

Major Challenges to Gender Equality in Education

- **Community attitudes** prevent girls from attending school and are linked to traditional division of labour in homes, lack of finances, safe access to nearby schools, etc.
- **Despite the policy** to attract 50% females into teaching the gap is still wide
- **Females are grossly underrepresented** in positions of educational leadership/management as well as in teaching, especially in secondary, TVETs and HLIs. Only 8.4% of CTE teachers are female, female graduates of CTEs = 36.4%
- **Pedagogy still reinforces gender** stereotypes for males and females
- **Gender mainstreaming** during planning, implementing, monitoring and evaluation remains low
- **Lack of segregated** latrines/toilets
- **Gender based violence** remains a problem in and around schools and higher learning institutions

Initiatives to support the vision - some examples

- **Provide advice** on gender and sexual harassment policies and codes of conduct for institutions
- **Strengthen Girls' Clubs and Associations**
- **Provide data** to increase awareness about the issues and challenges faced by girls
- **Create a safe and secure** school environment for girls (ex. separate latrines)



Become part of the solution!

Awareness

Understand the issues – read, participate in training, learn by asking girls and women to share their skills, ideas and strengths

Analysis

Think about what created these disparities and what you can do to work toward increasing gender equality

Action

Act to ensure that gender is considered in all planning, budgeting, implementation, monitoring and evaluation. Do one small thing every day to build a more equal workplace/classroom/institution

BE AWARE and ACT to show you CARE!

The Federal Democratic Republic of Ethiopia
Ministry of Education



GENDER DIRECTORATE

VISION

The vision of the gender directorate is to see equal participation and performance of women and men at all levels of the education and training sector.

MISSION

- Eliminate gender disparity
- Institutionalize gender equality at all levels
- Build capacity of experts at MOE, REBs and WEOs to mainstream gender in all activities
- Provide technical support to educational institutions to ensure gender equality through monitoring and evaluation
- Support interventions that increase participation and performance of girls in education/training
- Support the full participation of women in education from Kindergarten to PhD level
- Create community awareness on the importance of educating girls and the need to eradicate HTPs, harassment and violence

Contact the Gender Directorate:

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"A country cannot develop without the full participation of women"

ESDP IV goals include:

- Increase enrollment, retention and achievement of females from primary to graduate school
- Increase girls' enrollment in sciences and non-traditional TVET programs
- Increase female adult literacy
- Increase number of female administrators/supervisors/directors/teachers at all levels
- Empower women to take leadership positions
- Develop and implement gender sensitive curriculum

**THE GENDER GAP
(% female enrolment)**

Universities

Postgraduate - 11.3%
Undergraduate - 29%

Preparatory School - Grades 11-12 - 36%

Colleges of Teacher Education - 40%

TVETs - 44% (fewer in hard sciences/non-traditional fields)

Secondary Grades 9-10 - 44%

Primary Education

Cycle 1 (1-4) : GPI= 0.93

Cycle 2 (5-8) : GPI= 0.97

*19% of children drop out after grade 1

Functional Adult Literacy-40%

Statistics: MoE Abstracts 2003 EC 2010/11GC

A C H I E V E M E N T S

Due to a concerted effort by government over the past ten years, including affirmative action (entry requirements, financial support, tutorials and scholarships) the Gender Parity Index , the ratio of males to females gross enrolment rate, has dramatically improved. In Afar the girls primary (1-8) gross enrolment rate increased from 25% in 2005/06 to 37.4% in 2009/10 and in Somali region it went from 39.5% to 57.3%

Girls Enrollment based on GPI (Gender Parity Index)	2004/05	2009/10
Primary cycle 1: Grades 1-4	0.87	0.93
Primary cycle 2: Grades 5-8	0.69	0.97
Secondary cycle 1: Grades 9-10	0.57	0.80
Preparatory school: Grades 11-12	0.35	0.46
Girls Completion rates	2004/05	2008/09
Grade 5	49.5%	73.7%
Grade 8	26.3%	44.5%



"For development to progress men and women must work together to achieve gender equality"



The Gender Directorate was established in 2002 EC. Previously it was within the Gender and Education Equity Department (1998-2002 EC) and prior to that it was the Women's Affairs Department, established 1994 EC.

STRATEGIES TO ENSURE GENDER EQUALITY

- Strengthen or put in place necessary institutional and structural mechanisms for gender equality
- Increase community awareness about the benefits of education for girls
- Increase enrollment, retention and performance of female students, including girls from pastoralist and agro-pastoralist groups
- Develop and use gender sensitive curriculum and teaching methods
- Increase the number of females in leadership/ management positions in education
- Increase the number of female teachers at all levels
- Mobilize resources to increase the participation of girls in education and training
- Increase FAL (Female Adult Literacy) rates