

WOLKITE UNIVERSTY
COLLEGE OF SCIAL SCIENCE AND HUMANITIES
DEPARTMENTOF GOVERNANCE AND DEVELOPMENT
STUDIES



GENDER INEQUALITY AND ECONOMIC EMPAWORMENT: THE CASE OF
WOLKITE TOWN

RESEARCH SUBMITTED TO THE DEPARTMENT OF GOVERNANCE AND
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Declaration

We hereby declare that the research entitled: to explore the situation of gender inequality and economic empowerment in wolkite town. wolkite University for the award of BA Degree in Governance and Development studies is based on our original research. Work carried out under the supervision and guidance of **Mr. Gifawosen Markos (M.A)**. This work has not been submitted earlier in full or in a part there for the award of other similar degree, Diploma, or any other similar titles to this or any other University or Institution.

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Abstract

The main purpose of this study was to explore the situation of gender inequality and women's economic empowerment in Wolkite Town. The main research question was the situation of gender inequality and women's economic empowerment in wolkite town. This study used both qualitative and quantitative research. This study used case study research design and the study used purposive and probable sampling method. The research used questionnaires and interview. Gender inequality and women's economic empowerment in wolkite town is improving since the last ten years but there still has ways to improve the issue of gender inequality and women's economic empowerment. We recommend that everyone should be involved in work its being done to reduce gender inequality and women's economic empowerment.

List of Acronyms

CEDAW-Convention on the Elimination of all Forms of Discrimination against Women

UN-United nations

SSA- sub-Sahara Africa

UNDP-United Nations development program

ADBG-African development bank group

ILO-International Labor Organization

NGO's- Non Governmental Organization

PASDEP- Plan for Accelerated and Sustainable Developments to end Poverty

SNNPR- South Nation Nationality and People Regional State

USD-United States of Dollars

WB-World Bank

UNSECO-United Nation of Educational, Scientific and Cultural Organization

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Chapter One

Introduction

1.1 Background of the study

The international community has recognized the importance of supporting gender equality through the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), Gender equality is about equal opportunities, rights and responsibilities for women and men, girls and boys. It does not mean that women and men are the same. Gender inequality is a result of unequal power distribution between women and men, exacerbated by ongoing discrimination, weaknesses in laws, policies and institutions, and social relations that normalize inequality. Gender equality is an important right and a powerful driver for growth, development and sustainability (UNDP, 2016).

When the African Union declared the period between 2010 and 2020 as the “African Women’s Decade,” many leaders recognized that progress on gender equality and women’s empowerment in Africa has been much too slow. On average, women in SSA achieve 87 percent of male human development outcomes, due to fewer viable economic opportunities, a lower quality of health, and lower education attainment. This impedes economic and social development in the region. According to the United Nations, gender inequality costs SSA an average of \$US95 billion a year. By eliminating gender inequality and empowering women, it’s possible to raise the productive potential of one billion Africans and boost the continent’s development potential (ADBG, 2015).

In countries like Ethiopia in the majority of community gender inequality always prevails even though the government of Ethiopia declares the equality of male and female. Ethiopian women's experiences and open forms of discrimination throughout their life. Gender discrimination has not only direct impact on development but also on income distribution because is affect implementation of economic and social policies in the economy. The socio economic system and local administrative structure favour male ownership (ILO, 2016).

In wolkite town women's participate in a lot of economic activates, in small, big business and leadership position. In the current political sphere the government of Ethiopia is empowering women in big leadership role as well as economic, political and social but women's still face a lot of problems. Now a day women's face different obstacles but women's place in society is slowly improving women's don't face the same challenges they face a decade ago. This shows that the strategies are working in improving gender inequality and women's economic empowerment.

1.1 Statement of the problem

Gender inequality refers to unequal treatment or perceptions of individuals based on their sex. People tend to believe that women and men are naturally different. This refers to natural difference in the relative physical strength of the sexes. It arises from differences in socially constructed gender roles as well as biologically through chromosomes, brain structure and hormonal differences. The socio economic system and local administrative structure favour male dominances. The women lack property right, and they also lack access to and control over resources and there have had negative consequences on families (Mary, 2008).

These happen through every day interaction that are usually taken for granted. For example, on the large scale social institution such as family, school, the work place and Media teach as girls should act in certain ways, such as caring children while boys treated in different ways, such as being strong and independent. This process of treatment, thus how to look is called socialization and gender (Mary, 2008)

Gender inequality has its own impact on the income ownership and decision making, its impact on income is observed through the engagement of the two sexes in different job type and status. This created unfair ownership and decision making of income among men and women. Mostly women are involved in low status work from which they turn low level of income. On the other hand male are engaged in high status work that they earn high level of income those creates unequal distribution of income between two sexes (Holmes, 2008). Although the Gurage women's are traditionally said to be hard working, little or no studies have been done to assess the issue of gender inequality and women's

economic empowerment in this specific area. Thus, the present study tried to examine the issue in question by taking the Wolkite town as a case study.

1.2 Main Research Questions

- ❖ What is the situation of gender inequality and women's economic empowerment in wolkite town?

1.2.1 Research Questions

- ❖ What are the major problems that influence gender inequality in wolkite town?
- ❖ What are the major indicators of gender inequality in wolkite town?
- ❖ What are the activities being done to insure gender equality and women's economic empowerment in wolkite town?

1.3 Objective of the study

1.3.1 General Objective

The general objective of the research is to explore the situation of gender inequality and economic empowerment in wolkite town.

1.3.1 Specific objective

- ❖ To determine the major problems that influence gender inequality in wolkite town
- ❖ To identify the major indicators of gender inequality in wolkite town
- ❖ To assess activates being done to insure gender equality and women's economic empowerment in wolkite

1.4 Significance of the study

Now days in the world in general and in Ethiopia in particular, gender became more political and economic issue. This research report attempted to investigate the major problems faced by women in wolkite town which hinder them from participation in economic activities. It will be used as reference materials for other researchers for those

who went to take research on that issue and create social awareness in the society about gender equality and show the existing fact of women empowerment in wolkite town.

1.7 Scope of the study

The scope of this study was the problems faced by women which enable them from participation on economic activities in wolkite town based on all the available source of primary and secondary data. Gender issue is very wide concept quoted by mainly economic, social and political situations. This research has mainly tried to cover gender inequality and economic empowerment in wolkite town.

1.8 Organization of the paper

This study was organized five main chapters, the first deals the introduction include background of the study, statement of the problem, research question, objective of the study, significance of the study scope and organization of the paper. Chapter two consists of review of related literatures whiel chapter three discussed research methodologies and research design, chapter four includes in corporate data analysis, presentation and the last chapter five conclusions and recommendation.

CHAPTER TWO

2. Literature Review

2.1 Theoretical literature about Gender and Sex

Gender: describes those characteristics of women and men. Boys and girls that are socially or culturally determined as opposed to those that are biologically determined. It rejects the social and cultural meaning of being male and female that includes socially constructed roles, responsibilities, activities and expectations by women and men themselves in a given society or location (Holmes, 2008).

While many people now believe that women and men are equal but we live within a patriarchy society which is still organized in ways that tend to benefit men more than women. These societies are largely controlled by men and in which men usually have a greater share of the reward (both in terms of wealth and status) available. Even if they still benefit from living within a men-dominated society (ibid).

Sex: refers to whether a person is considered as female or male, based on the kind of body they have. It refers to the biological difference between boys and girls (women and men). It is the basis for the difference in reproductive roles between two sexes. Sex differences are natural and should not affect women or men's life and careers (Mars, 2008).

Discrimination: concepts of discrimination can be both direct and indirect forms. Direct discrimination tends to focus on individualized harms, whereas indirect discrimination focuses on group-based harm. This is not to say, however, that direct discrimination happens only to individuals or indirect discrimination happens only to groups. Distinctions based solely on sex, ethnic origins, impairment and so on may form part of one employer's general policies (Hunter, 1992).

The distinction between direct and indirect discrimination thus resides not in the number of people who may be affected by practice or policy. But in how the practice or policy identifies the discriminator. It is the unequal distribution of power, wealth, income, and

social status between men and women. Mostly women find themselves persistently denied the same degree of access to social rewards and resources as men. Women are also exposed to form of discrimination as well as ideologies cultural dominated values and learning roles that induce them to accept their proper social place process known as socializations (Hunter, 1992).

2.2 Causes of Discrimination against Women

2.2.1 Inequality on Income Distribution

According to the Sigh (2003), gender equality means that there is no discrimination on grounds of a person's in the allocation of resources or benefit in the access to the services. It might be measured in terms of weather there is equality of opportunities, or equality of results. The elimination of all forms of discrimination against woman can be understood as a statement on what the principles of gender equality opportunity should mean in practice for all aspects of life, and all sectors of the economy. It means fairness and justices in the distribution of benefits and responsibly between the two sexes. But gender discrimination means to give differential treatment and structural discrimination against women in the distribution of income access to resources and participation in decision making (Singh, 2003).

The concept of human poverty sheds light on the relationship between gender inequalities and poverty are more venerable to chronic poverty because of gender inequalities in the distribution of income, access to productive inputs such as credit and over properly or control over craned, as well as gender biases in labour markets resources allocation is often gender biased within household as well as in the state and market institution. It is often state women do not always have full control over their own labour or in the income they earn. Men forbid their wives to work out sides the household or extract labour from women through actual or threatened violence making hander for women to transform their capabilities in to incomes or well-being while gender inequality reproduce the poverty to the next they also have an impact on growth performance (Sarah, 2003).

Poverty in Pakistan has historically been higher in rural areas and lower in the cities. Out of the total 47 million living below the poverty line, while 35million living in rural areas.

The gender discrimination practice in Pakistan society also shapes the distribution of poverty in the country. Traditionally gender roles in Pakistan defines the women's place as in the home and not in the work place, and the man as the bread winner , consequently, the society invests for less in women than men. Female literacy in Pakistan is 29 % compared to male literacy at 55 %. In the legislative bodies women constitute less than 3% of the legislature elected on general status (ibid.).

Gender discrimination exist in family, marriage , child education , healthy and career development in economic field and particularly in the employment a women is working more hours earning less compared to men. Men are enjoying higher income and prestigious jobs, while women are usually assistants and having secondary jobs. Women are discriminated in property rights. No women receive property from her father, brother and husbands (Sarah, 2003).

Education plays vital roles in getting better employment but there are obstacles to women in higher education, fewer girls are coming to college and university education and thus loss get their jobs in the markets. There is employment because male domination, early marriage discrimination against women in employment, native public opinion about women working and the prerogative of male as decision makers. Thus gender discrimination in education and employment leads to poverty and problems faced in poverty alleviation in the target area (ibid).

2.2.2 Poverty on incomes distribution

In some regions of the world, women predominated among rural urban migrants and may even comprise the majority of the urban population. Few of these migrants are employed in the formal sector, which is generally dominated by the men. As a consequence women often represent the bulk of the informal sector labour supply working for low wage at unstable jobs with no employer social security benefits. The increases in the number of single female migrants have also contributed to the raising proportion of urban households headed by women, which tend to be poorer experience tighter resources constrains and retain higher fertility rates (Tudors ,2003).

2.2.3 Discrimination in the access to resources

According to the Ethiopian constitution (article 41), every Ethiopian has the right to engage freely in economic activities and right to equal to publically founded social services, the state has the obligation to allocate every increasing resources to provide to the public health, education and other social services and pursue policies which aim to expand job opportunities for the un employed and the poor. Women are active in the variety of economic areas, which they after combine ranging from wage labour and subsistence farming and fishing to the informal sectors.

However, according to (Chandra, 1996) the optimistic review is that the spread as the markets and economic growth provide power full force for improvement in the relative socio-economic status as women. most substance economic are patriarchal and females are enslaved with in male dominated households with little or possibility to scope and no means to obtain independent excess to and control over resources. In the absence of economic growth and the spread of the market system, they cannot gain independent power and so there is no scope to improve their economic status (ibid.).

2.3 The equality between Genders on Income Distribution

Different theories have been formulated and designed by different group among many theories feminist frame work theory suggest that traditionally gender roles patters stressing the differences between men and women, masculinity and feminists have been criticism by many observers of American society since the 1960, including feminists. The genders roles constrain under which men and women traditionally have lived have been revised considerably Many men also gaining freedom to function outside the traditional boulders of masculinity. Making this Profound change in life is a struggle, and it would be difficult if not impossible for many people to go back to the traditional patterns. They have worked to document the contribution women have made in the world (John, 1999).

Feminists point out that although women have made countless contribution to culture and to be human life, the omissions of these achievements from the historical records reflects the low status in which women have been hold in society. Feminist point out that women have been exploited oppressed as a result their own experience feminist tend to be sensitive to others oppressed people. In steady both man and women are accorded equally

respected values, which is to bring women equality with men in both indoor and outdoor activities (ibid.).

2.4 Women in Development

Women, especially rural women, are the core of development in African countries. One striking characteristics of African women is the multiplicity of their role in development. Their contribution to farming and wage activities their critical presences in marketing and the contribution of food staff and their responsibilities as wives and mother combined to make their role in the survival of the family and the society is the most important. The various activities and responsibilities of Africa women have resulted in a complex and interrelated set of need to which development programs must be addressed recognition of the role of women in development is becomes very important that African nations have recognized the strengths the needs of the indigenous agricultural system. It is imperative that locate food productive must be improved if Africa is to feed the increasing populations. Therefore rural development is inconceivable without the active participation of women (Undo, 1995).

In rural Tanzania, found extreme discrimination access to nonfarm wage employment, which was the highest return activity. However in rural area non-agricultural wage employment can usually only be available to minority of women because it is only available to a majority of men. Women are severally disadvantaged in the credit market they usually do not own marketable land rights hence have no collateral and if subordinates in the household may have no capacity to establish reputations for credit worthiness on independent agents. Formal credit programs are usually channelled to household heads and are commonly based on non-food crops in which men tend to specialize. It is very hard to see how these obstacles in the credit market can be overcome except in the case of female headed households. It is notable that whereas men predominate as borrower in both the formal and informal rural credit market, women predominate in the informal saving market (Collier, 1998).

2.5 Empirical Literature

2.5.1 The impact of gender discrimination on poverty in Brazil

The effect of gender discrimination on inequality and poverty is analysed by comparing the difference between male and female wage in labour market with and without gender discrimination. The labour market participation and wage equations employed yield expected and significant result in most case men displayed higher marginal effects than women for important variable such as education or formal employment. This suggests difference in the way wages are determined. The difference between men and women in terms of the hourly wages they receive for their primary jobs. The estimated difference counterfactual differences women were found to earn approximately 27% loss than men, not with stand the systematic reduction of the wage gap (Christina, 1996).

A comparison between the estimated and counterfactual differences show that , the labour market were to pay men and women on an equal bases according to their qualification and occupational distribution the wage difference between the two would not be lower , but would not be lower , but would also display a strong tendency to decline during the period in questions. Nevertheless , it also reflect the distribution of production factors , such as the higher average age of men or the higher number of women employed in low paying occupation such as domestic labour . As a result of occupational segregation, approximately 17% of working women, since they possess a larger supply of other production factors particularly education (ibid.).

When gender discrimination was removed from the labour market, per capital income generally rise by 6.8% and gin coefficient fell by an average of 0.7%. The difference between estimated and counterfactual per capital income may be understood as the adjustment that would require neutralizing the effect of wage discrimination. During the period study (1992 - 2001), 21% of the countries metropolitan population on average, lived on less than half a minimum wage , the gap between the average income of the poor and the poverty line was eight dollars. Poverty dropped sharply during the mid-1990, mainly as a result a result of economic growth and stable inflation. Which significantly reduced the effect of the inflationary tax on the poorest member of the population?

During 1990, discrimination in the labour market becomes a significant factor in metropolitan poverty, eliminating such discrimination would reduce the percentage of poor persons by an average of 20.5%. The effect of discrimination also differs depending on the level of poverty in each region. An analysis of per capital house hold income shows that. In relief and Salvador in north eastern Brazil, 42% of the metropolitan population lives below the poverty line (Smao, 1997).

2.5.2 Gender Discrimination Education in Pakistan, Tanzania and Bolivia

By the gender discrimination in education in Pakistan only four in ten of Pakistan women over the age of 15 can read and write, compared to 70% of men. This dramatic educational disadvantage is the result of a deeply unequal education system. Although girls enrolment rates have improved the net rate at primary level is still just 60% compared to 72% for boys. At secondary level the performance is even more appalling (although the gender difference is smaller). The net enrolment rate for girls is just 29%. Altogether, more than 8 million girls of school age (Primary and secondary) are not in school (GCE, 2012).

Armenia also has the high level of female literacy 99% yet the data about school enrolment and attendance make clearly that girls are far from getting a full education. In particular, it is worrying that the net rate of girl's enrolment at primary level in 2009, at 80% was even lower than at secondary level. Where it is 89%, in many regions in Armenia, there are no school and children have to walk up to seven kilometres to get schools. This can be extremely dangerous especially in the winter months when wild animals may attack and many girls stay home as a result (ibid.).

Traditionally and religious stereotypes demand that girls are married off between the ages of 13 - 16. Girls aged 18 and older are stigmatized and considered old maids or spinsters "age or immoral", which creates immense pressure for girls to leave school and start families. In Tanzania there are different kinds of the gender discrimination in education among the others land ownership girls and women education is severely affected by discrimination against women with respect to access and acquiring land. In Tanzania provisions of equality before the law customary laws and traditions have conspired to

women from assessing and acquiring land. This denial of women economic independency and increase in their vulnerability often makes them unable to send their children, particularly girls to school (ibid.).

The one third of the women in Tanzania is more than 4 million women in total area not literature. The net enrolment rate of girls at primary level is now an impressive 97%, slightly higher than that of boys, but the rate transitions to secondary school is extremely low: just 32% in 2008, compared to 40% of boys. The proportion of girls completing a full secondary education was very low. This is 0.8% in 2010. Almost the 1.2 million adolescent girls are out of school. The pattern is repeated for women in adult and non-formal education, with only 55% making it to main streams school (ibid.).

In Bolivia was one of the areas of gender discrimination in education especially against the women. 13% of adult women in Bolivia cannot read and write, compared to just 5% of men , but there is some sign of progress in effects of education to young generations . The net primary enrolment rate for girls is 94%. The report suggests that 94% rate of girls transitions to secondary education. But the overall net enrolment rates for secondary education are much lower just at the rate of 63%. In Bolivia violence, was one of the significant problems which effect women and girls ability is no sufficiently protected and their created a serious crisis in education. 5% Of Bolivia women are the believed to have suffered physically, psychologically or sexual redolence at the hands of men (ibid.).

The study shows in Bolivia, there are at least 100 cases of sexual attacks on children at school, every day. Until school guaranteed to be safe spaces for girls, this problem will continue to have huge, impact on girls and women's education (Global campaign for education, 2012).

CHAPTER THREE

3. Research Methodology

3.1 Description of study area

Wolkite is the administrative city of Gurage zone found in the Southern, Nation, Nationalities and People Region (SNNPR). The town has far 158 KM from Addis Ababa. This town has a latitude and longitude of 8.17 N 37 47 'E/8.283E and an elevation between 1910 and 1935meter above sea level. It is surrounded by Kebana woreda and it was part of former Goro woreda and by in the East bordered by Abeshge and in North by the kebena and in North Westby Oromia region (CSA, 2007).

According the towns human resource, the total population number are about 70,796 among them male are 29065 and female are 27834 and13897 are children's (CSA, 2007). The plurality of the population of the inhabitants practiced Ethiopia orthodox Christianity, with 48.17% of the population reporting that beliefs. While 43.31 were Muslims, 7.86 were Protestants and 1.34 was catholic.

According to human resource, the five largest ethnic group were the Gurage (90.12%), the Oromo (3.94%), the Tigrigna (1.81%), the Argoba (1.2%) and other ethnic group made up of (1.33%) of the population. Afan Oromo was spoken by 3.04 and 1.5 spoken and the remaining 1.65%Spoken all primary languages (CSA, 2007).

3.2 Research Approach

In this study, the researchers used both Quantitative and Qualitative research approach. In quantitative research the study deals with mostly about the statically data obtained from the responsible town women and youth affairs in the town and the data in quantitative are list in number, graph, table and the result come from quantitative research, this analyses interpreted by using qualitative research check and analysis by using qualitative research in order to get the relevant and accuracy information about the gender inequality and economic empowerment in wolkite town.

3.3 Research design

This research used case study design which makes depth analysis of a specific case. The cases could be specific geographical area; institution, organizations or even individuals. All data relevant to the case are gathered and organized in terms of the case. Detailed collection and analysis of data is conducted because any generalization about the case is assumed to apply to all other similar case. Therefore, case study provides the opportunity to investigate many specific details. Data could be obtained from both primary and secondary sources and applies the use of both qualitative and quantitative data.

3.4 Sampling Technique and sampling size

This research would employ non-probability sampling technique. From non-probability purposive or judgmental sampling techniques used because to study deeply and the researchers feel that those who have good judgment about the research to collect the relevant and accurate information about the study particularly in wolkite town office and women and youth affaire. At the same time sampling size are selected depends on our time and money we required to complete the research. The researchers need to know the target population and the resident person in towns. Then according to wolkite town women and youth office the total number of 13847 children, male are 29065 and female are 27834 among them, then the researchers are purposively selects 22 respondents from 17 are females, 5 males

3.5 Source of Data collection

The study has used both source of data collection method primary and secondary source of data.

3.5.1 Primary source of data collection

The researchers distribute questioners for respondents in the town for women and youth office and the study employees the two forms of questioners close and open ended

3.5.1.1 Questionnaires

Closed ended questionnaire were used any fixed range for the respondent to have detail information about the study and to express their on gender inequality and women's economic empowerment.

3.5.1.2 Interview

The researchers used interview to collect primary data. The researchers conducted interview orally or face to face forwarded for the respondent in the Wolkite town women and youth office.

3.5.2 Secondary Source of data collection

The study has used secondary source of data collection from second hands like Websites, internet, Book, magazines, newspaper and other written documents

3.6 Methods of Data Analysis

The researchers have used both Quantitative and Qualitative data method to analyses and interpret the gathered data from different respondent. After the data is collect using interview and questioners by different language such as Amharic are translate to English, reduced and rewrite once and presented using Table and interpreted using words for Qualitative. Quantitative data also has been analyzed, present, and interpreted by using numerical value statistical expression on collected data.

CHAPTER FOUR

ANALYSIS AND DISCUSSION

4.0 Data Analysis and Interpretation

The general analysis of the study was carried out to assessment gender inequality and economic empowerment in wolkite town. The analysis was based on primary data which were collected through questionnaire and secondary data. It was collected from documents and records in the organization and town. The questionnaires were distributed to 20 respondents in wolkite town.

4.1 Distribution of respondents by gender, age, marital status and educational level

Table 1.0

Sex	No of respondents	Percentage
Male	3	15%
Female	17	85%
Total	20	100%
Age		
18-21	3	15%
22-25	8	40%
26-29	7	35%
More	2	10%
Total	20	100%
Marital status		
Married	8	40%
Unmarried	9	45%
Divorced	3	15%
Total	20	100%
Educational status		

Undergraduate	4	20%
Degree	7	35%
Diploma	9	45%
Total	20	100%

Source; own survey 2019

From the above table 15% of the respondents are male and 85% of the respondent are female this means that female respondents are more than male becomes this study focus on gender inequality and women's economic empowerment.

From the above table 15% of the respondents are at the age group of 18-21, 40% of the respondents are from the age group of 22-25, 35% of the respondents are at the age group of 26-29 and 10% Of the respondents are above the group age that the researcher listed. This shows that the study has a various or mixed group age.

From the above table 15% Of the respondents are divorced, 40% of the respondents are married and 45% of the respondents are unmarried this shows that when the marital status is different the researchers can get more perspective of the study.

From the above table 20% of the respondents are undergraduates, 35%of the respondents have a degree and 45% of the respondents have diploma this implies that the researches get different points of think from the respondent's.

4.2 gender inequality in the society and community in wolkite town

The table below (table 2.0) has assessed the gender inequality in the society and community if there is inequality in the community or not

Table 2.0

Question-1, 2 and 6	Items	Frequency	Percentage (%)
Do you think that women’s here have equal employment opportunity as male in your community?	Yes	13	65%
	No	7	35%
	Total	20	100%
Do you think that there is gender equality in your household	Yes	11	55%
	No	9	45%
	Total	20	100%
Are gender inequalities being practiced in your community?	Yes	15	75%
	No	5	25%
	Total	20	100%

Source; own survey 2019

From the above table 65% of the respondents believe that women’s have equal opportunities as male in their community but 35% of the respondents believe that women’s doesn’t have equal opportunities as male in their community.

From the above table 45% Of the respondents replayed “no” there is no gender equality in their household and 55% replayed there is gender equality in their household. This implies that more of the respondents believes that there is gender equality in their household.

From the above table 25% Of the respondents believe gender inequality is not being practiced in their communities but 75% of the respondents believe that gender inequality is being practiced at their communities this means that there is a high level of gender inequality in their communities.

4.3 women’s empowerment in economic and social decision making process

Table 3.0

Question-3, 4 and 5	Items	Frequency	Percentage (%)
Do you think empowering women is important?	Yes	19	95%
	No	1	5%
	Total	20	100%
Do you feel women's are being empowered to make any kind of decision in your community?	Yes	5	25%
	No	15	75%
	Total	20	100%
Do you feel women's are being empowered to make economic decisions in your community?	Yes	6	30%
	No	14	70%
	Total	20	100%

Source; own survey 2019

From the above table 3.0, 5% of the respondents don't believe empowering women is important but 95% of the respondents believe that empowering women is important this shows that more people want women's to be empowered this can be called as a change in the thinking of the community.

From the table 3.0, 25% of the respondents think women's are making decisions at some level in their community but 75% of the respondents believe that women's are not make any kind of decisions at their community. This implies that women's are not actively participating in decision making process in the community.

From the above table 70% of the respondents no women's are not being empowered to make economic decision in their community but 30% of the respondents replied "Yes" women's are being empowered to make economic decisions in their communities. This implies that still women's are not being empowered to make economic decisions in their communities.

4.4 major problems that influence gender inequality in the town

Table 4.0

Question-7, 8 and 9	Items	Frequency	Percentage (%)
What do you think the major cause of gender inequality?	Religious believe	8	40%
	Cultural influence	12	60%
	Family presser, the community, police making and low educational level of women's		
	Total	20	100%
To what extent do you think gender inequality in the economic sphere is being practiced in your household?	High	7	35%
	Medium	8	40%
	Low	5	25%
	Not at all	-	-
	Total	20	100%
Which aspect of women's life is more affected by gender	Social	9	45%
	Economic	6	30%
	Political	3	15%
	Health	2	10%
	Total	20	100%

Source; own survey 2019

From the above table 4.0, 40% of the respondents the major case of gender inequality is religious believes, 60% of the respondents replayed the major case of gender inequality is cultural influence and most of respondents give short answer on the major case of gender inequality are the community, family presser, policy making and low educational level of

women's this shows that the respondents are well aware about the case of gender inequality.

From the above table 25% of the respondents think there is low level of economic practiced in their household, 35% of the respondents there is high level of economic practice and 40% of the respondents said the is medium level of economic sphere in the house hold. This means that respondents are in mix response but it is understandable that there is different factors to the respondents that affect their judgment.

From the above table 10% of the respondents believe that health is more affected by gender inequality, 15% of the respondents believe that the Political life of women's has been affected by gender inequality, 45% of the respondents replay Social life of women is more affected by gender inequality and 30 of the respondents believe that the economic aspect of women's is more affected by gender inequality this shows that women's are more affected by gender inequality in social and economic aspect.

4.5 strategies being used to ensure women's empowerment

Table 5.0 Strategies used to ensure women's empowerment

Question-10, 11 and 12	Items	Frequency	Percentage (%)
What measures do you think are best to empower women's in your community?	Awareness creation programs	12	60%
	Training women in the issue	5	25%
	Mainstreaming gender issue in annual plans	3	15%
	Total	20	100%
What is the major challenge in reducing gender	Cultural structure of the society	6	30%

inequality?			
	Lack of awareness from the community	9	45%
	Lack of support from the government?	5	25%
	Total	20	100%
Do you get any support from the government on the issue of gender inequality in your town?	Yes	13	65%
	No	7	35%
	Total	20	100%

Source; own survey 2019

From the above table 15% of the respondents think mainstreaming gender issue in annual plans is the best to empower women's in the community, 25% of the respondents think that giving training women's in this issue is important and 60% of the respondents believe that awareness creation programs in the best way to empower women's in their respected community. This means that to empower women's these are some of the measures to take in the future.

The above table 25% of the respondents believe lack of support from the government is one of the major challenges in reducing gender inequality, 32.3% of the respondents think the cultural structure of the society is major challenge in reducing gender inequality and 45% of the respondents believe that lack of awareness from the community is the major challenge to reduce gender inequality. This implies that most of the challenges women's face is from the community and society.

The above table 35% of the respondents that they don't get any support from the government in the issue of gender inequality but 65% of the respondents said they get

support from the government in the issue of gender inequality. This shows that most women in wolkite town get support from the government.

4.6 Activates being done to insure gender equality and women's economic empowerment in wolkite town

Table 6.0

Question-13, 14 and 15	Items	Frequency	Percentage (%)
Who do you think should play the leading role in reducing gender inequality?	Government organization	8	40%
	NGOs	4	20%
	Religious	2	10%
	Elders	6	30%
	Total	20	100%
Do you think women's are playing there part in reducing gender inequality	Yes	11	55%
	No	9	45%
	Total	20	100%
Do you think there is a difference between educated and non-educated people in practicing gender inequality?	Yes	16	80%
	No	4	20%
	Total	20	100%

Source; own survey 2019

From the above table 10% of the respondents believe that religious leaders play a role in reducing gender inequality, 30% of the respondents replayed elders play a role in reducing gender inequality 20% of the respondents believe that NGOs play a role in reducing gender inequality and 40% of the respondents think government organization have a role to play in reducing gender inequality. This shows that all of them have a role to play but only if they work together to reduce gender inequality.

The above tables 45% of the respondents don't believe women's are playing their part in reducing gender inequality but 55% of the respondents think women's are playing their part in reducing gender inequality. This shows everyone should try hard to reduce gender inequality.

From the above table 20% of the respondents believe don't think there is a difference between educated and non-educated people but 80% of the respondents believe that there is a difference between educated and non-educated people.

Table 7.0

Question-	Items	Frequency	Percentage (%)
How much role do you think education could play in relation to reducing the prevailing gender inequality in your community?	High	17	85%
	Medium	3	15%
	Low	-	-
	Total	20	100%
Do you think schools play a role to reduce gender inequality?	Yes	16	80%
	No	4	20%
	Total	20	100%

Source; own survey 2019

The above table 15% of the respondents said education play a medium role in reducing gender inequality in their community and 85% of the respondents replayed that education play high role in reducing gender inequality in their community. So this means education plays a high role in reducing gender inequality in the community.

The above tables 20% of the respondents believe that school doesn't have any part to play in reducing gender inequality but 80% of the respondents believe schools play a big part in reducing gender inequality. This means that school plays a leading role in creating awareness in the society.

4.7 Analysis of interview Responses

To gather more information, about the situation of gender inequality and economic empowerment in wolkite town the researchers used Semi-structure interview and forwarded to the women and youth office in wolkite town. Semi-structured interview responses are listed and analyzed as follows

What is the current situation in gender inequality within the community and how is your office working to create awareness on the issue? Respondent A forwarded that “the current situation in gender inequality is somehow in house hold problems that the family face it maybe day to day problems and our office go to door to door to talk about this issues we have a coffee and tea and talk about the problems they face”. Respondent B said this” gender inequality is see in the town and the community knows about gender inequality but lacks the step to do something about it because religious believe and the culture. This shows that women face problems but they are not the same as old time and there is still gender inequality just not at the same level

What are the strategies being implemented by the office to insure that women’s are empowered economically? Respondent A said that “there are different strategies being implemented like the government give financial support to poor women’s in the community they are given some money every month and we also support them by giving them training in different issues” and respondent B forwarded that “we partner with the employment office wolkite town to give unemployed women’s to work in small scale business”. This shows that women are benefiteres of the strategies the office proved them.

Is there affirmative action implemented to empower women to lift up their economic participation and decision making? Respondent A said “yes” and adds that “affirmative action is implemented for women’s in every way possible that is one of the ways to empower women’s. And respondent B said “yes” and continued “affirmative action is one of the main ways to lift up women’s in economic and decision making for example when the town administration put out vaccines women’s get affirmative action and get the job. This implies that women’s are getting affirmative action and being lifted up in economic and decision making but still there is a long way to go.

What is the current situation to empower women in economic activities? Respondent A responded like this “the current situation is that women’s are becoming business owners and they are becoming leaders in the community and we are empowering women to be political leaders” and respondent B added that” current situation is our office is going door to door and picking unemployed women’s and the government will support them to get jobs or work on there on small scale business” this shows that woman’s are current being empowered in economic activities and this will help woman’s to get a better life for the future.

Do you see any kind of improvement in insuring gender equality and women’s economic empowerment? Respondent A said “yes, there is a lot of improvement insuring gender equality ten years ago women didn’t face the problems they face now, women are ten years ago only wanted to go to school now they are leaders and business owners. Respondent B also said “yes in so many way gender equality, woman’s empowerment improved we have a female president in our country and we also have so many leaders in wolkite town administration. This implies that the improvement in the town but there is still not enough there is always a room for improvement.

Based on your experience do you have any additional information about women in economic activity and decision making, which is not mentioned above, if so please specify? Respondent B said that “yes there is one thing, women are business owner but their unemployment rate is very high male can work any low level jobs but woman’s do not. So we are still targeting that”. This means that women’s are still are unemployed and there is a long way to say that there is gender quality.

Chapter Five

Conclusion and Recommendation

The main purpose of this study was to identify the key issues that affect active participation of women in their economic activities and situation of gender inequality and women's economic empowerment in wolkite town, It also forward possible solutions that could help to overcome those problems.

5.1 Conclusion

This research paper tried to examine the situation of gender inequality and women's economic empowerment in wolkite town. Data obtained from different sources has been analyzed by using table, percentages and descriptions. The following conclusion has been reached based on the responded and analysis of data gathered as follows.

As most of the respondents answered, lack of awareness from the community was major challenges in reducing gender inequality. The researchers find that cultural influence and religious order major cause of gender inequality. Most of the respondents replayed that social and economic aspect of women's life is more affected by gender inequality.

According to the respondents NGOs and government organization should play the leading role in reducing gender inequality. According to respondent replied there is high participation and support from the government in the issue of gender inequality.

More over female have low status in the house hold. Also most female respondent's which represent above 85% and male respondent which represent 15% pointed out that the social roles and status cultural value, norms and economic level are the factor that affects women from being active participant in their economic activities. According to respondents, in the house hold usually male and female children, wives and husband have unequal status. Wives are always subordinate to their husband. Property are usually registered, managed and controlled by husband. Wives are often passive in decision making process relatively to the resources allocation in the house hold.

According to respondents awareness creation program and giving training for women is one of the measures that should be taken. According to respondent said no given training to the society on eradicating cultural perception was the main think affecting for the women not to participate on economic, social and political aspects.

5.2 Recommendation

Insight of findings concerned with the situation of gender inequality and women's economic empowerment in wolkite town. The followings are some points of recommendation for the better means of support in the organization.

It is better for the governmental organization work on the cultural aspects in the community. It is advisable to give training to the society on the cultural perception of women and empower women.

Most of female are in the low educational qualification compared with their male partners. Besides, education and training has to be made more participative therefore, governmental organizations or NGOs and other donors must give this area priority and should provide sufficient funds to do so.

Society's attitude towards gender equality remains low therefore, any traditional down look over women have to be removed through continues awareness creating program.

The aspect of economy in empowering the participation of women is still low as male. Therefore certain number of sector reserved for women in helping and constitute of women sub-committees with economic activities should appeared.

No responsible body to enhance the participation of women in their economic activities, therefore every concerned person or organization are exploited to engage in the enhancement programme of women's participation in economic activities.

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Appendix



WOLKITE UNIVERSITY

COLLEGE OF SCIAL SCIENCE ANDHUMANITIES

DEPARTMENTOF GOVERNANCE AND DEVELOPMENT STUDIES

Questionnaires

The main objectives of this questionnaires is to collect data which emphasis on Assessment of Gender Inequality and Women’s Economic Empowerment in Wolkite Town, the outcome or results of the study will be used for educational purpose. Dear respondents, you are kindly requested carefully read the questions and give correct response or information.

Instruction

- ❖ No need of writing name and also please, put “ ✓ ” mark for your choice of close ended questions and write short answer on the open ended questions.

✚ Part one

Background of the respondents (personal information)

1. Age: 118-21 22-25 26-29 more
2. Sex, female males
3. Marital status; Married Unmarried Divorced
4. Educational status: Undergraduate degree diploma

C, mainstreaming gender issue in annual plans

D, others _____

11) What is the major challenge in reducing gender inequality?

A, the cultural structure of the society?

B, Lack of awareness form the community

C, Lack of support form the government

D, Other _____

12) Do you get any support for the government on the issue of gender inequality in your Town?

A, Yes

B, No

13) Who do you think should play the leading role in reducing gender inequality?

A, government organization

B, NGOs

C, religious leader

D, elders

E, Others _____

14) Do you think women are playing there part in reducing gender inequality?

A. Yes

B. No

15) Do you think there is a difference between educated and non-educated people in practicing gender inequality?

A. YES

B. NO

16) How much role do you think education could play in relation to reducing the prevailing gender inequality in your community?

A. High

B. Medium

C. Low

17) Do you think schools play a role to reduce gender inequality?

A. Yes

B. No

Appendix 2



WOLKITE UNIVERSTY

COLLEGE OF SCIAL SCIENCE AND HUMANITIES

DEPARTMENTOF GOVERNANCE AND DEVELOPMENT STUDIES

**GENDER INEQUALITY AND ECONOMIC EMPAWORMENT: THE CASE OF
WOLKITE TOWN**

Interview question

1. What is the current situation in gender inequality within the community and how is your office working to create awareness on the issue?
2. What are the strategies being implemented by the office to insure that women's are empowered economically?
3. Is there affirmative action implemented to empower women to lift up their economic participation and decision making?
4. What is the current situation to empower women in economic activities?
5. Do you see any kind of improvement in insuring gender equality and women's economic empowerment?
6. Based on your experience do you have any additional information about women in economic activity and decision making, which is not mentioned above, if so please specify?

