

A Critical and Comparative Analysis of Political Empowerment/Representation/ in Promoting Gender Equality in Gambella Regional State

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Abstract

Despite the limited improvements made by very few countries, gender inequalities are on the increase in the developing countries, including Ethiopia. On the other hand, representation of women and inclusion of their perspectives and experiences into the decision-making processes can have social benefits, better and more appropriate social, political, legal, and economic solutions for their problems. Economic and social empowerment of women is greatly reliable on their integration into the political decision-making process through their involvement in the political and public offices. Women can enjoy their political and civil rights through political representation and/or participation in the public life, as ensuring women's political participation can bring legitimacy to the government and, validity and trustworthiness of democracy and democratic process by the public and stakeholders. The purpose of this study is to assess the status of women's political empowerment/ representation in the public and political decision-making positions in the Gambella regional state of Ethiopia so as to suggest appropriate policy options towards the achievement of effective gender equality in the region. The study showed that women had never been represented in the national legislative and executive branches of the Ethiopian federal government. Cumulatively, this research had found that the political empowerment, representation or participation of men and women in the legislative, executive, and judiciary as well as in the justice and political system was comparatively better and showed a progress in the descending order of the administrative levels and the reverse is true for men. Though there had been a very remarkable and significant progress in the legislative representation of women in 4th election term of 2010, a "wider gender inequality" existed in the representation of women in the executive at all administrative levels in the Gambella regional state. The study had discovered a wider gender inequality in the representation of both men and women as the presiding higher officials in the parliament offices at all administrative levels in the region. However, the representation of women as speakers of the house, commonly as vice speakers, showed a promising representation at similar administrative levels regardless of the regional administrative level where women had been given no chance to be one of the speakers in the regional parliament. The study had also found that there had been a satisfactory representation of women in the parliamentary standing committees' at all administrative levels. However, the representation lacks proportionality from within the standing committees. There had also been a bit wider gender inequality in the representation of women as the chairpersons of the various parliamentary standing committees' at all administrative levels in the legislative branch of the government. Although women had been given satisfactory political gender quota in the political party's central and executive committees, their representation in the official positions of the political party at all administrative levels in the region was very insignificant. Finally, the study had shown the existence of a wider gender inequality in the judicial and justice systems in the region at all administrative levels.

Introduction

Human rights are universal legal guarantees promoting individuals and groups against actions and omissions that interfere with fundamental freedoms, entitlements and human dignity. They attach to all persons equally, by virtue of their humanity, irrespective of age, race, nationality, or membership of any particular social group. Human rights are considered as one of the major achievements of modern day philosophy, as human dignity and freedom were protected above all by religious and moral system and commandments. Human rights can be described as a sociological pattern of rule setting, since the approaches include the notion that individuals in a society accept rules from legitimate authority in exchange for security and economic advantage (ECSU 2012, p93).

Modern Human rights can be understood through a number of basic principles and characteristics such as human rights are regarded as human dignity, as universal, as inalienable, as interdependent and indivisible, and equality

and non-discrimination, participation, accountability and the rule of law are also some of the basic characteristics. Human rights are the human dignity in that all human beings would like to enjoy human rights fully (e.g. the right to having food, to work, to life, to a fair trial, against torture), and that nobody would want to be deprived of them. These are the aspects of human wellbeing that are valued to the extent of being considered an expression of human dignity. Human beings have the right to be promoted (or jeopardized) by the exercise of power or authority, particularly by the state (ECSU 2012, pp94-95).

The fact that all human rights are indivisible, interrelated and interdependent can lead to the reality that deprivation of one right adversely affects the others. Whether they are civil and political rights, such as the right to life, equality before the law and freedom of expression; economic, social and cultural rights, such as the rights to work, social security and education, or collective rights, such as the rights to development and self-determination; they are all indivisible, interrelated and interdependent. Similarly, improvement of one right facilitates the advancement of the others (ECSU 2012, p95). Human rights should be enforced equally at any levels and at any condition irrespective of sex, ethnic group, color, language, and religion. The principle of equality and non-discrimination is a cross-cutting principle in international human rights law. It is found in all the major human rights treaties and provides the central theme of some of international human rights conventions such as the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination against Women (ibid).

According to the principle of participation, all people have the right to have say and participate in the political, economic and social aspects. People must have the access to information relating to the decision-making processes that affect their lives and well-being. All states and other duty-bearers are answerable for the observance of human right. This means that all duty-bearers have to comply with the legal norms and standards enshrined in the international human rights instruments such as international and regional covenants, conventions, and treaties. They are legally entitled to institute proceedings for appropriate redress before competent bodies in accordance with the rules and procedures provided by law, meaning the enforcement of the rule of law (ECSU 2012, pp95-96).

The international human rights legal and institutional framework states that equal rights of women and men are a basic principle of law embodied in the charter of the United Nations and in numerous human rights instruments and in the provisions dealing with non-discrimination. The principle of Convention on the Elimination of All forms of Discrimination against women is proclaimed in the Universal Declaration as well as in the two covenants (Articles 1 and 2 of the Universal Declaration and in both covenants). In addition, states' parties specifically undertake to ensure the equal right of men and women to the enjoyment of all rights set forth in each covenant (ECSU 2012, pp96-99).

Gender equality and empowerment of women, the third goal of MDGs, is recently and widely recognized as central to fulfilling all the rest of the MDGs (<http://www.enpi-info.eu>). Improving Gender Equality (GE) and Empowering Women is the road-map to making sustainable human development and to attaining other MDGs in the world (AGPR 2012, P37). Thus, promoting gender equality and women's empowerment is an essential component of an effective economic and human (social) development strategy.

Without greater representation of women in parliamentary and executive positions as well as in the judiciary, it is difficult to achieve participatory, accountable, and transparent governance. Women can be empowered through transparency and open participation in the political process. "Global 50/50 campaign" to increasing women's representation in all decision-making processes at all levels is becoming the top priority issue of women's environment and development organizations (WEDO) worldwide (OECD 2008, P62).

National and regional level policies targeted towards improving and strengthening women's status are fundamental to sustainable development and poverty reduction. Though gender equality is essential for growth and poverty reduction and reaching MDGs, gender inequalities are still entrenched in the various political systems in the developing world (ENPI 2011).

In response to such a situation, policy-makers have responded through the introduction of 'gender quota', for 30% and 50% gender quotas respectively in the 1995 Beijing Platform for Action (BPA) and the 2000 Beijing+5 conferences, for females' representation in the government and corporate boards in many countries of the world (Pande and Ford 2011).

From descriptive representation aspect, in the political arena, there is no evidence that women are unwilling to

participate in leadership contests and no instances of countries having to disband quota systems for the reasons of not finding enough leaders from women. This, therefore, calls for increasing levels of democratic freedoms to improve women's access to public and political decision making positions. Higher levels of women's legislative representation correlate with the passage of more women-centered policies and increase in the representation of women in political, public, and civil society organizations as well (Fallon, Swiss and Viterna 2012).

Gender quotas are good policy tool to achieving equitable representation of women in the policy-making positions. They serve as a tool for consolidating strong female representation and facilitate the process of change for women's political inclusion in the political arena. Gender quotas can increase female leadership; influence policy outcomes, and reduce gender discrimination in the long-term. There is strong evidence on the impact of political (gender) quotas. The Indian 1993 constitutional amendment has given one-third of the leadership positions (political and executive) to be reserved for women/females in the village council or gram panchayat. This had allowed a natural experiment for measuring and unleashing the potential of female leaders in the country. Norway, similarly, had also done for corporate gender quotas in the 2003 legislation by allowing 40% of women to be on the corporate boards. Thus, introduction and adoption of gender quotas in the political and public service offices do increase female leadership in both political and executive/public offices and influence policy outcomes (Pande and Ford* 2011, p3).

Gender quotas are the necessary precondition for women to receive a boost to their representation on a party's national or regional executive. If, for example, when women possess 20% of the party's national or regional executive, their representation in the parliament also increases even in the absence of a candidate gender quota. This in turn shows that women's presence in a reasonable proportion in the government cabinet and political party's executive can have the effect to increasing their number in the parliament and other government bodies. This generally provides a relatively standard consideration or adoption of (political) gender quotas in any instances like political power and public office gender quotas for females' representation in the society at large (Galligan 2007, PP 557-559).

Gender quotas have impacts towards equity and efficiency. They can improve both descriptive and substantive representation of women by enabling more equitable representation of women and improving representation of women's policy interests respectively. Quotas can also improve efficiency by overcoming taste discrimination, and changing attitudes and social norms in the short and long-terms respectively. It can also improve efficiency by increasing information through correcting beliefs about female labor benefits and reducing incorrect statistical discrimination, which in turn increase the average quality of women's representation. Quotas also have a positive effect on potential women leaders to being more efficient in selecting (attracting) other women leaders (positive externalities), by role modeling towards attracting other aspiring women leaders (role model effect), increasing entry into politics by women (aspirations improvement), and providing incentives or the opportunity for political or corporate/executive advancement, and encourage women to invest more in their education, career, and leadership potential (Pande and Ford* 2011, pp11-13). Political quotas can also have direct effects on participation in politics in addition to increasing women's number in leadership positions towards running for election as a candidate, voting as a constituent, or voicing one's political references as a citizen (Pande and Ford* 2011, p16).

Political gender quotas can be in the forms of "voluntary party quotas" adopted by the political parties to nominating certain percentage of women candidates for electoral lists; candidate quotas required by the law (constitution) of a country and stipulated for a certain number of candidate positions reserved for women in the parliament; and reserved seats (positions) for only female candidates-used as a more direct way of regulating the number of women in elected positions. From the world countries with current gender quotas, 61% have voluntary party quotas, 38% have legislated candidate quotas, and 20% have reserved seats for women's representation in both legislative and executive bodies (Pande and Ford* 2011, p8).

Though political experience is relevant for effective leadership, lack of experience does not preclude effective leadership for women. Even though women without previous political experience may perform worse than men or senior politicians, the gap can be absorbed after very few months or years of leadership exercise. Their leadership experience also does not translate into worse policy-making as well (Pande and Ford* 2011, pp25-26). Therefore, on the basis of such facts, there should be an effective temporary measure to allow the avoidance of false negative attitudes of senior men and women political leaders acting as barriers to descriptive representation of both men and women for the long-term effect.

Ethiopia is one of the African countries which had accepted the international human rights framework

conventions and treaties, adopted by the UN assembly, towards the promotion of the country's public administration, leadership and governance, to achieving efficient and effective legal, social, economic, and political goals. These international human rights framework conventions and treaties include the United Nations Charter (UNC), adopted in June 1965; the International Covenant on Economic, Social, and Cultural Rights (CESCR); the International Convention on the Elimination of All forms of Racial Discrimination (CERD), adopted in 1965; the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), the Convention against Torture and Other Cruel, Inhumane or Degrading Treatment or Punishment; and the Convention of the Right of the Child, adopted in 1989 (ECSU 2012, pp96-99). The Constitution of Ethiopia adopted in 1995 guarantees women equal rights with men and provides for affirmative action to remedy gender inequities. Ethiopia has ratified the UN Charter on Human Rights and the Convention on the Elimination of All forms of Discrimination against Women (CEDAW) and National Action Plan for Gender Equality (ECSU 2012, p140).

The Ethiopian National Policy on Women (1993), established on the basis of CEDAW, was an initiative to gender mainstreaming with the goal of facilitating conditions for equality between women and men. On the other hand, the National Action Plan for gender equality (NAP-GE) is also a strategic document to putting gender mainstreaming into action in Ethiopia and all its regions across the various policies (Julie 2007). The government of Ethiopia has declared its commitment to gender equality and empowerment of women by stipulating the rights of women in its constitution. It has also established gender as a cross-cutting issue through joint-planning sessions between sectoral line ministries and MoWA at the national level (MoFED 2010). The country has also incorporated gender issues in different national policies of health, education and training, HIV/AIDS, population and other sector development and governance policies. Finally, establishment of the NAP-GE and Development Plan, and gender unit structures at the national ministries and regional sector bureaus in 2006 G.C is also an incidence of the Ethiopian government's commitment to gender equality (ibid). In addition to revising the family and criminal laws in 2004 to address women's rights issues, the Ethiopia's GTP and the Sector Development Plan for Women and Children (SDPWC), 2011-2028, has broadened the government's specific initiative commitments towards promoting women's social, economic and political empowerment (UNCT 2011, P22).

However, as Newton (2007) stated, gender inequality is still persistent in Ethiopia, enabling the country's gender mainstreaming practice to be in crisis/danger (WABEKBON Development PLC 2006). Even though the Federal Democratic Republic of Ethiopia (FDRE) has formulated several laws and policies, and established institutional/organizational machineries and structures at all levels to promote gender equality through gender mainstreaming, success to the implementation of NAP-GE at all levels is very lacking. Gambella Peoples National Regional State is one of the nine (9) regions of Ethiopia which had formulated gender laws and established organizational machineries at all levels to promote gender equality through gender mainstreaming. The region had committed itself for successful and effective implementation of the National Action Plan for Gender Equality (NAP-GE) at all levels since 2007 G.C (GRWCYAB 2006).

The assessment of was conducted by using secondary data sources such as document review, review of relevant books, journals, performance reports, and appropriate official websites. The study is organized into four parts. The first part introduces the study and the second part is about data presentation, data analysis and discussion on the status of women's political empowerment/representation in Gambella regional state of Ethiopia. The third portion presents a conclusive summary on the status of women's political empowerment/representation in Gambella regional state of Ethiopia. Finally, the fourth part provides some recommendations towards the need for future policy implications regarding women's political empowerment/representation in the public and political decision-making positions at the regional, zonal, and woreda levels in the Gambella regional state as a whole.

Research Methodology

This study was conducted in Gambella Peoples' National Regional State of Ethiopia. This study adopted the descriptive research design. The data input for the study were gathered from secondary data sources, mainly check lists and document review. The researcher employed these instruments to gather data and relevant statistics regarding the women's political representation at various administrative levels in the Gambella regional state. The information was gathered from both published and unpublished materials such as reports, payrolls, and statistical abstracts. The information was expected to supplement the primary data collected for the whole study. In this article, quantitative analysis techniques were employed. The data collected through check lists and documents review was presented through frequency distributions and percentage using tables and charts for appropriate descriptions and generalizations.

Data Presentation, Data Analysis and Discussion

Political Empowerment/Representation at Regional Level

Table 1: Comparative Regional States' Women's Parliamentary Representation in the House of Peoples' Representatives during the fourth round electoral term, as of November 2012.

Region	Total Seats	Percentages of Representation	
		Women	Men
Tigray	38	34.2% (13/38)	65.8% (25/38)
Amhara	138	33.3% (46/138)	66.7% (92/138)
Addis Ababa	23	30.4% (7/23)	69.6% (16/23)
SNNP	123	29.3% (36/123)	70.7% (87/123)
Oromiya	178	26.4% (47/178)	73.6% (131/178)
B/Gumuz	9	22.2% (2/9)	77.8% (7/9)
Afar	8	12.5% (1/8)	87.5% (7/8)
Gambella	3	0% (0/3) ???	100% (3/3)
Harari	2	0% (0/2) ???	100% (2/2)
Dire Dawa	2	0% (0/2) ???	100% (2/2)
Somali	23	0% (0/23) ???	100% (23/23)
National Average	547	27.8% (152/547)	72.2% (395/547)

Source: House of the Peoples' Representatives, www.hop.gov.et accessed on 9th of November 2012.

Table 1 shows that the parliamentary representations at the Federal level for Gambella regional government has been 100% (3/3) controlled by men, regardless of a single woman since the 1st term election (1995-2000) until the 4th term (2005-2010). This was the reason why Gambella regional state was standing the 8th rank together with Harari, Dire Dawa, and Ethiopian Somali in the national parliament. This shows the need for the consideration of having a woman or some women in the upcoming national election term in 2015/16.

Table 2: Regional Percentages of the Women's Parliamentary Representations in the Regional Council of the Gambella Regional State Government (3rd & 4th Terms).

Parliamentary Term/Election Term	Representation Percentages		Term Period
	Women	Men	
1 st Term	Not Available	Not Available	1995-2000
2 nd Term	Not Available	Not Available	2000-2005
3 rd Term	69/82 (84%)	13/82 (16%)	2005-2010
4 th Term	56/156 (36%)	100/156 (64%)	2010-2015

Source: Researcher, secondary data; October, 2013/14, Gambella.

Table 3: Regional Comparative Percentages of the Legislative and *Executive Representations for Women and Men in the Gambella Regional State Government (4th Term)

Legislative Representation Percentages (%)	Executive Representation Percentages (%)				Remark
	Term/Year	Men	Women	Women	
3 rd (2005-2010)		69/82 84%	13/82 16%		
4 th (2010-2015)		100/156 64%	56/156 36%	2/17 12%	15/17 88%
4 th (2010-2015)				4/92 4%	88/92 96%

Source: Researcher, secondary data; October, 2013/14, Gambella.

* **Executive Representations** in this case means all the political appointees of the executive branch of the regional government, excluding the legislative branch higher officials, judicial branch higher officials (supreme court presidents), and those appointed in the political party office.

As it can be understood from table 2 (page7), the regional women's parliamentary representation had elected 13 (15.8%) and 56 (36%) women parliamentarians from a total of 82 and 156 parliamentarians during the 3rd and 4th round national elections in 2005 and 2010 respectively. The number of women parliamentarians had increased from 13 (15.8%), in the 3rd term, to 56 (36%) in the 4th election term. This shows that there had been a very remarkable and significant progress in the representation of women, relative to men, in the regional parliament in

these two election sessions. It can, therefore, be generalized that the regional parliamentary representation of women has exceeded the 1995 30% of the Beijing Platform for Action (BPA) and is approaching the 50:50 Beijing 2000 +5 update commitment. However (table3), women represented only 11.8% (2/17) of the total regional cabinet while 88.2% (15/17) of the cabinet members were men in 2013/14. They also possessed 4% (4/92) of all the regional executive political appointees while 96% (88/92) are men. This shows the existence of a “wider gender inequality gap” in the representation of men and women in the regional cabinet composition as well as in the whole executive political positions, demanding a strategic guideline from this study. This also shows that there is a very clear disparity in the representations among women and men between the legislative positions versus the executive positions in the legislative and the executive branches of the regional government. Thus, such a position of the region’s women’s representation in the cabinet and other public and political decision making positions is lagging far behind the 1995 30% of the Beijing Platform for Action (BPA) commitment. This generally shows clearly the existence of certain constraints and challenges in representing women in the executive positions at regional, district (zonal) and local administrative areas (woreda) levels in the region as a whole.

Table 4: Executive Posts (held by the Gambella Regional State Government) at the Federal Government Level for the Gambella Regional State

Representation Percentages (%) of the Executive Posts Held by the Gambella Regional State Government in the Federal Government Level						
Year	Men	Women	Remark			
2013/13	3/3(100%)	0/3(0%)	Two	State	Minister	Posts and One Ambassador Post, all held by men

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

It is clear, from the table 4 above, that all the executive representation positions at the federal government level for Gambella regional state government had been dominated by men. There had been no woman assigned as an ambassador and as a state minister at the federal level from Gambella region since the establishment of the FDRE government. The same is also true in the federal government parliamentary representation, where there had never been a woman represented from Gambella regional state government in the past three and the active 4th election sessions. All these critically needs future re-considerations for having a woman or women at the federal level government, either in the legislative or in the executive branch for fair or equal representation of both men and women from Gambella regional state government.

Table 5: Regional Representations of Women and Men in the Political Party’s (GPUDEM) Central Committee, Executive/Polite Committee, and in the Party’s Official Posts, as of October/2013/14.

4 th Election Term (2010-2015)	Females	Males
Political Party’s (GPUDEM) Chairmen	0% (0/2)	100% (2/2)
Political Party’s (GPUDEM) Central Committee Members	24% (11/45)	76% (34/45)
Political Party’s (GPUDEM) Executive/Polite Members	20% (3/15)	80% (12/15)
Political Party’s (GPUDEM) Official Positions	0% (0/6)	100% (6/6)

Source: Researcher, Secondary Data; October, 2013/14 G.C, Gambella.

As shown by table 5 (section “b”), women were represented by 24% (11/45) in the party’s central committee in 2013/14. They were also represented by 20% (3/15) in the party’s executive or polite committee (section “c”) in the same calendar year. These are very motivating affirmative action by the political party to bringing up the morale and potentials of women members of the party for their future performance in the political party. However, there had never been a woman in the political party’s official positions in the party’s central office, as all the 6 positions (section “d”) had been filled with men without a single woman for several years.

There was also a reflective “coordinating committee” of the political party that is charged with a number of responsibilities before both the executive and the central committees. This coordinating committee was a composite of the party’s chairman, the vice chairman, the party’s central office head, and the 5 political party’s sector heads without a woman. Both of the political party’s (the GPUDEM) chairmen had been men in all the four election terms. This situation, therefore, poses a need to have certain women in such positions so that women can also be represented in the party’s official positions, as in the cases of central and executive or polite committees where they had 24.4% (11/45) and 20% (3/15) respectively. There is also a demand that these percentages should be enhanced in the future 5th election term so that the 1995 30% of the BPA and the 50:50 Beijing+5 update commitments for equal representation of both sexes can be attained in the regional political arena.

Table 6: Regional Percentages of the Higher Officials of the Regional Council of the Gambella Regional State in the 1st, 2nd, 3rd, and 4th terms.

Parliamentary Term	Positions	Percentages		Remark
		Women	Men	
1 st Term	Speakers of the Regional Council	0% (0/2)	100% (2/2)	1995-2000
2 nd Term	Speakers of the Regional Council	0% (0/2)	100% (2/2)	2000-2005
3 rd Term	Speakers of the Regional Council	0% (0/2)	100% (2/2)	2005-2010
4 th Term	Speakers of the Regional Council (2010-2011)	50% (1/2)	50% (1/2)	2010-2015
	Speakers of the Regional Council (2012-2014/15)	0% (0/2)	100% (2/2)	“ “ “
	Presiding Officers of the Regional Council (Speakers of the House, Secretariat, office head, advisors, and Chair Persons of the Standing Committees)	1/12 (8%)	11/12 (92%)	“ “ “
	Cumulative Percentages	1/12 (8%)	11/12 (92%)	

Source: Researcher, secondary data; October, 2013/14, Gambella. NB: There is only one Woman as the chair person of one of the standing committee (women, children, and youth affairs) from the 12 presiding higher officials at the regional level.

In the 4th term election, 2013/14, as of table 6 rows (b) and (c), the two speakers of the regional council office were men. 92% (11/12 of the existing presiding higher officials (2 house speakers, 1 office head, 1 special secretary, 3 advisors, and 4 chair persons of the standing committees) were also men. However, there is only one woman as a chairperson of the women, children and youth affairs standing committee. From the above table, it was evident that women cumulatively shared only 8% (1/12) of the higher officials in the regional council in the 4th election session. This shows that there existed a wider gender inequality gap to approach or get nearer to the 1995 30% of the BPA and the 50:50 Beijing 2000 +5 update for equal representation of both men and women in the regional parliament office. A woman had never been assigned as a speaker or vice speaker in the regional council in the 1st, 2nd and 3rd election terms, except in the 4th session where a woman was assigned as a vice speaker of the regional parliament office for only six months in 2011/2012. However, yet, men had resumed their two positions (the speaker and vice speaker) by re-taking the position of vice speaker from women in the same year. Therefore, it could be generalized that the two seats of the speakers had been dominated by men in all the four election terms even though a woman had been assigned as a vice speaker in the 4th term for only six months.

Thus, there is a demand for having some more women to the presiding higher officials' positions of different standing committees and assigning them as the chair persons for different committees in addition to chairing only the women, children, and youth affairs committee. Of course, women's assignment as one of the speakers (either as a speaker or vice speaker of the regional council) seems to be logical and needs a positive action in the future election session of the regional council. The representation of women in this regard, generally, calls for a sound affirmative action, from the leading political party (GPUDM), towards including them in the higher officers of the regional council office in the future 5th term of the national and regional elections in Gambella regional state to ensuring equal representation of both men and women.

Table 7: Regional Percentages of the Members of the Standing Committees in the Regional Council of the Gambella Regional State (4th Term).

4 th Parliamentary Term	Representation percentages		Remark
	Women	Men	
Cumulative percentages of committees	7/25 (28%)	18/25 (72%)	October 2013/14
Legal and Adm/Issues /Committee	0/5 (0%)	5/5 (100%)	October 2013/14
Wom/Ch/Y/St/Committee	5/5 (100%)	0/5 (0%)	October 2013/14
Social Affa/Committee	1/5 (20%)	4/5 (80%)	October 2013/14
Economic Affa /Committee	0/5 (20%)	5/5 (100%)	October 2013/14
Budget/Fin/Audit/Affa/ Committee	1/5 (20%)	4/5 (80%)	
Standing Committees Chair Persons	1/5 (20%)	4/5 (80%)	October 2013/14

Source: Researcher, secondary data; October, 2013/14, Gambella

From table 7 above, it is clearly understood that women were 28% (7) of the total 25 members of the five standing committees of the regional council in the 4th term. The table also shows that there was/were no any woman or women in both legal and administrative as well as in economic affairs standing committees. The women, children, and youth affairs standing committees was also a group of only women without any man or men. Although the cumulative percentages of women in the standing committees was 28% (7/25), 5 (71%) out of 7 women came from only the women, children, and youth affairs committee while the remaining 2 (29%) of them came from the two other committees such as social affairs; and budget, finance and audit affairs committees. This critically calls for future re-adjustments in the aspect of incorporating some women members in all the standing committees as well as some men members in the women, children, and youth affairs committees to ensure fair and/or equal representation of both sexes in the all the standing committees in the regional parliament office.

Table 8: Representations of the Regional Judiciary Positions, as of October/2013/14

Regional Judiciary Positions (Regional Supreme Court's Presidents and Judges) Representation Percentages (%), as of October/2013/14			
Year	Men	Women	Remark
2013/14	2/2 (100%)	0/2 (0%)	Presidents (the president and vice president)
	9/9 (100%)	0/9 (0%)	Judges

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

As table 8 shows, there was not any woman in the regional judiciary system for the past seven years (2006-2012) of the regional government practice with the judiciary system to attaining gender equality in the region. Though educational capacity is a mandatory recruitment element to joining the judiciary system at the regional and other levels, some men, with lower qualifications, having diplomas in law, have joined the system regardless of those women working in the middle judiciary system (the regional higher court) with diplomas and better experience. This shows the presence of in depth disappointment to having women together with men in the judiciary system of the regional government.

Table 9: Regional Representations of Men and Women as Justice Prosecutors, as of October/2013/14

Year	Regional Justice Prosecutors Percentages for Both Men and Women	
	Men	Women
2013/14	3/3 (100%)	0/3 (0%)

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

As it can be seen from table 9, all the positions of the regional justice prosecutors were maintained by men and there had never been any record of a woman justice prosecutor at the regional justice bureau. This shows the existence of neglect for having women in the justice system at the regional level regardless of their educational qualifications and work experience in the regional justice system.

Political Empowerment/Representation at the Ethnic Administrative District /"Zonal"/ Levels

Table 10: Parliamentary Representations of Women and Men in the Anywaa, Nuer, and Majang Ethnic Administrative District Parliament Offices (4th Term).

4 th Parliamentary Term	Name of Each Ethnic Administrative District	Parliamentary Percentages for Both Men and Women		Total
		Men	Women	
4 th Term	Majang Ethnic Administrative District	29 (66%)	15 (34%)	44 (100%)
" "	Anywaa Ethnic Administrative District	67 (70%)	29 (30%)	96 (100%)
" "	Nuer Ethnic Administrative District	76 (72%)	30 (28%)	106 (100%)
" "	Cumulative Average Percentages	70% (172/246)	30% (74/246)	246(100%)

Source: Researcher, secondary data; October, 2013/14, Gambella

Table 10 shows that women, on average, were 30% (74/246) of the total parliamentarians in the Majang, Anywaa, and Nuer ethnic administrative zones. This shows a remarkable initiative from both the regional and

district governments in paving the way for equal representation of women and men in the legislative branch. This was a good initiative since the parliamentary system for these three ethnic administrative districts were too young; they were established in the 4th election term for the first time in the Gambella regional state. From the table, women had also been relatively represented by 34%, 30%, and 28% in the parliament in the Majang, Anywaa, and Nuer ethnic administrative districts respectively, Majang ethnic administrative district leading the squad, with a range of 6% (34-28%). The average representation percentage (30%) of the three ethnic administrative districts was very nearer to that of the regional parliamentary representation for women, which is 36% (56/156).

It, therefore, can be generalized that the average or mean representation of women in the three ethnic administrative districts had reached the 1995 30% of the Beijing Platform for Action (BPA) commitment and was on the right track to approaching the 50:50 Beijing 2000 +5 update commitment for equal representation of both men and women at all the ethnic administrative districts.

Table 11: Comparative Percentages of the **Legislative and Executive Representations** for Women and Men in the three Ethnic Administrative Districts (4th Term)

Legislative Representation Percentages (%)			Executive Representation Percentages (%)		
Name of the Zone	Men	Women	Women	Men	Remark (4 th Term)
Anywaa District	67/96 (70%)	29/96 (30%)	2/10 (20%)	8/10 (80%)	Percentages for Cabinet Members
			2/19* (11%)	17/19* (89%)	Percentages for All Executive Appointees
Nuer District	76/106 (72%)	30/106 (28%)	1/10 (10%)	9/10 (90%)	Percentages for Cabinet Members
			1/19* (5%)	18/19* (95%)	Percentages for All Executive Political Appointees
Majang District	29/44 (66%)	15/44 (34%)	1/10 (10%)	9/10 (90%)	Percentages for Cabinet Members
			1/19* (5%)	18/19* (95%)	Percentages for All Executive Appointees
Cabinet percentages			4/30 (13%)	26/30 (87%)	
Legislative and Executive Cumulative Percentages	172/246 (70%)	74/246 (30%)	4/57 (7%)	53/57 (93%)	

Source: Researcher, secondary collection; October, 2013/14, Gambella.

* **Executive Representations** in this case means all the political appointees of the executive branch of the Ethnic Administrative Districts governments, excluding the legislative branch higher officials, judicial branch higher officials (higher court presidents), and those appointed in the political party branch offices.

*Numbers or percentages for which the cumulative (total) percentages are calculated for both men and women in the executive representation.

As table 11 shows, women were represented by 13% (4/30) of the total cabinet members from the three ethnic administrative districts, while men controlled 87% (26/30) from all the cabinet posts. However, women owned only 7% (4/57) of the total executive positions from the three ethnic administrative districts while 93% (53/57) were men. Specifically, women are represented by 20% (2/10) and 10% (1/10) in the cabinet representation from the Anywaa, Nuer and Majang ethnic administrative districts respectively, with a range of 10% (20-10%). They represent only 7% (4/57) of the whole executive positions from the three ethnic administrative zones, while women represent 30% (74/246) of the legislative positions.

This generally shows the existence of a “wider gender inequality gap” in the representation of both men and women in the cabinet as well as executive political positions in the ethnic administrative districts, demanding a strategic guideline to come across the near point of 30% of the Beijing Platform for Action (BPA) commitment for future fair, better, and total gender equality state. It can also be said that there was a frank disparity in the representations of women and men in the legislative positions versus the executive positions between the

legislative and the executive branches of the three ethnic administrative district governments, which was the same to the regional trend.

Thus, women's representation in the cabinet and other executive decision making positions from the three ethnic administrative districts were lagging far behind the 1995 30% Beijing Platform for Action (BPA) and the 50:50 Beijing 2000 +5 update commitments, posing greater demand to narrow the gap in the future.

Table 12: Representations of Men and Women in the Political Party's (GPUDM) Official Posts for the Three Ethnic Administrative Districts, as of October/2013/14 (4th term).

Name of Each Ethnic Administrative District	Political Party's Official Positions Percentages for Both Men and Women		Remark
	Men	Women	
	2013/14		
Anywaa Ethnic Administrative District	3/4 (75%)	1/4 (25%)	“
Nuer Ethnic Administrative District	4/4 (100%)	0/4 (0%)	“
Majang Ethnic Administrative District	3/4 (75%)	1/4 (25%)	“
Average Percentages	10/12 (83%)	2/12 (17%)	“

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

As shown by table 12, women were represented by 17% (2/12) in the party's official positions in the three ethnic administrative districts, while men maintained 83% (10/12) of the party branch offices positions. Although this was a motivating initiative by the political party, to bringing up the morale and potentials of women members of the party for their future performance in the political party, there is still a due desire to incorporating some more women in the political party's sector offices at the districts level. However, there had never been a woman in the political party's official position in the Nuer ethnic administrative districts. The most important achievement made here was that women were the chair persons (district political offices heads) of the political party offices in both the Anywaa and Majang ethnic administrative districts.

Table 13: Representations of Women and Men as the Higher Officials in the Three Ethnic Administrative Districts of the Parliament Offices (4th term), as of October 2013/14.

4 th Parliamentary Term	Presiding Higher Officials Percentages		Speakers Percentages		Remark
	Men	Women	Men	Women	
Local Administrative					
Anywaa Ethnic Adm/District	75% (6/8)	25% (2/8)	50% (1/2)	50% (1/2)	The 5 women presiding officials are the 2 vice speakers and 3 chair persons of the women, children, and youth affairs standing committee from the three zones
Nuer Ethnic Adm/District	87% (7/8)	13% (1/8)	0% (0/2)	100% (2/2)	
Majang Ethnic Adm/District	75% (6/8)	25% (2/8)	50% (1/2)	50% (1/2)	
Average Percentages	19/24 (79%)	5/24 (21%)	2/6 (33%)	4/6 (67%)	

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

NB: Presiding Higher Officials of the Parliament include speakers of the house, secretariat, advisors, office head, and chair persons of the standing committees.

Table 13 shows that women were the vice speakers in the Anywaa and Majang ethnic administrative districts parliament offices. They represented 33% (2/6) of the speakers' positions in the ethnic administrative parliaments. This shows a tremendous leap towards the attainment of the 50:50 Beijing 2000+5 update for equal representation of both men and women in the ethnic administrative parliament offices. Women were also represented, on average, by 21% (5/24) of the total higher officials' positions in the three ethnic administrative district parliament offices, while men were 79% (19/24). They were also specifically represented by 25% (2/8), and 13% (1/8) respectively in the Anywaa and Majang; and Nuer ethnic administrative districts, with a range of 12% (25-13%). This, in whole, shows the requirement for a mild demand to get them to the 30% of the 1995 BPA commitment level for fair representation of both men and women as the presiding higher officials in the

district parliament offices.

Table 14: Representations of Women and Men as the Members of the Standing Committees in the Three Ethnic Administrative Districts Parliament Offices (4th Term).

Ethnic Administra. District	Standing Committees Percentages											
	Legal and Adm/Issues /Committee (5)		Wom/Ch/Y/St/ Committee (5)		Social Affa/Committee (5)		Economic Affa/Committee (5)		Budg/fm/ Audit Committee (5)		All Committees (75)	
	M	F	M	F	M	F	M	F	M	F	M	F
Anywaa District	4/5	1/5	0/5	5/5	5/5	0/5	0/5	5/5	4/5	1/5	18/25	7/25
	80%	20%	0%	100%	100%	0%	0%	100%	80%	20%	72%	28%
Nuer District	4/5	1/5	0/5	5/5	3/5	60%	2/5	5/5	0/5	0%	17/25	8/25
	80%	20%	0%	100%	40%	60%	100%	100%	100%	0%	68%	32%
Majang District	5/5	0/5	0/5	5/5	4/5	1/5	5/5	0/5	4/5	1/5	18/25	7/25
	100%	0%	0%	100%	80%	20%	100%	0%	80%	20%	72%	28%
Average Percentages	13/15	2/15	0/15	15/15	12/15	3/15	15/15	0/15	13/15	2/15	53/75	22/75
	97%	13%	0%	100%	80%	20%	100%	0%	87%	13%	71%	29%
Chair Persons of the Standing Committees	3/3	0/3	0/3	3/3	3/3	0/3	3/3	0/3	3/3	0/3	12/15	3/15
	100%	0%	0%	100%	100%	0%	100%	0%	100%	0%	80%	20%

Source: Researcher, Secondary Data; October, 2013/14, Gambella. **NB:** 20 chair persons of the standing committees were possessed by men, except the 5 women chair persons from all the women, children, and youth affairs committees in every ethnic administrative district.

From table 14 above, men acquired 71% (53/75) of the total 75 members of the standing committees while women represented only 29% (22/75) from the three ethnic administrative districts. Women were, specifically, also represented by 32% (8/25); and 28% (7/25) from the Nuer; Majang and Anywaa ethnic administrative districts respectively, with a range of 4% (32-28%). The table also shows that there was not any woman or women in the economic affairs standing committee from all the three ethnic administrative districts. The women, children, and youth affairs standing committees was also a group of only women without any man or men from the all the three administrative districts. Such situations of the two standing committees show an absolute gender inequality context in a sense. Although the average percentage of women in all the standing committees from the three ethnic administrative districts was 29%, there is still a wider gender inequality gap calling for future adjustments to incorporating some women members in all the standing committees as well as some men members in the women, children, and youth affairs committee in the respective three ethnic administrative districts to attain gender equality in such aspects.

Table 15: Representations of Men and Women in the Judiciary Positions for the Three Ethnic Administrative Districts, as of October/2013/14

Name of Each Ethnic Administrative Zone	Zonal Judiciary Position % Men and Women	
	Men	Women
Anywaa Administrative District	10/10(100%)	0/10 (0%)
Nuer Administrative District	8/8 (100%)	0/8 (0%)
Majang Administrative District	8/8 (100%)	0/8 (0%)
Average Percentages	26/26 (100%)	0/26 (0%)

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

Table15 shows that all the judiciary positions from the three ethnic administrative districts were taken by men without any single woman. Although there have been some women with better qualifications that can work as judges in the district judiciary system, women were not given a chance or privilege to work in the district judiciary system as judges. This shows the fact that the issue of gender equality was not given due and serious attention, and there was an intentional or unintentional disappointment to having women together with men in the judiciary system at the ethnic administrative district levels.

Table 16: Representations of Men and Women as Justice Prosecutors in the Three Ethnic Administrative Districts, as of October/2013/14.

Name of Each Ethnic Administrative Zone	Zonal Justice prosecutors Percentages for Both Men and Women	
	Men	Women
Anywaa Ethnic Administrative District	4/4 (100%)	0/4 (0%)
Nuer Ethnic Administrative District	3/3 (100%)	0/3 (0%)
Majang Ethnic Administrative District	3/3 (100%)	0/3 (0%)
Cumulative Average Percentages	10/10 (100%)	0/10 (0%)

Source: Researcher, Secondary Data; October, 2013/14, Gambella. From table 16, it can be understood that all the positions of the justice prosecutors were 100% secured by men, regardless of a woman or women. This shows the need to re-visit the future situation of both men and women in the justice system as this government system is very sensitive to gender issues, requiring a fair and/or equal presence of both men and women to equally tackle and treat the violence situations and cases fairly at the local, district as well as regional administrative levels.

Political Empowerment/Representation at Local Administrative Areas /"Woredas"/ Level

Table 17: Local Administrative Bodies /"Woredas"/ Parliamentary Representations of Women and Men (4th Term), as of October 2013/14.

4 th Parliamentary Term/Year	Local Administrative Bodies /"Woredas" or Town/	Parliamentary Percentages for Both Men and Women		Total
		Men	Women	
2013/14	Gambella Zuria	42 (65%)	23 (35%)	65 (100%)
" "	Abobo Woreda	57 (63%)	33 (37%)	90(100%)
" "	Lare Woreda	51 (60%)	34(40%)	85 (100%)
" "	Makwoy Woreda	63 (63%)	37 (37%)	100 (100%)
" "	Godare Woreda	42 (60%)	28 (40%)	70 (100%)
" "	Itang Special Woreda	92 (80%)	23 (20%)	115 (100%)
" "	Gambella Town	43 (64%)	24 (36%)	67 (100%)
" "	Average Percentages	66% (390/592)	34% (202/592)	592(100%)

Source: Researcher, secondary data; October, 2013/14, Gambella.

Table 17 shows that women, on average, were 34% (202/592) of the total parliamentarians in all the seven local administrative areas in the region. They were represented by a maximum of 37% (37/100) in Makwoy and a minimum of 20% (23/115) in Itang Special and Gambella Zuria local administrative areas with a range of 14% (37-23%). This shows a remarkable initiative towards equal representation of both women and men in the legislative branch in the local administrative levels, as the mean representation percentage has exceeded the 30% BPA commitment level to gender equality and nearer to absolute equal representation, 50:50, of the Beijing 2000+ 5 update commitment. Thus, it can be generalized that the average or mean representation of women in the local administrative level was on the right track to attaining the 50:50 of the Beijing 2000 +5 update commitment for equal representation for both men and women at all levels.

Table 18: Local Administrative Bodies /"Woredas"/ Comparative Percentages of the Legislative and Executive Representations for Women and Men, as of October 2013/14.

Name	Legislative Representation		Executive Representation		Remark (4 th Term)
	Men	Women	Women	Men	
Gambella Zuria	42 (65%)	23 (35%)	2/13(15%) 3/27(11%)*	11/13 (85%) 24/27(89%* Cabinet Members All Executives	
Abobo	57 (63%)	33 (37%)	1/13(8%) 2/27(7%)*	12/13 (92%) 25/27(93%* Cabinet Members All Executives	
Lare	51 (60%)	34(40%)	1/14(7%) 1/27(4%)*	13/14(93%) 26/27(96%* Cabinet Members All Executives	
Makwoy	63 (63%)	37 (37%)	1/13(8%) 1/28(4%)*	12/13(92%) 27/28(96%* Cabinet Members All Executives	
Godare	42 (60%)	28 (40%)	2/13(15%) 2/27(7%)*	11/13 (85%) 25/27(93%* Cabinet Members All Executives	
Itang Special	92 (80%)	23 (20%)	1/12 (8%) 1/27(4%)*	11/12 (92%) 26/27(96%* Cabinet Members All Executives	
Gambella Town	43 (64%)	24 (36%)	2/17 (12%) 4/28(14%)*	15/17 (88%) 24/28(86%* Cabinet Members All Executives	
Cabinet Average	66% (390/592)	34% (202/592)	12% (11/95) 7% (14/191)	88% (84/95) 93% (177/191)	
Gambella Town	43 (64%)	24 (36%)	2/17 (12%) 4/28(14%)*	15/17 (88%) 24/28(86%* Cabinet Members All Executives	

Source: Researcher, secondary data; October, 2013/14, Gambella.

* **Executive Representations** in this case means all the political appointees of the executive branch of the local administrative areas governments, excluding the legislative branch higher officials, judicial branch higher officials (first instance court presidents), and those appointed in the local administrative areas political party branch offices.

*Numbers or percentages for which the cumulative (total) percentages are calculated for both men and women in the executive representation.

As table 18 shows, on average, women were 12% (11/95) of the total cabinet positions in all local administrative areas; while men were 88% (84/95) of all the cabinet posts. Women were also only 7% (14/191) of the total executive positions in all local administrative areas while 93% (177/191) were men. Specifically, women were represented by a maximum of 13% (2/13) in Gambella Zuria and Godare; and by a minimum of 7% (1/14) in Lare local administrative areas with a range of 6% (13-7%) in the cabinet positions. Separately, women were also represented by only a maximum of 14% (4/28) in Gambella town, and with a minimum of 4% (1/27, 1/28, and 1/27) in Lare, Makwoy, and Itang special local administrative areas respectively with a range of 10% (14-10%) in the total executive positions.

The cabinet and all executive positions representation situations obviously show the existence of a “wider gender inequality” in the representation of both men and women, demanding a strategic guideline to come across the 30% of the Beijing Platform for Action (BPA) commitment for future better gender equality status in the local administrative levels. It can also be generalized that there was a clear gender inequality between the representations of women and men in the legislative positions, 34% (202/592) for women, against the executive positions (7% (14/191) for women of the total executive positions) in the legislative and the executive branches of the local administrative/government/ levels in the region. This is similar to the trends of the regional as well as district administrative levels representations discussed earlier (pages 7-8 and 14-15), characterized by severe gender inequality in representing women in the executive positions than in the legislative positions. Therefore, women’s representation in the cabinet and other executive decision making positions in the local administrative levels is far behind the adjacent legislative representation, which requires appropriate attention to minimize the gap and come closer to the 30% of the 1995 Beijing Platform for Action (BPA) commitment in the region in the coming election term (2015/16-2020).

Table 19: Local Administrative Bodies /"Woredas"/ Representations of Men and Women as Political Party's (GPUDM) Officials, as of October 2013/14.

Name of the Local Administrative Body	Political Party's Official Positions		Remark 2013/14
	Percentages for Both Men and Women		
	Men	Women	
Gambella Zuria	3/4 (75%)	1/4 (25%)	
Abobo	3/4 (75%)	1/4 (25%)	
Lare	4/4 (100%)	0/4 (0%)	
Makwoy	4/4 (100%)	0/4 (0%)	
Godare	4/4 (100%)	0/4 (0%)	
Itang Special	4/4 (100%)	0/4 (0%)	
Gambella Town	6/6 (75%)	0/6 (0%)	
Average Percentages	28/30 (93%)	2/30 (7%)	

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

Table 19 shows that women were represented by 7% (2/30) in the political party's official positions; whereas men represented 93% (28/30) of the total party's official positions in the party's branch offices of the local administrative levels in the region. They were offered only 2 positions out of the total 30 positions from the 7 local administrative areas. These two positions were offered by Gambella Zuria and Abobo local administrative areas in the Anywaa zone; whereas the remaining five local administrative areas have given no chance to women to work in the official positions of the party's branch offices. However, there was no official position; out of the two political party's official positions offered to women by the two woredas, belongs to the office head. Rather they were charged with the rank of local administrative cabinet operating under the party's office head. As discussed above (page15), both the Anywaa and Majang administrative districts had given each one position to women, as they were the chair men (district political office heads) of the political party offices in both ethnic administrative districts. However, women were not considered for any position in the Nuer administrative district.

Similarly, there was also no position given to women in the political party office by Lare and Makwoy local administrative areas under the Nuer ethnic administrative district. There was also no similar position offered to women by Godare local administrative area under the Majang ethnic administrative district as well. Itang special and Gambella city local administrative areas had also done the same for women under the Gambella regional state government. Generally, the representation of women in the political party's official positions in the branch offices of the local administrative levels shows a critical wider gender inequality situation. Such a situation, therefore, needs proper future readjustments in all local administrative areas, specifically in Lare, Makwoy, Godare, Itang special, and Gambella city to bridge the existing severe gender inequality gap towards the reasonable level of political representation of women relative to men in the political party branch offices at local administrative levels.

Table 20: Local Administrative Bodies /"Woredas"/ Representations of Women and Men as the Presiding Higher Officials in the Three Zonal Council Offices (4th term).

Name of the Local Administrative Body	Presiding Higher Officials Percentages		Speakers Percentages	
	Men	Women	Women	Men
Gambella Zuria	7/8 (88%)	1/8 (12%)	0/2 (0%)	2/2 (100%)
Abobo	6/8 (75%)	2/8 (25%)	1/2 (50%)	1/2 (50%)
Lare	7/8 (88%)	1/8 (12%)	0/2 (0%)	2/2 (100%)
Makwoy	6/8 (75%)	2/8 (25%)	1/2 (50%)	1/2 (50%)
Godare	6/8 (75%)	2/8 (25%)	1/2 (50%)	1/2 (50%)
Itang Special	6/8 (75%)	2/8 (25%)	1/2 (50%)	1/2 (50%)
Gambella Town	7/8 (88%)	1/8 (12%)	0/2 (0%)	2/2 (100%)
Average Percentages	45/56 (80%)	11/56 (20%)	4/14 (29%)	10/14 (71%)

NB: Presiding Higher Officials of the Parliament include speakers of the house, secretariat, advisors, office head, and chair persons of the standing committees. **Source:** Researcher, Secondary Data; October, 2013/14, Gambella.

Table 20 shows that women represented 29% (4/10) of the total speakers' positions in the local administrative areas in the region. They all held the vice speakers' position in all the local administrative parliament offices of

Abobo, Makwoy, Godare, and Itang special administrative areas. This shows a great leap towards the attainment of the 50:50 Beijing 2000 +5 update commitment for equal representation of both men and women in the local administrative areas parliament offices. However, on average, women were only represented by 20% (11/56) of the total higher officials' posts in these areas, while men dominate the posts with 80% (45/56). This representation of women as the higher officials in the local parliament offices was a bit behind the 30% of the BPA commitment towards the equal and/or fair representation of both men and women in the local administrative areas in the region. This shows the existence of the need to get the attention of the political decision makers (policy makers) for the re-adjustment in representing both men and women at the local administrative areas parliament offices.

Table 21: Local Administrative Areas /"Woredas"/ Representations of Women and Men as the Members of the Standing Committees (4th Term).

Name of the Local Administrative Body	Standing Committees Percentages											
	Legal and Adm/Issues /Committee		Wom/Ch/Y/St/ Committee		socialmAffa/ Committee		Economic Aff/Committee		Budg/Fin/Audit Committee		All Committee	
	M	F	M	F	M	F	M	F	M	F	M	F
<i>Gambella Zuria</i>	3/5 60%	2/5 40%	0/5 0%	5/5 100%	4/5 80%	1/5 20%	3/5 60%	2/5 40%	4/5 80%	1/5 20%	14/25 64%	11/25 36%
<i>Abobo</i>	4/5 80%	1/5 20%	0/5 0%	5/5 100%	3/5 60%	2/5 40%	4/5 80%	1/5 20%	5/5 100%	0/5 0%	16/25 64%	9/25 36%
<i>Lare</i>	5/5 100%	0/5 0%	0/5 0%	5/5 100%	4/5 80%	1-5 20%	4/5 80%	1/5 20%	4/5 80%	1/5 20%	17/25 71%	8/25 29%
<i>Makwoy</i>	4/5 80%	1/5 20%	1/5 20%	4/5 80%	4/5 80%	1/5 20%	5/5 100%	0/5 0%	5/5 100%	0/5 0%	19/25 76%	6/25 24%
<i>Godare</i>	5/5 100%	0/5 0%	0/5 0%	5/5 100%	3/5 60%	2/5 40%	4/5 80%	1/5 20%	4/5 80%	1/5 20%	16/25 64%	9/25 36%
<i>Itang Special</i>	5/5 100%	0/5 0%	1/5 20%	4/5 80%	3/5 60%	2/5 40%	3/5 60%	2/5 40%	4/5 80%	1/5 20%	16/25 64%	9/25 36%
<i>Gambella Town</i>	4/5 20%	1/5 20%	1/5 20%	4/5 80%	3/5 60%	2/5 40%	3/5 60%	2/5 40%	4/5 80%	1/5 20%	15/25 60%	10/25 40%
<i>Average</i>	30/35 86%	5/35 14%	3/35 9%	32/35 91%	24/35 69%	11/35 31%	26/35 74%	9/35 26%	30/35 86%	5/35 14%	113/175 65%	62/175 35%
<i>All of the 7 listed Above</i>	7/7 100%	0/7 0%	0/7 0%	7/7 100%	7/7 100%	0/7 0%	7/7 100%	0/7 0%	7/7 100%	0/7 0%	28/35 80%	7/35 35%

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

From table 21 above, men represented 65% (113/175) of the total 175 positions of the standing committees while women represented 35% (62/175) from all the local administrative areas parliament offices. Women were, specifically, also represented by 44% (11/25), 40% (10/25), 36% (9/25), 29% (8/25), and 24% (6/25) respectively from Gambella Zuria; Gambella city; Abobo, Godare and Itang Special; Lare; and Makwoy local administrative areas respectively, with a range of 20% (44-24%) between Gambella Zuria and Makwoy. They were also represented by 91% (32/35), 31% (11/35), 26% (9/35), and 14% (5/35) respectively in all women, children, and youth affairs committees; social affairs committees; economic affairs committees; and legal and administrative affairs and budget, finance and audit committees at all local administrative areas, with a range of 77% (91-14%) between women, children, and youth affairs committees; and legal and administrative affairs and budget, finance and audit committees. Though the average representation of women in the standing committee positions was very promising and reasonable, women, however, were under-represented (only 14%) in the legal and administrative affairs; and budget, finance, and audit affairs committees; while men were also under-represented (only 9%) in the women, children, and youth affairs committees at the local administrative areas in the region.

The table also shows that women represented only 20% of the total chair persons from all the standing committees, with men controlling 80 per cent. In addition to representing the lesser, women chaired only the women, children, and youth standing from the five standing committee categories at the local administrative areas in the region.

Thus, the representation situation for being the member of the standing committees shows an absolute-within-gender inequality that calls for upcoming strategic guide to incorporate adequate number of women in all the rest standing committees at the local administrative levels. Special attention is also needed for women, children, and youth affairs committees to include some men within it. There is also a severe demand to having women as the chair persons of other remaining standing committees in the local administrative areas parliament offices in the region.

Table 22: Local Administrative Bodies /"Woredas"/ Judiciary Position Percentages for Both Men and Women, as of October/2013/14

Name of the Local Administrative Area	Local Administrative areas		Remark
	Judiciary Position Percentages for Both Men and Women		
	Men	Women	
Gambella Zuria	4/5 (80%)	1/5 (20%)	Presidents (the president and vice) and Judges
Abobo	3/5 (60%)	2/5 (40%)	"
Lare	5/5 (100%)	0/5 (0%)	"
Makwoy	4/4(100%)	0/4 (0%)	"
Godare	3/4 (75%)	1/4 (25%)	"
Itang Special	5/5 (100%)	0/5 (0%)	"
Gambella Town	6/8 (75%)	2/8(25%)	"
Average Percentages	26/31 (84%)	5/31 (16%)	"

Source: Researcher, Secondary Data; October, 2013/14, Gambella.

Table 22 shows that women represented only 16% (5/31) of the judiciary positions from all the local administrative areas in the region. Although there are women with adequate qualifications that can work as judges in the local administrative areas, they were not given the privilege to do so. They are represented by 5% from only Abobo, Gambella town and Godare, and Gambella Zuria local administrative areas with 40%, 25%, and 20% respectively. However, women were not given an opportunity to be the judges in Lare, Makwoy, and Itang special local administrative areas. This calls for a redress to have women in such positions together with men in the future at local administrative areas in the region.

Table 23: Local Administrative Bodies /"Woredas"/ Representations of Men and Women as Justice Prosecutors, as of October 2013/14.

Name of the Local Administrative Area	Zonal Justice prosecutors Percentages for Both Men and Women		Remark
	Men	Women	
	2013/14		
Gambella Zuria	2/2 (100%)	0/2 (0%)	"
Abobo	3/4 (75%)	1/4 (25%)	"
Lare	2/2 (100%)	0/2 (0%)	"
Makwoy	3/3 (100%)	0/3 (0%)	"
Godare	3/3 (100%)	0/3 (0%)	"
Itang Special	2/2 (100%)	0/2 (0%)	"
Gambella Town	3/4 (75%)	1/4 (25%)	"
Average Percentages	18/20 (90%)	2/20 (10%)	

Source: Researcher, Secondary Data Collection; October, 2013/14, Gambella.

From table 23, it can be understood that all the positions of justice prosecutors were almost, 90%, secured by men. It shows that women represent only 10% (2/20) of the total 20 positions from the seven local administrative areas in the region wide. This shows a critical need to re-visit the future situation of both men and women in the justice system to have a fair and/or equal presence of both men and women in the j system to equally tackle and treat the violence situations of women at the local administrative levels.

Table 24: Summary of the Men's and Women's Political Representation in the Gambella Peoples' National Regional State as a Whole (4th term), as of October 2013/14

Representation Factor Description	Regional Level Percentages		District Level Percentages		Local Level Percentages		Positions Cumulative %	
	Men	Women	Men	Women	Men	Women	Men	Women
Legislative/Parliamentary Representation	64% (100/156)	36% (56/156)	70% (172/246)	30% (74/246)	66% (390/592)	34% (202/592)	67% (662/994)	33% (332/994)
Executive Representation	96% (88/92)	4% (4/92)	93% (53/57)	7% (4/57)	93% (177/191)	7% (14/191)	94% (318/340)	6% (22/340)
Political Party Central Committee Representation	76% (34/45)	24% (11/45)						
Political Party Executive/Polite Committee Representation	80% (12/15)	20% (3/15)						
Political Party Official Positions Representations	100% (6/6)	0 (0/6)	83% (10/12)	17% (2/12)	93% (28/30)	7% (2/30)	92% (44/48)	8% (4/48)
Higher Presiding Officials Representation in the Parliament	92 (11/12)	8% (1/12)	79% (19/24)	21% (5/24)	80% (45/56)	20% (11/56)	82% (75/92)	18% (17/92)
Speakers of the Houses	100% (2/2)	0 (0/2)	67% (4/6)	33% (2/6)	71% (10/14)	29% (4/14)	73% (16/22)	27% (6/22)
Parliamentary Standing Committees Representation	72% (18/25)	28% (7/25)	71% (53/75)	29% (22/75)	65% (113/175)	35% (62/175)	67% (184/275)	33% (91/275)
Standing Committees Chair Persons Representation	20% (1/5)	80% (4/5)	8% (12/15)	20% (3/15)	80% (28/35)	20% (7/35)	80% (44/55)	20% (11/55)
Judicial Positions Representation	100% (9/9)	0 (0/9)	100% (26/26)	0 (0/26)	84% (26/31)	16% (5/31)	92% (61/66)	8% (5/66)
Justice Prosecutors Positions Representation	100% (3/3)	0 (0/3)	100% (10/10)	0 (0/10)	90% (18/20)	10% (2/20)	94% (31/33)	6% (2/33)
Cumulative %	78% (237/305)	22% (68/305)	76% (347/456)	24% (109/456)	73% (807/1109)	27% (302/1109)	74% (1391/1870)	26% (479/1870)

Source: Researcher, Secondary Data Collection; October, 2013/14, Gambella.

Summary and Conclusion

The major purpose of this study was to assess the status of women's political empowerment/ representation in the public and political decision-making positions in the Gambella regional state of Ethiopia. Based on the methodological approach used in this study, secondary data were analyzed through percentages. Based on the analysis and discussion made, the following results were found:

- The study showed that women had never been represented in the national legislative and executive branches of the Ethiopian federal government. This indicates the neglect of regional women's representation in the federal government structures, demanding a due attention for future re-adjustments for their representation at least in either of the two branches nationally.
- Cumulatively, this research had found that the political empowerment, representation or participation of men and women in the legislative, executive, and judiciary as well as in the justice and political system was 74 % (1391/1870) and 26% (479/1870) respectively at the regional, district, and local administrative levels in the Gambella regional state. Women were politically empowered or represented by 22% (68/305), 24% (109/456), and 27% (302/1109) in the similar systems at the regional, district, and local administrative levels respectively; while men were represented by 78% (237/305), 76% (347/456), and 73% (807/1109) respectively at the regional, district, and local levels respectively in the Gambella regional state of Ethiopia. This, generally, indicated that representation of women relative to men was comparatively better and showed a progress in the descending order of the administrative levels and the reverse is true for men. The average increase rate of the representation was 1.6% (5/3) for both women and men.
- Even though there had been a very remarkable and significant progress in the legislative representation of women in 4th election term of 2010, a "wider gender inequality gap" existed in the representation of women in the executive. Generally, the study had found that women were represented by 33% in the legislative, while they were only 6% in the executive branch of the

- government at regional, district /zonal/, and local level /woreda/ administrative areas in the region.
- The study had discovered that there had been a wider gender inequality in the representation of both men and women as the presiding higher officials in the parliament offices at all administrative levels in the region. It was evidenced that women represented only 18% (17/92) of the total presiding higher officials while 82% were men. The representation of women as speakers of the house, mostly and commonly as vice speakers, showed a promising representation [27% (6/22)] at all levels in the region, except the regional administrative level where women had been given no chance to be one of the speakers in the regional parliament.
 - The study had also found that there had been a satisfactory representation of women; 33% (91/275), in the parliamentary standing committees in the region. However, the representation lacks proportionality from within the standing committees. For instance, women were very less represented in the legal and administrative affairs; Social affairs, economic affairs; and budget, finance, and audit affairs standing committees; and they were concentrated in the women, children, and youth affairs standing committees.
 - There had been a bit wider gender inequality in the representation of women as the chairpersons of the various parliamentary standing committees' at all administrative levels in the legislative branch of the government. The study indicated that 80% (44/55) of the total chair persons were men while only 20% (11/55) of them represent women at all administrative levels in the region.
 - Although women had been given 24% (11/45) and 20% (3/15) respectively in the political party's central and executive committees, their representation in the official positions of the political party at all administrative levels in the region was very insignificant. They were represented by only 8% (4/48) of the total 48 positions at all administrative levels in the region; while there was not any woman in the official positions in the party's central office at the regional administrative level. This implies that women were not empowered to influence the decisions of the leading party's (GPUDM) "important" political decisions in the "coordinating committee", which is a composite of the party's chairman, the vice chairman, the party's central office head, and the 5 sector heads without a woman. This is because the important decisions regarding the political assignment, transfer and dismissal of any party member to or from any position are solely the mandates and responsibilities of the coordinating committee, which is functional at the regional administrative level only.
 - Finally, the study had shown the existence of wider gender inequality in the judicial system of the region, as women represented only 8% (5/66) in the judicial branch of the government in the region at all administrative levels. Similar trend also existed in the justice system with justice prosecutors, women represented by 6% (2/33) of the total positions in the region at all administrative levels

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