

Ethiopia

Women, Business and the Law 2021 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Addis Ababa). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Ethiopia scores 76.9 out of 100**. The overall score for Ethiopia is higher than the regional average observed across Sub-Saharan Africa (71). Within the Sub-Saharan Africa region, the maximum score observed is 91.9 (Mauritius).

Ethiopia - Scores for Women, Business and the Law 2021



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, and gender differences in property and inheritance, Ethiopia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a woman's pension, Ethiopia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Ethiopia is on the indicator related to laws affecting women's pay (the WBL2021 Pay Indicator). To improve on the Pay Indicator, Ethiopia may wish to consider mandating equal remuneration for work of equal value, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

Recent Reforms

Ethiopia increased paid maternity leave from 90 to 120 days and introduced 3 days of paid paternity leave.



Further data details for Ethiopia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/ethiopia/2021>

	QUESTION	ANSWER	LEGAL BASIS
Mobility	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 outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Immigration Proclamation No. 354 of 2003, Arts. 6 and 11; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions 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)
	Is there legislation on sexual harassment in employment?	Yes	Labour Proclamation No. 1156/2019, Arts. 2(11), 14(1)(h) and 14(2)(h); Criminal Code, Art. 625
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Criminal Code, Art. 625 <i>Civil:</i> Labour Proclamation No. 1156/2019, Sec. 3
Pay	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), 5(d)
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Criminal Code, Art. 564
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	No	Revised Family Code Proclamation, Art. 16(1)
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labour Proclamation No. 1156/2019, Art. 88
	Does the government pay 100% of maternity leave benefits?	No	Labour Proclamation No. 1156/2019, Art. 88
	Is paid leave available to fathers?	Yes	Labour Proclamation No 1156/2019 Art. 81(2)
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Labour Proclamation No. 1156/2019, Art. 87(6)
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	Commercial Code of 1960, Arts. 16 and 94-107
	Can a woman open a bank account in the same way as man?	Yes	Civil Code of Ethiopia, Art. 654(2)
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Revised Family Code Proclamation, Arts. 59, 66 and 90
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code of Ethiopia, Arts. 837 and 842
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code of Ethiopia, Arts. 842-847
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Revised Family Code Proclamation, Arts. 66 and 68
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Revised Family Code Proclamation, Arts. 57, 58 and 62
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Private Organization Employees Pension Proclamation No. 715/2011, Art. 17(1) Men: Private Organization Employees Pension Proclamation No. 715/2011, Art. 17(1)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: Labour Proclamation No. 1156/2019, Art. 24(3) Men: Labour Proclamation No. 1156/2019, Art. 24(3)
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located