











# Ethiopia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>60.0</b>	<b>30.8</b>	<b>43.1</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Ethiopia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Addis Ababa). The scores for Ethiopia are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	50.0	100.0	50.0	25.0	75.0	75.0	0.0	50.0	100.0	75.0
WBL 2.0 Supportive frameworks score	25.0	100.0	0.0	0.0	33.3	0.0	0.0	33.3	66.7	50.0
WBL 2.0 Expert opinions score	12.5	25.0	25.0	43.8	25.0	75.0	12.5	37.5	75.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Ethiopia (60.0 out of 100.0) is lower than the global average (64.2) and higher than the Sub-Saharan Africa regional average (57.4). When it comes to constraints on freedom of movement and laws affecting women's property and inheritance, Ethiopia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ethiopia is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Ethiopia may wish to consider legally establishing provision of childcare services in center-based settings, introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Ethiopia (30.8 out of 100.0) is lower than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). When it comes to supportive frameworks affecting freedom of movement, Ethiopia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ethiopia is on

the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Ethiopia may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Ethiopia (43.1 out of 100.0) is lower than the global average (65.7) and lower than the Sub-Saharan Africa regional average (54.6). When it comes to expert opinions on women's pensions, Ethiopia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ethiopia is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Does the law address child marriage?	Yes	Revised Family Code, Arts. 7(1) and 31(1); Criminal Code, Art. 648
Does the law address sexual harassment?	Yes	Labor Proclamation No. 1156/2019, Arts. 2(11), 14(1)(h), 14(2)(h), 39(1)(d), 40 and 41; Criminal Code, Arts. 625 and 846; Computer Crime Proclamation, Sec. 13
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman choose where to live in the same way as a man?	Yes	Revised Family Code Proclamation, Art. 54
Can a woman travel internationally in the same way as a man?	Yes	Immigration Proclamation No. 354 of 2003, Arts. 6 and 11; Immigration Regulation 114/2004, Art. 5
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Proclamation on Ethiopian Nationality, Arts. 3 and 6
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Civil Code of 1960, Art. 645(1)
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Constitution of the Federal Democratic Republic of Ethiopia, Art. 35; Labour Proclamation No. 1156/2019, Art. 87 (1)
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Proclamation No. 1156/2019, Arts. 87 and 171
Can a woman work in an industrial job in the same way as a man?	No	Directive on Activities Particularly Arduous or Harmful to Women's Reproductive Health, Art. 5(a)(d)
<b>Marriage</b>		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Revised Family Code, Art. 49(1)
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Revised Family Code Proclamation, Art. 50
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Revised Family Code Proclamation, Art. 81
Does a woman have the same rights to remarry as a man?	No	Revised Family Code Proclamation, Art. 16(1)
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labour Proclamation No. 1156/2019, Art. 88

Are leave benefits for mothers paid solely by the government?	No	Labour Proclamation No. 1156/2019, Art. 88
Is paid leave available to fathers?	Yes	Labour Proclamation No. 1156/2019, Art. 81(2)
Is dismissal of pregnant workers prohibited?	Yes	Labour Proclamation No. 1156/2019, Art. 87(6)
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code of 1960, Arts. 654(2) 1678 and 1712; Revised Commercial Code, Art. 21
Does the law prohibit discrimination in access to credit based on gender?	Yes	Financial Consumer Protection Directive, No. FCP/01/2020, Arts. 2.24, 4.1.2 and 10
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Revised Family Code Proclamation, Arts. 59, 66, 68 and 90; Rural Land Administration and Land Use Proclamation, Art. 5(1-c)
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code of 1960, Arts. 837 and 842
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code of 1960, Arts. 837 and 842-847
Does the law provide for the valuation of nonmonetary contributions?	Yes	Revised Family Code Proclamation, Arts. 57, 58 and 62
<b>Pension</b>		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Private Organization Employees Pension Proclamation No. 1268/2022, Art. 18
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	Labor Proclamation No. 1156/2019, Art. 24(3)
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Costed Roadmap to End Child Marriage and FGM/C 2020–2024; One Stop Centers
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures



Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	National Transport Policy
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Revised Family Code Proclamation, Art. 119
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	No	Insufficient evidence located
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Ethiopian Statistical Service
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Revised Family Code, Art. 63
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	Yes	Ethiopian Statistics Service
<b>Pension</b>		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located



Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

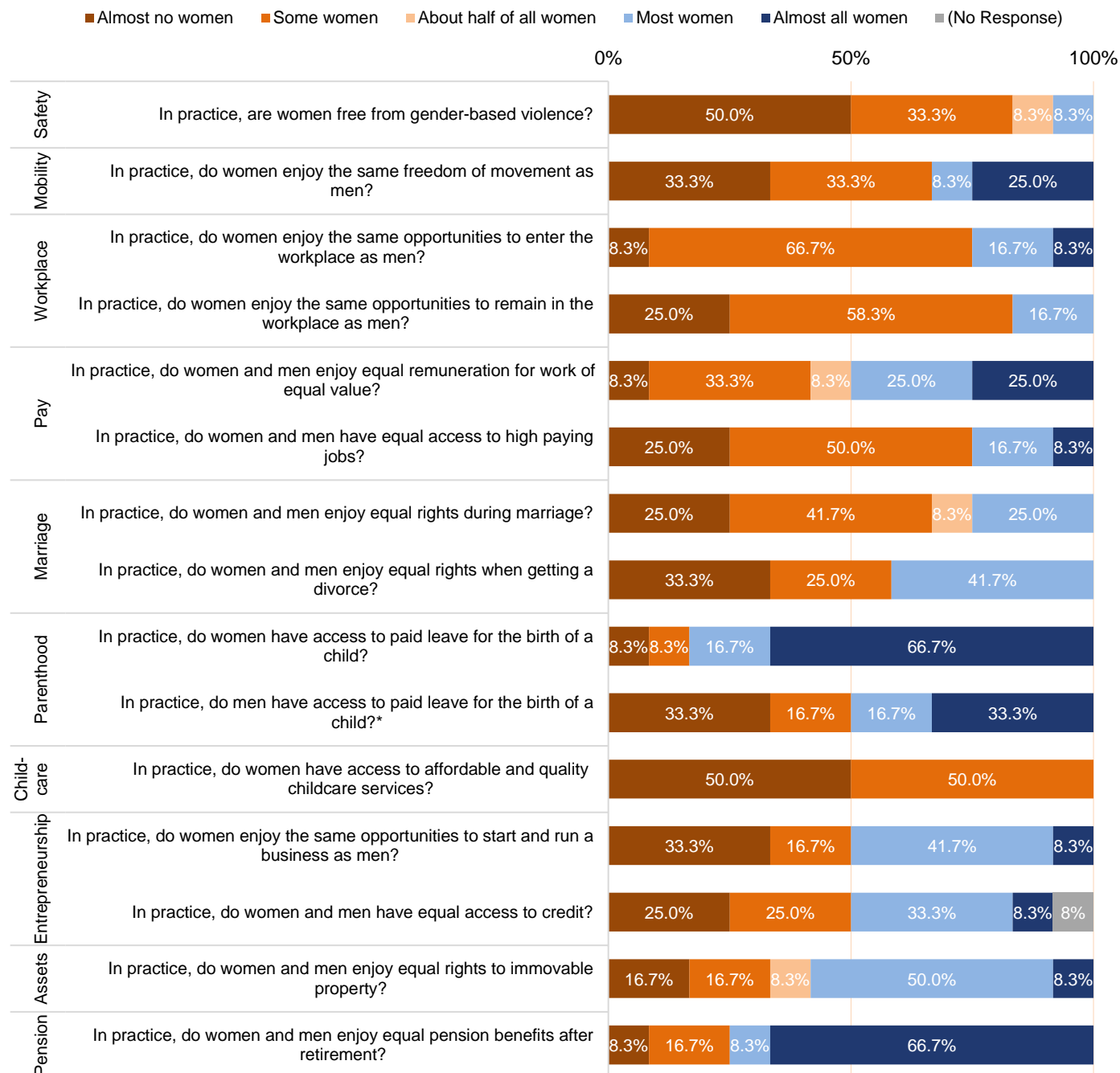
Yes

Proclamation No. 1268/2022, Art. 56

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.