empowerment. This research also comes up with recommendations to limit the founded gap by awareness campaigns to the lessors by government side on the woreda level. Also empowering the woreda administration to have a data base and an overseeing mechanism for private lessors in their domain to follow up the circumstances is recommended as a means to avoid such discrimination against women.

Acronyms

AACC	Addis Abeba City Council
CSA	Central Statistics Agency
CEDW	Convention the Elimination of All forms of Discrimination against Women
DAW	Division for the Advancement of Women
DDR	Disarmament, Demobilization and Reintegration
EU	European Union
FDRE	Federal Democratic Republic of Ethiopia
IMF	International Monetary Fund
ICPD	International Conference on Population and Development
MDG	Millennium Development Goal
NIRTIAW	Nations International Research and Training Institution for the Advancement of Women
OAU	Organization of African Union
OCED	Organization for Economic Co-operation and Development
SCC	Sub-city Council
SIDA	Swedish International Development Cooperation Agency
UN	United Nations
UNECA	United Nations Economic Commission for Africa
UNDFM	United Nations Development Fund for Women
UNDP	United Nations Development Program
WDR	World Development Report

CHAPTER ONE

1. Introduction

1.1 Background of the research

Gender roles refer to the set of social and behavioral norms that are considered socially appropriate for individuals of a specific sex in the context of a specific culture, which differ widely between cultures and over time. Gender role theory posits that boys and girls learn behavior and attitudes from the family and culture in which they grow up; therefore, non-physical gender differences are a product of socialization (Klaus, 2013).

Ethiopia has common gender roles. Plowing, harvesting, to trade goods; slaughter animals for food; herding; building houses; and cutting wood are men's activity. The women are in charge of household chores such as: cooking, buying and selling spices, making butter, carrying water, and looking after the children. Gender roles are interconnected to the culture. Early from childhood, the boy has to grow to a man so he has to go out and experience his culture in order to lead his own family in the future.

On the contrary, the girls stay home with their family and help with household chores and learn to cook for their future family. Even though both girls and boys are able to be educated, the girls are not allowed to leave the house due to such chores. However the increase in education coupled with urbanization brought a pronounced attitudinal change on men and women from earlier set up. Women are beginning to take a major role in all areas of employment and men are in progress to take a role in domestic life.

As mentioned earlier, the main role of Ethiopian women is cooking. The Ethiopian national dish is called *wat*. It is a hot spicy stew accompanied by *enjera* (traditional large spongy pancake made of teff flour and water). There are varieties of *wat*, e.g. chicken, beef, lamb, vegetables, lentils and ground split peas stewed with hot spice called *berbere*. *Berberere* is made of dried onions, dried garlic and salty ingredients. Among drinks, coffee is the known favorite drink for Ethiopians. It is drunk in a unique and traditional way. First the coffee is roasted, then grounded and placed in a pot with boiling water. When it is ready, it will be served three times per ceremony. Local beverages like *tella* and *tej* besides their normal consumption are served and

drunk on major religions festivals, saints' days and weddings. They are also sold by numerous designated commercial homes all over the country (Debrework, 1995).

The cooking activities of the women are undertaken in a very fashioned way which takes a lot of energy and time. One can think of making coffee as it is a matter of boiling the coffee powder with water only. But what exactly common in Ethiopia is to have it cooked starting from its grains. Majority of households do not purchase coffee powder, they rather prefer to purchase it in its grain form. Cooking starts from the grain itself. When the grain is dried on a plate and cooked the drinkers will smell the real flavor of it from the smolder. In a single ceremony the highly concentrated first round drink which is called *abol* will be diluted two times and served to be *tona* and *bereka* respectively. This is well known for its time taking. But the very lengthy ceremony is considered to be the best time for loved ones to gather together and have a free time chats. Arguably, this is critiqued as a time devouring (Teum, 2013).

When it comes to the day to day meals of Ethiopians, it will depend on the economical statues of the person or the family. Practically *shero-wat* is the food which is there in both the richer and poor families. The difference is the taste and the ingredients. *Shero-wat* is eaten always with *enjera*. The preparation of *enjera* also needs much energy, time and flawlessness. Mixing the *teff* flour with water and make it sour enough until four days to get *absit* is the first step. After four days the women will take little amount of the mixed flour to be boiled with water so that they will mix it again with the whole and make it ready for the final baking. Even the backing part will need perfect handing as it is done manually. The frying try has to be filled with very thick layer of the mixed flour uniformly. Moreover the hassle goes back to the preparation of the *teff* flour which also needs a very specific knowledge to pick the best type of *teff* as all types need their own treatment while mixing and baking. But for the purpose of this research it is only enough to appreciate the stages after the *teff* is ready to be mixed and be baked to be *enjera*. By the same token, *watalso* has preceding steps like *teff* to get the final. The grain for *shero* is called *ater* which needs to be grinded in to pieces and be put to a miller to be *shero* flour. But while grinding and adding a lot of different local spices, it needs a lot of effort in putting it to be dried after mixed with those spices. Most Ethiopians choose to prepare it in this way despite its time consuming. They do not trust the finished *Shero* flours from market. This is also tied with Ethiopian culture in food stuffs. By the time of Emperor Minilik II, it was unknown and

disgraceful to sale *enjera* or *wat*. It cannot be said that this is the fact today but the remains of this culture still survive (Javis, 2011)

When we think of all food types and cooking styles it is very obvious that Ethiopians need big traditional kitchens and open spaces to go through all the needed cooking steps. This research focuses on the average Ethiopian families who do not have pressure cooker, warmer, boiler, and refrigerator that could make the cooking style and procedure to be very easy and less demanding. These are the main reasons causing refusal by private house owners to rent their house for women lessors.

1.2 Statement of the problem

It is known that Ethiopia is one of the very few countries in the world to have gender role in the house. Due to this role, there have been experienced impacts on the overall development of women. The researcher is trying to show one of those impacts which has not been seen either by the government or researchers worked in gender issues. Women who come to Addis Abeba for various reasons such as work, education; and women who want to lead a private life before getting married are the main victims addressed in the research. Most researches shows gender role impacts are more seen in rural areas than urban areas. In this research gender role impacts are dealt as they are seen in the town where the level of education and understanding are expected to be better than rural ones.

Majority of Ethiopian expect women to be more active in the house than the man. The very fact of this is not something awkward; what matters is how the impact of this attitude affects women's self-development (Getahun, 2000).

When women, particularly unmarried ones come to rent a house in the selected woredas, the owners have the attitude of labeling the women to their roles. They think of the cooking, washing, and other related activities that take much of everything in the compound. This is the bad outcome from the women's role in the house. Besides, the owners know that most men do not cook. The maximum thing what a man do to eat at his house is to hire a cook. Most of those cooks are not permanent; they come once a day to cook two meals i.e. lunch and dinner together. As those cooks are not permanent dwellers at that house, they are busy and run for another house for the same purpose before eating time. Their activity is totally commercial. Due to this

reason, we do not expect them to stay long and do the genuine cooking. Hence, the owners do not have problems to allow those cooks than permanent living women in the house. The main reason for private house owners to react in such a way is due to sharing of their spaces by the women lessee's activity in the compound.

Women denied of access to house rent are forced to live with a room-mate and/ or within the family until she marries. This will affect their personal choice to have private life and self-development. Besides, they will be wishing to marry a man owning a house as the only way out. In turn, all the efforts they are going to make to improve their life will make them to be dependent; which is the main hurdle in empowering them.

Whatever empowerment program is implemented by the government, there has been no demonstrated emphasis given to this problem caused by those private house owners. Most of the government's gender balancing is focused on public institutions. Fair access and distribution of housing is only checked in areas where the government is acting. They have not been checked in the private sector. This is the reason why the researcher needed to show this veiled matter affecting women's empowerment (Mesay, 2012).

1.3 Objective of the research

1.3.1 General objective

The general objective of the research is to brief the role of most Ethiopian women in house as a gender role and show how this attitudinal set up is reflected on private house owners to the extent of preferring their house to rent for men than women.

1.3.2 Specific objectives

The research has the following specific objectives;

- To assess the challenge on women empowerment in relation with housing problem.
- To Show that there is a gap in addressing the problems of house renting for women in the research areas by the stakeholders including the government.
- To recommend on how to address the attitudinal set up on women and change it to the way it would not be a hindrance to women empowerment.

1.4 Research questions

This research will address the following questions;

- How the attitude of gender role in Ethiopian culture is reflected in the denial of house rent in the research areas?
- How does denial of house rent for women affect their empowerment?
- What remedies could be applied to address the house rent problem and halt the attitudes of house owners?

1.5 Significance of the research

- This study is basically targeted for the purpose of knowledge and awareness generation. As the matter under investigation is known for its resource scarcity, this research contributes a lot for the academic wealth by igniting the interest of other researchers to carry out similar studies at Addis Ababa as a whole.
- As this research is conducted under the existing and practical situation seen in selected woredas, it has immense contribution to make a further study on the other parts of the town in order to find solution to the matter. Since the study particularly focuses on the attitudinal set up on women's role in the house, this will clearly expose its hidden effects prevailing in Addis Abeba.
- The research hence will try to evocate the imbalance between the roles of women and men in the house in order to break the labeling of women to their roles.
- Apart from serving the above-stated importance, those bodies dealing with and striving towards the empowerment mainstreaming role, especially stakeholders working in relation to gender balancing and capacity building , may use the outputs of this research.

1.6 Scope of the research

The research will be focused on Addis Abeba, Ethiopia. Areas to be studied will be the ones that have higher settlement of students and workers who come from different localities. Particularly the study will be conducted at *Kirkos* and *Ledeta* sub cities where under *Kirkos* sub-city; *woredasix* and *eleven* will be focused. Under *Ledeta* sub-city, *woredasix* and *ten* are focused. These two sub cities are the most densely populated sub cities when compared with the rest of sub cities. The population density of *Ledeta* is the second largest among the most densely populated sub cities next to *Addis Ketema* with 23,000 per km². *Kirkos* sub-city takes the third with a population of 16,104 per km². This shows the prevalence of tenants living within the same compound with lessors is higher which simultaneously affirm the best representation of the areas to the researched problem.

1.7 Description of the Research Area

1.7.1 Overview of Addis Ababa, Ethiopia

Addis Ababa is located in East of Africa (Horn of Africa) at 9.02497 latitudes and 38.7469 longitudes. The average elevation is 2405 meters with moderate temperature from 10⁰c to 15⁰c. Addis Ababa has a complex mix of highland climate zone. Due to this, it was voted as the city with the best and most stable weather in the world. Addis Ababa is the capital city of Ethiopia where its name is to mean “New Flower”. It is the largest city in the country with a population of 3,384,569 of the total Ethiopian population which is 84,614,000. Women constitute 52% and men take 48% according to the 2007 census. Its annual population growth rate is 3.8%. The religion with the believers in Addis Ababa is Ethiopian Orthodox with 74% while 16.2% are Muslim, 7.7% Protestants and 0.48% Catholic. The largest ethnics are Amhara, Oromo, Gurage, Tigray, Silte and Gamo. The highest city administration power is owned by the city council. It enacts laws and city wide policies. The election and appointment of cabinet is also the powers vested on the city council (www.addisababacitycouncil.et).

Addis Ababa is often referred as the political capital of Africa due to its historical, diplomatic and political significance for the continent. It is a city where the African Union and its

predecessor OAU are situated. Numerous other continental and international organizations such as UNECA, Federation of African Societies of Chemistry and Horn of Africa Press Institute are a few among many others organizations.

The economic activities in Addis Ababa are diverse trade, manufacturing industries, transport and communication. The city has recently been in a construction boom with tall buildings, high way roads, railways rising in many places. Various luxury services have also become available and the construction of shopping malls has recently increased. Different studies indicate that the economy of the city is service sector dominant and the private; especially the informal economic activity has a greater contribution. (<http://www.addisabebacitycouncil.et>)

1.7.2 Sub cities

Addis Ababa is administratively divided in to ten sub-cities named as *Kirkos, Gulele, KolfeKeranio, AkakiKaliti, Nefas Silk Lafto, Ledeta, Bole, Addis Ketema, Yeka and Arada*. Under each sub cities there comes *woredas* under which the lowest administrative organ which is *kebele* is structured.

1.7.3Ledeta and Kirkos sub cities

Among the listed sub cities in Addis Abebea this research focuses on two sub cities that are Kirkos and Ledeta. Kirkos sub-city covers 14.62 km² with a total population of 235,441 from which 111,069 are men where the women take 125,372. The sub-city has eleven woredas.

Ledeta sub-city is the other sub-city where this research is focusing to its two woredas. The sub-city comprises a total of 9.8 km². The total population is 214,769 from which male take 102,513 where the number of women is 112,282. The sub-city has ten woredas under it.

1.8 Limitation of the Study

The research has faced a number of difficulties. Lack of data which shows the number of private house lessors in the woredas has forced the researcher to collect the data directly from the lessors. This had created exhaustion to the data collectors and huge financial cost as they knock and check on houses in the selected woredas. Also the local brokers at the selected woredas are not registered and licensed business men. Hence due to lack of registered data, those brokers

have been also interviewed by knocking to their informal offices with a very hustle and tiring effort by the data collectors.

Additionally, some respondents were reluctant and unwilling to spare their time to give the necessary data.

CHAPTER TWO

2. Review of literature

2.1 Conceptual framework

2.1.1 Empowerment

The term empowerment has different meanings in different sociocultural and political contexts, and does not translate easily into all languages. An exploration of local terms associated with empowerment around the world always leads to lively discussion. These terms include self-strength, control, self-power, self-reliance, own choice, life of dignity in accordance with one's values, capable of fighting for one's rights, independence, own decision making, being free, awakening, and capability to mention only a few. These definitions are embedded in local value and belief systems. Empowerment is of intrinsic value; it also has instrumental value. Empowerment is relevant at the individual and collective level, and can be economic, social, or political. The term can be used to characterize relations within households or between poor people and other actors at the global level (WDR 2000/2001).

According to United Nations Development Program, 2001; Empowerment is defined as; *A collective undertaking, involving both individual change and collective actions.*

2.1.2 Women Empowerment

Women's empowerment is defined as; *“enabling women to take an equal part with men, and to participate equally with men in the development process in order to achieve control over the factors of production on an equal basis with men.”* (UNDP, 2001)

The United Nations development fund for women includes the following factors in its definition of women's empowerment;

- Acquiring understanding of gender relations and the ways in which these relations can be changed.
- Developing a sense of self-worth, a belief in one's ability to secure desired changes and the right to control one's own life.
- Gaining the ability to guarantee choices and exercise bargaining power.

- Developing the ability to organize and influence the direction of social change to create a more just social and economic order, nationally and internationally. (Erashid. M, 2012)

2.2 Previous studies

In 1994, Batliwala, on his book *Meaning of Women's Empowerment: New Concepts from Action*, discussed that the term empowerment has become popular in the development field since the mid-1980s, especially with reference to women. The concept of women empowerment is the outcome of important critiques generated by the women's movement, particularly by "third world" feminists.

Kabeer, 1999, in his book entitled "*Development and Change*" says Empowerment is a process by which those who have been denied power gain, in particular the ability to make strategic life choices. For women, these could be the capacity to choose a marriage partner, livelihood, or whether or not to have children. For this power to come about; access to and control of resources; the ability to use those resources to bring new opportunities and the attainment of new social outcomes are necessarily to be achieved. Empowerment, therefore, is both a process and an end result.

Martinez, and Glenzer 2005, on their research called; "*Proposed Global Research Framework for CARE's Strategic Impact (Inquiry on Women's Empowerment)*" emphasized the concept of empowering women by enquiring "*if women are empowered; does that mean men have less power?*" Empowerment has become a new catchword in international development language but is often poorly understood. The need to empower women responds to the growing recognition that women in developing countries lack control over resources. Hence, empowered women is a woman who enjoys bodily integrity, has equitable control and influence over strategic household and public resources, and lives in an enabling environment in which women can and do engage in collective effort.

Erashid, A (2012) an MA thesis entitled "*A Study of the Extent of Social Empowerment of Rural Women in Legehida Woreda, Amhara Region, Ethiopia*" mainly focused on discrimination against women has been influencing decision and resource accessibilities to women through the years. According to him empowerment of women requires the active involvement of women as an active agent and needs to be aware of the sources or basic strategic disadvantages and

limitations such as vulnerability to physical violence, difficulty of gaining access to different means of empowerment. Women empowerment can only be achieved through raising education, political mobilization and improving the position of women in the society.

A briefing prepared for the SIDA by Oxaal, with Sally Baden, 1997 with a title of “*Gender and Empowerment; Definitions, Approaches and Implications for Policy*”

The idea of power is at the root of the term empowerment. Power can be understood as operating in a number of different ways:

- *Power over:* This power involves an either/or relationship of domination/subordination. Ultimately, it is based on socially sanctioned threats of violence and intimidation, it requires constant vigilance to maintain, and it invites active and passive resistance;
- *Power to:* This power relates to having decision-making authority, power to solve problems and can be creative and enabling;
- *Power with:* This power involves people organizing with a common purpose or common understanding to achieve collective goals;
- *Power within:* This power refers to self-confidence, self-awareness and assertiveness. It relates to how can individuals recognize through analyzing their experience how power operates in their lives, and gain the confidence to act to influence and change this.

As understanding of power and empowerment has come from many different movements and traditions, the feminist movement has emphasized collective organization (power with.) and has been influential in developing ideas about power within.

2.3 Empowerment in Development Activities

Women’s empowerment and economic development are closely related: in one direction, development alone can play a major role in driving down inequality between men and women; in the other direction, empowering women may benefit development.

Policy makers and social scientists have tended to focus on one or the other of these two relationships. Those focusing on the first have argued that gender equality improves when poverty declines. They argue that policymakers should therefore focus on creating the conditions

for economic growth and prosperity, while seeking, of course, to maintain a level playing field for both genders, but without adopting specific strategies targeted at improving the condition of women. In contrast, many emphasize the second relationship, from empowerment to development. The Secretary General of the United Nations, Kofi Annan, for example, has argued that achieving gender equality is a “prerequisite” to achieving the other Millennium Development Goals (MDG), including eliminating poverty, reducing infant mortality, achieving universal education, and eliminating the gender gap in education by 2015 (*Esther*).

A number of areas of activity in development have become closely associated with the promotion of women’s empowerment, such as microcredit, political participation and reproductive health and much innovative work has been done in these areas. However, there are clearly limits on the extent to which such activities in and of themselves can be said to be genuinely empowering. There is a tendency to assume that increasing access to resources or decision-making power in one area will necessarily carry through into other areas.

Empowerment, sexual and reproductive rights and health; Empowerment through political participation; Economic empowerment through credit programs are the main ingredients in empowerment of women under development activities. (*Oxaal, and Baden, 1997*)

Empowerment of women that will have lasting impacts must involve consciousness raising before the social construction of gender, which subordinates women in the family, class, caste, religion, or society, can be changed. Integrated development, economic empowerment, and consciousness rising. Consciousness rising could be implemented in awareness groups and education that have led to a new consciousness, self-worth, societal and gender analysis, and access to skills and information. The economic empowerment approach relies on improving women's control over economic resources and strengthening women's economic security. Example of organizing women around savings and credit, income generation, and skill training activities could be applied. Integrated development approaches will encourage women's collectives that could be engaged in development and social problem resolution and can also form specialized activity groups as means of mobilization of women. Identification of the poorest and most oppressed in a geopolitical area will provide an entry point for action (*Batliwala, 1994*).

2.4 Women in the Global Context

Women and girls worldwide face many inequities and constraints, often embedded in norms and practices and encoded in legal provisions. Some laws, such as those governing access to land, include inequitable and exclusionary provisions, thus institutionalizing discrimination. Where such legislative measures are not in place, customary rules and practices often have restrictive consequences for women limiting their access to key resources such as land and credit, and affecting household food security and nutrition. Not only are women and girls affected directly, but members of their households and communities are also affected inter- and intra-generationally. (*Asian Development Bank, 2013*)

The greater presence of women in public life: through political participation in law-making, in civil society and in social movements and also through participation in the economy as paid workers, entrepreneurs or in the informal sector did not come at one time. Successive Women's movement in UN World Conferences for Women has contributed a lot in the past years.

This progress has not been observed in all countries, however, and major differences with regard to access to income and political power, and the threat of violence continue to exist between the two sexes. These differences are based on traditional and deep-rooted prejudices reflected in the norms and regulations of institutions and in government policies. Despite global economic policies and good governance; Poverty, violence and disregard for human rights are the daily experience of many women in the developing countries.

Countries and companies can be competitive only if they develop, attract and retain the best talent, both male and female. While governments have an important role to play in creating the right policy framework for improving women's access and opportunities, it is also the imperative of companies to create workplaces where the best talent can flourish. Civil society, educators and media also have an important role to play in both empowering women and engaging men in the process. To mobilize various stakeholders and to keep track of progress, it is important that there are quantitative benchmarks widely available. Since 2006, through the Global Gender Gap Report series, the World Economic Forum has been quantifying the magnitude of gender-based disparities and tracking their progress over time. By providing a comprehensive framework for benchmarking global gender gaps, the Report identifies countries that are role models in dividing their resources equitably between women and men, regardless of the overall resource level. No

single measure can capture the complete situation of half of the world's population. The Global Gender Gap Index seeks to measure one important aspect of gender equality: the relative gaps between women and men, across a large set of countries and across four key areas: health, education, economics and politics. To complement this information, the Country Profiles contain a comprehensive set of supporting information that provides the broader context on gender parity laws, social norms, policies and outcomes within a country. (Klaus, 2013)

The report showed that developing countries are at the lower rank in regards to the gender balancing in the selected areas. Whereas the developed countries is relatively high ranked in balancing the gender role. This could be concluded as the matter of empowerment and gender balancing could highly be determined by the overall development of a state

2.4.1 United Nations

In the UN, the commitment to gender equality can be traced to the 1948 United Nations Charter and the Universal Declaration on Human Rights which states that rights and freedoms will not be limited by a person's gender and establishes that "all human beings are born free and equal in dignity and rights". Since then, the milestones include the 1975 Mexico City 1st Women's Conference, the 1979 adoption of CEDAW, the 1980 Copenhagen 2nd Women's Conference, the 1985 Nairobi 3rd Women's Conference and the 1995 Beijing 4th Women's Conference which adopted instruments such as CEDAW, Vienna Declaration on Human Rights, The Nairobi Forward Looking Strategies, Beijing Platform of Action, the outcome of ICPD, Palermo Protocol on Trafficking in Humans, and the Millennium Declaration and Millennium Development Goals (MDGs). At institutional level, the UN has put in place an elaborate institutional mechanism to support the advancement of women and gender equality.

ii) In 1946, the United Nations created the Division for the Advancement of Women (DAW) to champion women's empowerment and gender equality in order to ensure that women, being half of the world's population enjoy equal rights as well as living in dignity as equal citizens everywhere.

iii) In 1974, the United Nations, through the DAW, declared an International Year of Women, which was globally celebrated by women. The Year ended with the World Conference on Women that was held in Mexico City, Mexico in 1975.

iv) UN Resolution 1325 (2000) is a landmark step that politically legitimizes women's role in peace, security in conflict and post conflict management. The Resolution contains actions for gender mainstreaming in humanitarian operations and DDR. Resolution 1325 has already become a powerful tool which has been domesticated by many member countries. (AU, 2007; *Gender policy*)

In 1976 two other bodies were founded for implementation in practice: the UNIFEM and the United Gender mainstreaming are also implemented in other UN organizations (e.g. United Nations Development Program, United Nations Family Planning Association, World Health Organization, and United Nations Children's Fund).

INSTRAW as a gender-based research and training institution was also founded following the first World Conference for Women in 1975.

2.4.2 World Bank and International Monetary Fund recognize the gender-specific consequences of economic measures. The World Bank sees gender equality as a necessary element in the achievement of economic growth, and the IMF refers to *social safety nets* for the poor and the need to support particularly poor women.

2.4.3 Organization for Economic Cooperation and Development (OECD): Within the OECD *Development Assistance Committee* (DAC) a gender-based network (*Gender-net*) has been formed to deal with the strategy of gender mainstreaming in all OECD committees. The *gender marker* system developed by the OECD is a mechanism for comparative reporting on the status of gender equality in project targets.

2.4.4 European Union: The gender mainstreaming strategy is given greater visibility as a result and highlights the EU's responsibility. The European Consensus on Development (2005) regards the promotion of gender equality and women's rights as a basic human right and a question of social justice. Gender equality is a principle in the EU's development cooperation that has become a policy goal. This principle of a goal in itself coupled with poverty reduction and strengthening women's rights, gives gender equality a central role. (*Australian development cooperation, 2006*)

2.4.5 African Union:The Africa Region is committed to socio economic development which takes into account the diversity in social, cultural, and traditional setting, and is making efforts to address cultures and practices which militate against the enjoyment of freedom and rights by women and girls.

AU has a strong political will for ensuring gender equality and has demonstrated this by adopting a policy of support and making efforts to institutionalize gender mainstreaming and establish a Gender Management System (GMS).

The Policy underpins the requisite need for identifying ways and means to foster interventions focused on gender, such as the establishment of the African Women's Trust Fund and the reorientations of existing institutions to pay better attention to gender equality.

Member States vary in their involvement and consultation mechanisms with National Women's organizations. Some have young civil society organizations (NGOs) while others have fully developed organizations. Experience should be shared through the implementation of this AU Gender Policy using an examination of best practice for involving NGOs. In many respects, the AU's approach to the advancement of women's rights and gender equality has been informed by UN frameworks and specific needs of the African Continent, in particular.

2.5 Women in Ethiopia

The recognition of women's role in the participation of socio-economic, political and cultural arenas could be said as a recent phenomenon. Due to historical marginalization of societies by gender role has been prevailed through successive rulers in the Ethiopian governance. The introduction of the first federal constitution in 1991 should be considered as the first document which certainly declared the empowerment concept for women. Under its article 35 (3) it says;

“The historical legacy of inequality and discrimination suffered by women in Ethiopia taken into account, women, in order to remedy this legacy, are entitled to affirmative measures. The purpose of such measures shall be to provide special attention to women so as to enable them compete and participate on the basis of equality with men in political, social and economic life as well as in public and private institutions.....”

With this framework, women policy in the national level was set up with the strategy where the historical discrimination between men and women should necessarily be eliminated. The ministry of women has been undertaking multiple integrated empowerment schemes and has been doing affirmative actions to secure women to be equally active in socio economic and political areas.

Currently, under FDRE, different government sector offices have gender mainstreaming guidelines. They are working on gender mainstreaming, women economic empowerment and women's health and family planning. These engagements from the government with several stockholders are on its high acceleration. But still researches and surveys reveal that there is still a gap in capacity between men and women.

According to a national survey made in 2005, female constitute 74.1% of the total unemployed people and male constitutes 25.9%. In rural areas 74% of females work as unpaid family workers whereas only 37.3% of male would fall under this category. Unemployment rates for major urban centers of the country were 20.2% for male and 41.1% female. 71% of the clerical jobs and 51% of the custodial and manual jobs are done by women whereas only 25% and 18% of women share in Administrative and Professional and scientific job categories. (CSA, 2004). Economic subordination leads to unequal power relation and decision making; more over this inequality increases women's and girls' vulnerability to HTPs.

CHAPTER THREE

3. Plan and Methodology of the Research

3.1 Plan of the study

In order to have a clear concept of the nature of the problem that hinders women empowerment, descriptive research design was conducted. To assess the subject of the study under this research; interviews, observation and documents were used. First, a proposal describing the objective of the study prepared and annexed with interview check list. Translating the particulars from English to Amharic took the second step to easily communicate the respondents in a friendly way. Data were collected and analyzed with appropriate data collection tools and techniques to summarize, conclude and recommend based on the findings of the study.

3.2 Methodology of the study

3.2.1 Research Strategy, Approach and Technique

The research strategy applied is more qualitative and has also applied quantitative strategy as the data were collected and analyzed to reach to the conclusion. The research approach is a case-study where an empirical and logical analysis is applied. Descriptive and explanatory types of research were used. Descriptive research was used because of the objective of the research which was intended to reveal the challenge on women empowerment on account of house rent. The study is also explanatory to explain the impact of the problem on empowerment of women. In the study, primary and secondary data were collected. The primary data were collected through structured interviews and observation. Key informants were expected to give valuable information through semi structured interviews among some intentionally selected respondent groups were held to provide the qualitative information. In addition a direct observation was used to visit study sites.

3.2.2 Data Sources

Data collected primarily from local brokers working to negotiate for leasing houses, women denied of house rent from lessors and lessors who rent one or two of their rooms were interviewed. Interview from selected administration personnel in the selected woredashas

been conducted and incorporated as a secondary resource to the interpretations and conclusions. Both primary and secondary data were collected in a purposive and criterion sampling basis.

3.2.3 Sampling Techniques

3.2.3.1 Sample Frame

The study area consists of different categories of samples. They are categorized as follows;

1. Primary respondents; Lessors, lessees and local brokers
2. Secondary respondents; officers from woredas
3. Observation; the data collectors' observation by acting as a lessee to the lessors was recorded and used as a secondary source of data.

3.2.3.2 Sample Size

As the objective of the study is to reflect the fact that there is a challenge on women who tries to hire a house for them from the private lessors, this would be best represented by the actors working on negotiating house rents in the local level. Hence, local brokers, lessees and the private lessors are the main data sources.

As it is mentioned in the limitation part of this research, the woreda administrations do not have clear data for lessors who live in the same compound with the lessees. Due to this the researcher needed to choose the key primary data sources purposively selected with a criterion sampling technique to emphasize the objective of the study. Therefore of all the woredas under the study, 30 local brokers who negotiate a house rent were selected, 70 lessees and 70 lessors who live with lessees in the same compound are selected and responded. 6 respondents from each of the four woredas were selected because their work is related to the issue under the study.

3.2.4 Methods of Data Collection

The study has used both primary and secondary sources of data. Primary data were obtained mainly through key informant interviews. The data collection process had the following components of activities in order to obtain a quality data in the given time.

- Recruitment of four data collectors and two supervisors with minimum requirements of tenth grade completion and having some experience of data collection.
- Provision of necessary training for data collectors and supervisors were given one day training. The training included discussing the questions one by one, briefing on the general objective of the study, discussing the general techniques and ways of interviewing, how to approach respondents. Each supervisor was supervising data collectors in their woredas. They were checking the activities of data collectors, by taking a sample they were counterchecking households and by the end of each day questionnaires and interview records were checked.

3.2.5 Data analysis

Following the data collection in the field using the instruments, editing, data cleaning and data entry activities were carried out. Data analysis was carried out by classifying; editing and coding the information which were collected from quantitative survey were analyzed by using descriptive statistics like percentages. Data presentation tools such as table were employed. All the data analysis process was done manually.

CHAPTER FOUR

4. Data presentation, Analysis and Interpretations

4.1 Background of the respondents

4.1.1 Age

The age of the respondents from the selected target areas differ from the young age to the middle age subjected to slight differences with a minimum number. Among male brokers 70% of the respondents are above 30 years of age. From the lessors 66% of the respondents are above age of 40. From the women who are in seek of house 60% of them are between the age of 25 and 32. All the respondents attained the full age of legal capacity. The age category of each respondent has given its interpretation. It is presumed that people between the ages of 25 to 30 are at their high potential to work hard and change their life in different angels. When we see the women lessees who are denied of house rent are in this age group. Suffering this kind of problem at this stage is critical and decisive in their lives.

4.1.2 Sex Composition

The samples taken to be respondents are all male local brokers, women lessees and both women and men lessors who share equal number from their category. It is unusual to see female brokers but this does not mean that there is no at all. There is little number of female brokers but the researcher did not prefer to take them as a respondent because of less representation. The samples taken from woreda offices constitute equal number of men and women.

4.1.3 Educational Background

The educational background of the local brokers, lessors and lessees was not pre-determined by the researcher. Within the sample instruments the educational background of the respondents was recorded and analyzed together with what they responded to the main issue under the research. But necessarily the respondents from the woreda administration office are at least diploma holders.

Table 4.2 Findings from Lessors

No	items	Number of respondents	Age group in %	sex in %	Educational background in %	Total percentage
1	In favor of female lessees	8	99% above age 40	71% female	57% college level	10%
2	In favor of male lessees	51	80% above age 40	50% female	73% 10th grade complete	57%
3	Free to rent for either male or female	11	82% below age 40	55% male	91% college level	15%

From the total of 70 respondents who responded the questions 57% percent were suggesting that they prefer to rent their house for single men than to women. Among these 73% of the respondent's educational level is only under tenth grade. 10% of the total respondents in this category responded as they prefer to rent their houses for women than men. Few number of respondents responded that they have no preference in this regard.

In addition to the data collected and summarized above, the researcher had an observation with two young girls. In these observations was undertaken by knocking to 15 lessors' houses among the 70 respondents in this category. The 15 targets were selected by the guidance from local brokers where those lessors were having vacant rooms to be rented at the time of the observation. The researcher and two other young girls appeared to those lessors as seeking a house rent for them. Among the 15 respondents, 10 of them welcomed the researcher as a single man to rent. When the two girls visited and request the same lessors, 8 of the 15 refused to rent their house.

In this regard the researcher tried to grasp the reasons why the lessors refused to the girls. The result showed that 5 of the 8 refuses responded do not expressly said that they do not

want to rent it for girls; they just sound as the room is already occupied by another would- be lessee. The visiting and requesting of house rent by the researcher and the girls is intentionally made in consecutive manner to prevent the different kinds of responses from the lessors. Hence the reason as if the room is already occupied could not be interpreted as a genuine reason from the lessors.

As indicated on the table, majority of the lessors who responded in favor of male lessees are only 10th grade complete. This will drive to the concept where the impact of education would influence the attitude of the traditional thinking of the society to the women. The role of women in the house when compared to men is burdensome. This apparently infringes the right of equality of women with men which is the fundamental right. A number of programs and awareness campaigns are undergoing by the government and other stockholders to reduce the inequality of men and women. Among all these trials education should take the priority. When a person is educated, it is not only grasping technical knowledge rather it should help the clearing of traditional attitudes. This does not mean that all traditional thinking should be avoided. All harmful traditional practices especially all the discriminatory attitudes as discussed in this research should be rationalized and reduced. Empowerment of women could not be secured without first affirming the equality of women with men.

In this regard, majority of the respondents could not be said that they are advanced in education. Arguably had they been advanced in their education they could easily appreciate and consider the consequence of the denial of house rent for women would negatively impact the life of the lessees. It can be argued that Education is not the source to change the attitude of a person but education creates awareness as what is right and what is wrong. Education provides an opportunity to learn. Attitude is the acceptability of what is being perceived and transforming it into action. With action one learns and learning only takes place when there is change in behavior. So attitude comes from your inner conscious and not through education. Otherwise all graduates should have the same attitude towards a particular issue.

When we come to the laws of Ethiopia surrounding lessors and lessee in the civil code, it is nowhere mentioned the pre-requirements to be fulfilled to be a lessor or a lessee. The

formation of contract between the two parties should be based on a free consent, lawful and possible. Also there is no special form to be followed in concluding a house rent contract. But the law sets up the very essential rights and duties of the lessor and lessee. Again in nowhere there is a provision which surround the situation researched in this study. The law rules based on their contract concluded.

The absence of law provision regarding house rents could not be taken as the whole cause for the problem because to put this wide concept in a provision would be subjective. But the respondents in this regard argued that they are free to accept one lessee and refuse the other based on their free will as there is no rule on this. A significant amount of respondents relied as "...in which law should I be liable?" the researcher believes that this discriminatory attitude should not be controlled or reduced not by articulating a provision rather this needs a system as mentioned in the recommendations part of this research.

Table 4.3 Findings from Local Brokers

No.	Item	No.of respondents	percentage
1	Witnessed preferences to women lessees	6	20%
2	Witnessed preferences to male lessees	22	73%
3	Have a balanced experience in this regard	2	7%

Findings from the local broker's shows 73% responded as the lessors prefer to rent their house to men than women. 20% of them responded the contrary.

As mentioned in the chapter three of this research, the brokers targeted are the ones who are working to negotiate private house lessors and lessee in the areas selected. These brokers are not necessarily high profile ones they do their job informally but make a lot of money as they do the deal both with the lessors and lessees.

The work of brokers in its formal sense should be registered and pay tax from the income. In this research, all the brokers are not registered and since they have no formal offices they usually sit in some local shops, cafeterias or small business centers. To do

their work in this manner they would informally agree with the mentioned business centers.

To find such brokers the researcher has to go through the main areas in the woreda where there is higher population density and areas where there are higher number of private lessors. The guidance to find the ways was acquired from settlers who know the areas very well. In spite of the responses acquired from the local brokers, a significant amount of lessees who are in seek of house rent has been seen at the informal offices of those brokers.

These informal local brokers also responded that they sometimes make additional deal with women lessees to convince the lessors to rent for them. This means the amount of money that the women lessees will pay for the broker will be higher as the later faces a challenge to convince the lessors to welcome the former. As a result the denied women and young girls will tent to pay more money either to the broker or to the lessors. The impact of the situation is seen apparently to be burdensome for women lessees in all directions: starting from getting the access for the house and with an affordable price.

Table 4.4 Findings from Women Lessees

No.		Denied of access due to gender	percentage
1	Women who come from countryside	49	70%
2	Women who wants to lead a private life	8	11%
3	lessees who need to change the rented house	9	12%

Among the total Respondents who visits repeatedly the local brokers offices 49 had a problem to get a house rent on account of the problem under the study. Only 6 respondents responded as they did not face problem under the study.

Generally, more than half of the total population of Addis Ababa is immigrants from country sides (CSA,2007). As indicated in the table, in the selected woredas, the female respondents who are in seek of private house for rent responded to the interviews when they come to the brokers' offices. Most of them were not new for searching a house rent. They have experiences in the past and did respond accordingly. These women were not giving their responses basing on their current situation rather they were also explaining how they suffered during their prior experience. Despite the prevailing problem they have faced none of the respondents has made a formal report to any sort of government organ or any stockholder that can deal with their problem. According to the respondents the absence of the mechanism to solve this problem would prevent them not to report. Since the lessors own their house and it is their absolute right to decide on it, the means to address this problem seems complicated and needs strategic and multi faced dealing mechanisms. If those houses would have been owned by the government, they lessees would go after the government when their rights are restricted due to discriminatory actions by those lessors.

When it comes to the responses for the questions about their reasons to live alone, some of the respondents mentioned the usual trend how young girls live with their parents till they get married. This has something to do with their roles in the house and lack of self-reliance before getting married. Except the ones who are from country sides\, majority of young girls in Addis Ababa do not seem to separate from their parents unless there is a need to bored in to universities outside the town. Among the total respondents in this category, a significant number of women and young girls came to Addis Ababa from country side. The reason is mainly due to study and employment. In this situation the respondent also mentioned how the living costs such as housing, transport and clothing in the town affect them. As a result, the other challenge under this research coupled with the aforementioned problems makes their life harder in the town.

4.5 Findings from woreda Administration

Respondents from woreda administration were selected to respond on questions which are related to women empowerment problems and the specific problem in relation to house rent under this research. Out of the total 24 respondents, 79% of them responded

by confirming problem under this study directly affect women empowerment and this gap has never been given any attention by the stockholders.

The other main question presented to the woreda administration was whether there is any means to control such problem or not.

The woreda administrations have different sections and departments where they will control and support the settlers in that specific domain. As Ethiopian government has focus on women empowerment schemes: the status of women in areas of economic empowerment and protection of rights from different discriminatory actions through different programs are underway. Among these multiple affirmative actions; gender balancing in accessing education, health care and conducive living environment could be mentioned. In this research, the researcher had the chance to overlook all the government programs which are undergoing to empower women. When the officers working in the woreda administration were briefed about the denial of access of house rent for women, a significant amount of the respondents agreed on the fact that the situation is apparent.

Among the 24 respondents, 15 of them had faced a similar situation and the rest 9 had come up to see the problem faced by their relatives and friends.

The researcher has been also discussing the reasons that the respondents would suggest for the commonly mentioned problem to women and young girls.

As this matter is already known by most of the respondents as mentioned, any solution in this regard has never been tried. This means the problem were not out mentioned in a formal way either from research institutions or from the government side. Another reason which could be said in this regard is the fact that the women and young girls did not brought this problem in front to any concerned government body of related stockholder.

The above mentioned discussions have been done with the woreda respondents during the research.

When it comes to the possible mechanism to deal with the denial of house rent from lessors to women lessees, the first question to be raised to the woreda administration respondents is to check whether the administration knows who these categories of lessors are. In this regard, what the administration has is the number of settlers who are living in the woreda in one department. The number of male and female is categorized and the

housing department has the number of houses in an aggregate form. The researcher tried to connect this issue with the number of lessors who are liable to pay tax from the income they collect from lessees. This was the closest data base which can help to address the targeted private house lessors to deal with the problem. But the lessors who are registered and paying tax are the ones who rent their whole house where the income is relatively higher. Yet the minimum income to pay tax from renting a house is 300 Ethiopian birr according to the manual. Due to the absence of inspection mechanism from the woreda, the woreda is only having the data base for the ones who are paying higher tax. The ones with a lower income from house rent are in no way under duty to pay tax as the woreda could not easily track them.

In all the woredas the private lessors, except the ones who rented their house for commercial purpose could not be clearly known. A very small amount of private lessors will come and report to the woreda administration so that they will be subjected to the tax payment on the rent benefit they get from their lessees. This will widen the probability of lessors to be unseen by the local government to make their own discrimination to those who would come to rent their house.

CHAPTER FIVE

5. Conclusion and Recommendation

5.1 Conclusion

The researcher could not go far in stating what has been done to empower women by the government in the past years due to the delimitation of the research. As this research find out a gap which is seen to discriminate women and young girls by private lessors, this gap is ignored or not yet revealed to the government who is working to eliminate any discriminatory actions and omissions by the society against gender equality.

As it is found out; majority of the respondents who has discrimination based on gender has low educational background. This has to do with the level of understanding and unbalanced gender attitude.

The finding reveals that the age group of private lessees is apparently young age. This age category is considered as the age where life choice would be make and it is the time to work hard relative to the other age groups. Hence, this is the critical age where the women are facing housing problem.

From the Woreda administration, it was found that there is no clear data to the specified category of lessors. This will create an open environment for the lessors to discriminate men and women in letting their house for rent. This absence of data and awareness from the local administration (woredas), will also be hurdle to any possible control that might be addressing the problem.

5.2 Recommendations

- Based on the multidimensionality of women's empowerment, encouragement of surveys, researches and analytical findings in which areas affecting women empowerment would be significant in order to identify and to give attention to the problem researched in this study.
- Creating a mechanism where the accessibility of house rent to women will not be subjected to attitudinal set up from private lessors. The woreda administration

could handle this by a close follow up and diagnosing the problem to come up with menses and ways to address the problem under this study.

- To help families to raise their daughters and sons by letting them to participate in household chores without discrimination. In turn, the children especially the daughters will develop self-reliance and self-confidence equally with the boys.
- Leverage influence, alone or in partnership, to advocate for gender equality and collaborate with business partners, suppliers and community leaders to promote inclusion.
- To actively involve men in all women empowerment programs to acquire awareness and participation in the campaign against inequality of women with men.
- Formulating an integrated awareness creation programs on gender and working towards changing the unbalanced gender attitude. This could best be achieved by working closely working with religious institutions and community.
- Addressing the constraints to implementing the national policy on women and the woreda make strategies to enable supporting the grass roots women's organizations will build women's ability to organize themselves to effectively voice their concerns and preferences about their economic, social and civil rights.
- It's important to raise women's consciousness through participation and by organizing themselves. It can also be facilitated through education, capacity building, training and other measures. Change has to come in the structures and legal frameworks in order to make the self-transformation process of empowerment sustainable.
- Ensure that all policies are gender-sensitive – identifying factors that impact women and men differently – and that corporate culture advances equality and inclusion.
- There are large numbers of success stories in different parts of the world about women empowerment. The Ethiopian national television in its youth program is

undertaking several story tell documentaries regarding women greatest achievements. This has to be encouraged and more wide coverage is needed.

- In implementing different policies and programs and adopting appropriate practice with regard to women's empowerment, it is imperative to work at the grass root level. The active involvement of different NGOs, civil society and the community at large towards adopting the appropriate practice is also important.

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Annex-I

Interview check list for Lessors

1. Gender _____
2. Age _____
3. Marital status _____
4. Educational Background
 - Grade 10 complete
 - College level
 - Degree holder
 - None
5. Family size;
 - Number of children _____
 - Other family members living together _____ Total _____
 - Number of rooms in the compound _____ Number of rooms rented _____
6. No. of lessees;
 - Male _____ Female _____
7. If the number of male is more than female, what is the reason, if any?

8. How do you manage the use of the spaces in the compound for washing, cooking and for other activities?

9. Whose activity is more seen in the compound among male and female lessors?

Why do you think is the reason?

10. When one of your rooms get vacant, do you prefer to rent it to female/ male or so?
Reason;

13. How many lessors seek a lessee within a week or month in average?

14. How many tenants will approach you in seek of house rent in a week or month on average?

15. Among the potential lessees who are the majority? Male or Female?

Why do you think is the reason for the number difference?

16. What are the criteria from lessors to accept lessees?

17. What do you think is the reason behind the criteria?

18. What are the common reasons for women lessees leaving the rented house?

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Annex-III

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Annex IV

Interview for officer concerned to private house rent in woredas.

25. Gender

- Male
- female

26. Marital status

- Single
- Married

27. How many private lessors are there in the woreda?

- Known
- Unknown
- If known, how many; male lessees _____ female lessees _____
- If not, Why?

28. Why do you think is the reason for the number difference?

29. Is there any means to entertain disagreements related to house rent between lessors and lessees based on gender attitude?

Annex- V

Work plan

Considering the factors that could delay the research longer than anticipated, the following work plan has been produced that include time taken to conduct background research, questionnaire and interview schedule development, data collection, data analysis and report writing (see table 1)

No	Activity	Periods of Time					
		December 2013	January 2014	February 2014	February 2014	March 2014	April 2014
1.	Preparation of research proposal	*	*				
2.	Extensive literature survey and preparation		*				
3.	Preparing tools for data collection		*	*			
4.	Distributing and collecting questionnaires for pilot test			*			
5.	Improving the questionnaire for final distribution				*		
6.	Distributing, collecting questionnaire and conducting interviews				*		
7.	Data coding, analysis, interpretation and completion of the draft report				*	*	
8.	Correcting reports as per advisor's comment and submitting the final version					*	*
	Total time						*

Annex-VI

Financial plan

There will be four data collectors and two supervisors employed to do the data collection with pay and their on-work costs will be covered by the researcher.

No.	Expense items	Cost to	Amount per Item/ person in ETH. Birr	Total
1.	salary	For four data collectors	500.00	2,000.00
2.	Transport	For four data collectors and the researcher	400.00	1,600.00
3.	Paper	For four data collectors	150.00	600.00
4.	Lunch	For four data collectors	50.00	200.00
5.	Typing and printing	For Two supervisors and the researcher	150.00	450.00
6.	Photo copy	For two supervisors and the researcher	100.00	300.00
7.	Binding	Researcher for three copies	7.00	21.00
	Total		1,357.00	5,171.00