



**Ethiopia's compliance with the Convention on the Elimination of All Forms of
Discrimination Against Women**

Submitted by The Advocates for Human Rights
a non-governmental organization in special consultative status since 1996

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REPORTING ORGANIZATION

The Advocates for Human Rights (“The Advocates”) is a volunteer-based non-governmental organization committed to the impartial promotion and protection of international human rights standards and the rule of law. Established in 1983, The Advocates conducts a range of programs to promote human rights in the United States and around the world, including monitoring and fact finding, direct legal representation, education and training, and publications. The Advocates has published 31 reports on violence against women as a human rights issue, provides consultation and commentary on draft laws on domestic violence, and trains lawyers, police, prosecutors, and judges to effectively implement new and existing laws on domestic violence. The Advocates has worked extensively with members of the Ethiopian diaspora, both in the context of asylum and other immigration proceedings, and for purposes of documenting human rights conditions in Ethiopia.

I. EXECUTIVE SUMMARY

1. This report focuses on Ethiopia's obligations under the Convention on the Elimination of All Forms of Discrimination Against Women, specifically addressing gender-based violence against women, including violations committed by the Ethiopian National Defense Forces, private militia groups, and police.
2. Women and girls in Ethiopia face continuing discrimination, sexual harassment, and gender-based violence. Domestic violence and marital rape are persistent issues, and emerging forms of violence, including acid attacks and gang rape, are not adequately punished in the legal system. Gender-based discrimination, harassment, and sexual abuse have created barriers to equal representation and fair treatment for women in schools and workplaces.¹ Women have continued to be subjected to arbitrary arrest and detention. Gender-based violence in detention centers has been continuously perpetrated by local police, the Ethiopian National Defense Forces, and private militia groups.²
3. In late 2018, the topmost levels of the Ethiopian government made significant steps toward gender equality with the installation of the first female supreme court chief, Meaza Ashenafi, the first female president, Sahle-Work Zewde, and the first gender-balanced cabinet with 50% women.³ While these political reforms are considerable, they have not been matched with similar developments at other levels of government and in society. The government of Ethiopia has not yet advanced policies that improve social and economic conditions for women or hold perpetrators of gender-based violence accountable.⁴ Political and social instabilities⁵ persist, as manifested recently through violent protests in September 2018.⁶
4. In its last review of Ethiopia, the Committee expressed concern over issues including: (1) the freedom of women to participate in and be supported by civil society and non-governmental organizations; (2) gender inequality and discrimination against women;

¹ Paul Schemm, *Will Ethiopia's reforms include its women?* The Washington Post, Dec. 10, 2018, https://wapo.st/2GaAOVO?tid=ss_mail&utm_term=.f784ed5bb555.

² Human Rights Watch, *World Report 2019: Ethiopia*, (Jan. 2019), https://www.hrw.org/sites/default/files/ethiopia_2019.pdf.

³ Bukola Adebayo, *Ethiopia swears in first female Supreme Court chief*, CNN, Nov. 1, 2018, <https://www.cnn.com/2018/11/01/africa/ethiopia-first-woman-supreme-court-head-intl/index.html>; Paul Schemm, *Ethiopia appoints first female president in its modern history in latest reform*, The Washington Post, Oct. 25, 2018, https://wapo.st/2CE0CGu?tid=ss_mail&utm_term=.e4a6994d7a45; Paul Schemm, *In Ethiopian leader's new cabinet, half the ministers are women*, The Washington Post, Oct. 16, 2018, https://wapo.st/2NIYoY9?tid=ss_mail&utm_term=.333bb6106cfc.

⁴ Human Rights Watch, *World Report 2018: Ethiopia*, (Jan. 2018), <https://www.hrw.org/world-report/2018/country-chapters/ethiopia>.

⁵ Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 17, 2019.

⁶ Aaron Mashoo, *At least 23 die in weekend of Ethiopia ethnic violence*, Reuters, Sept. 17, 2018, <https://reut.rs/2xoW2YC>.

and (3) the underreporting of gender-based violence and widespread inability for women and girls who survive such violence to receive necessary assistance.⁷

5. The Committee recommended that Ethiopia: (1) recognize the essential role of civil society in supporting women's rights, develop a plan to mitigate harmful impacts of the laws restricting non-governmental organizations and civil society, and take away funding restrictions; (2) develop multiple strategic plans in collaboration with civil society to raise awareness about gender equality, reduce discrimination, and encourage girls and women to report crimes; (3) take strategic action to investigate and prosecute gender-based and sexual violence committed by private militia groups and the Ethiopian National Defense Forces in the context of armed conflict; and (4) increase access to assistance for women and girls.⁸

II. ETHIOPIA'S COMPLIANCE WITH THE CONVENTION HAS FALLEN SHORT.

A. Problematic laws continue to constrain civil society (*List of Issues* paragraph 7).

6. The Committee requested that the Ethiopian Government “provide information on plans to review and revise the 2009 Anti-terrorism Proclamation and the Charities and Societies Proclamation, with a view to enhancing the ability of women human rights defenders, bloggers and journalists to conduct research and advocacy activities in support of policy development and building the capacity of civil society organizations to provide legal aid, functional helplines and health and educational services for women who are survivors of violence.”⁹
7. The 2009 laws severely restrict essential human rights work of civil society and non-governmental organizations in Ethiopia.¹⁰ The ATP curtails free speech, providing the government legal authority to arrest and detain perceived dissidents, most frequently journalists and activists.¹¹ Following the implementation of the ATP, members and associates of many non-governmental organizations were “arrested and tortured”¹² by government forces in a brutal crackdown on civil society. The CSP restricts the work of organizations the government opposes by withholding funds and criminalizing their activities.¹³ Organizations are thus “prohibited . . . from working on any legal or human rights related issues”; issues including violence against women and children.¹⁴ Prior to

⁷ Committee on the Elimination of Discrimination against Women, *Concluding Observations of the Committee on the Elimination of Discrimination against Women*, (July 27th, 2011), U.N. Doc. CEDAW/C/ETH/CO/6-7, ¶¶ 28, 20, and 19.

⁸ *Ibid.* ¶¶ 19, 21, 22, 28, and 29.

⁹ Committee on the Elimination of Discrimination Against Women, *List of issues and questions in relation to the eighth periodic report of Ethiopia*, (Aug. 3, 2018), U.N. Doc. CEDAW/C/ETH/Q/8, ¶ 7.

¹⁰ Maria Burnett, *Hope for Revision of Ethiopia's Draconian Laws?* Human Rights Watch, Aug. 27, 2018, <https://www.hrw.org/news/2018/08/27/hope-revision-ethiopias-draconian-laws>.

¹¹ *Ibid.*

¹² Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 17, 2019.

¹³ Burnett, *supra* note 10.

¹⁴ Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 17, 2019.

2009, civil society and non-governmental organizations were active in Ethiopia, collaborating on programs addressing accountability, human rights, and development; after 2009 many quickly “collapsed.”¹⁵

8. Authorities use the CSP to target women who support persecuted ethnic minorities. An Advocates client acting as a women’s health advocate was **detained for her participation in a civil society association** which provided support to members of the Oromo ethnic group.¹⁶ She was co-founder and treasurer of a community support network which, among other activities, “assisted group members to get wounded family to the hospital” during 2015 protests in the Oromia region.¹⁷ Her husband, who was not involved in the protests or the community association, was arrested without evidence on charges of organizing the protests and has not been heard from since his arrest.¹⁸
9. Despite assurances, the CSP and ATP have not been amended, and proposed amendments are insufficient. The Ethiopian government has publicly committed to reviewing the ATP and CSP. In July 2018, the government established a Judicial Advisory Council to reform the legal system by increasing judicial independence and by considering whether to revise laws restricting civil society activities, including the ATP and CSP.¹⁹ The Judicial Advisory Council’s draft bill amending the CSP retains some restrictions on civil society and, if adopted, would not be in compliance with international standards.²⁰ The bill requires that all non-governmental organizations register with the Civil Societies and Organizations Agency, notwithstanding civil society protestations that as freedom of assembly is a constitutional right, organizations need not register with and submit records to the government.²¹ The Council of Ministers approved the draft bill and sent it to parliament in December 2018, where it will be further discussed.²² A proposed amendment to the ATP is set to be discussed by the government and opposition parties in May 2019.²³
10. Suggested recommendations:
 - In consultation with civil society and non-governmental organizations,²⁴ amend the 2009 CSP and ATP to allow civil society to operate freely without government intervention

¹⁵ Ibid.

¹⁶ Interviews conducted by The Advocates (2017-2019) (on file with The Advocates for Human Rights). The case information mentioned throughout this report has been taken from client intake and interviews conducted by The Advocates for Human Rights between the time periods of January 2017 and January 2019. The case information, documented by female asylum-seekers from Ethiopia, is anonymous and confidential. As such, some information has been removed from this submission in order to protect the identities of the women and their families.

¹⁷ Ibid.

¹⁸ Ibid.

¹⁹ Burnett, *supra* note 10.

²⁰ Kalaeb Girma, *Civil Societies Welcome Bill, with Reservations*, Addis Fortune, Dec. 25, 2018, <https://addisfortune.news/civil-societies-welcome-bill-with-reservations/>.

²¹ Ibid.

²² Ibid.

²³ *Ethiopia to reform judicial system, amend repressive laws: president*, Africanews, Oct. 9, 2018, <http://www.africanews.com/2018/10/09/ethiopia-to-reform-judicial-system-amend-repressive-laws-president/>.

²⁴ Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 18, 2019.

and to allow political opposition groups to operate without fear of arbitrary arrest or detention of members.

- Establish an independent accountability and oversight mechanism to impose limitations on the authority of the Civil Societies and Organizations Agency.
- Develop and implement a comprehensive human rights assessment to determine the impact of the 2009 CSP on civil society organizations.²⁵
- Encourage the inclusion and participation of women in non-governmental organizations and civil society through committing financial resources to initiatives that raise awareness about women's rights and provide assistance for victims of gender-based violence.

B. The government of Ethiopia continues to restrict freedom of expression and political association (List of Issues paragraph 22).

11. In its List of Issues, the Committee requested “information on the number of women in detention and on measures taken to release women detained for expressing their political views.”²⁶

12. The Advocates has received **several firsthand accounts of women detained for expressing political views, or for perceived political association based on ethnicity without due process and formal legal charges.** A client was detained and interrogated after being incorrectly accused of participation in and support of the Oromo People's Democratic Organization (OPDO) due to her ethnic background.²⁷ These repeated arbitrary arrests are designed to intimidate women into complying with the demands of the government and to stifle dissent.²⁸

13. Multiple clients of The Advocates **have been detained for their association with a political organization, participation in a protest, or for speaking out against policy or government actions.** A client was detained after speaking out about the government's lack of support for workers at a meeting on the improvement of working conditions.²⁹ Another client was suspended from school and detained along with her classmates for reporting and organizing protests against a teacher who insulted the Amhara tribe.³⁰ She was held by police forces in a dark room with minimal access to proper nutrition, and was only given bread and water.³¹

14. Suggested recommendations:

²⁵ Ibid.

²⁶ *List of issues, supra* note 9, ¶ 22.

²⁷ Interviews conducted by The Advocates (2017-2019) (on file with The Advocates for Human Rights).

²⁸ Ibid.

²⁹ Ibid.

³⁰ Ibid.

³¹ Ibid.

- Implement laws prohibiting arrest and detention for political beliefs or association with political organizations.
- Create a mechanism to ensure that individuals are not arrested and detained without due process.

C. Women in military custody face a heightened risk of gender-based violence (*List of Issues* paragraph 22).

15. The Committee requested “information on measures taken to ensure that women are protected from sexual and gender-based violence in all places of detention and to prevent acts of ill-treatment and torture of women,” and “measures taken to provide the Ethiopian Human Rights Commission with the legal authority to monitor and inspect all places of deprivation of liberty.”³²
16. The Prime Minister’s initial calls for accountability for officials perpetrating acts of violence in detention facilities are welcome, but genuine reforms have not materialized. The April 2018 installation of **Prime Minister Abiy prompted a series of changes to Ethiopia’s military leadership**, including first steps to enforcing criminal penalties for perpetrators of violence in detention and providing justice for individuals who have experienced gender-based violence while in detention. For the first time, accused security officials were removed from their positions, publicly arrested, and charged with committing systemic human rights abuses, including rape and torture.³³ In his time in office thus far, the Prime Minister also closed the Makaewawi detention center, publicly acknowledged that the government has used forms of torture, and verbally committed to investigating human rights violations in detention centers.³⁴ The government has yet to follow through on the Prime Minister’s public commitment³⁵ or to take steps to ensure that officials who commit human rights violations against persons held in detention facilities are held accountable and receive adequate criminal penalties.
17. There is no independent, transparent mechanism to monitor the status of women in detention facilities or to respond to human rights violations committed against them. The government has **not published publicly available data on the number of currently detained women, reason for arrest and detention, and the average length of time they have been held in prison.** Detention centers notably lack independent oversight and accountability mechanisms. The Ethiopian Human Rights Commission (EHRC) is mandated to investigate reports of human rights abuses, including ill-treatment in detention centers.³⁶ Created and supervised by parliament, the EHRC lacks the

³² *List of issues, supra* note 9, ¶ 22.

³³ Emmanuel Igunza, *Ethiopia’s PM Abiy Ahmed takes on the military*, BBC, Nov. 15, 2018, <https://www.bbc.com/news/world-africa-46221240>; Abdur Rahman Alfa Shaban, *Ethiopia arrest warrant for ex-spy chief, Getachew Assefa*, AfricaNews, Jan. 3, 2019, <http://www.africanews.com/2019/01/03/ethiopia-arrest-warrant-for-ex-spy-chief-getachew-assefa/>.

³⁴ Human Rights Watch, *World Report 2019: Ethiopia, supra* note 2.

³⁵ *Ibid.*

³⁶ United States Department of State Bureau of Democracy, Human Rights and Labor, *Country Reports on Human Rights Practices for 2017: Ethiopia*, (Washington D.C., 2017).

transparency and independence needed to impartially investigate and prosecute accused human rights violators.³⁷

18. Detention centers lack proper sanitary and medical facilities and are often overcrowded; in some locations women and men are held together.³⁸ Political prisoners and prisoners of conscious face harsh conditions, and report being deprived of access to basic services.³⁹ In 2018, a former president of the Somali region was arrested on charges of rape, abuse, torture, and murder; under his command security forces had threatened prisoners with wild animals.⁴⁰
19. There are many accounts of gender-based violence in detention, most prevalently torture and rape. In Jail Ogaden during the 2016-2017 State of Emergency, **women reported being taken from their cells during the night and repeatedly raped by prison guards and police acting with impunity.**⁴¹ Multiple clients of The Advocates reported torture and other cruel, inhuman, and degrading punishment inflicted upon themselves and their immediate families in local police stations, interrogation centers in military camps, Maekelawi prison, and the Zuwai detention center.⁴² There are no current mechanisms to report, investigate, or prosecute the rape and torture of women in prison.⁴³
20. The Advocates has received numerous **firsthand reports of sexual and gender-based violence against women, including torture, ill-treatment, beating, and rape enacted by government security forces in places of detention.** Clients did not have access to reporting mechanisms, and abusers acted with impunity.⁴⁴ Multiple clients report of cruel, inhuman, and degrading treatment as well as the systemic application of torture by security forces and in detention centers. Clients reported being beaten,⁴⁵ threatened with violence by police forces,⁴⁶ and having their homes invaded⁴⁷ during arrest. Multiple clients reported being tortured⁴⁸— one of whom was beaten while pregnant.⁴⁹ Two clients reported being deprived of food and water while detained in unsanitary conditions;⁵⁰ one did not have access to a restroom.⁵¹ Multiple clients reported sexual

³⁷ Human Rights Watch, “*We are Like the Dead*”: *Torture and Other Human Rights Abuses in Jail Ogaden, Somali Regional State, Ethiopia* (United States: Human Rights Watch, July 2018), 4, <https://www.hrw.org/report/2018/07/04/we-are-dead/torture-and-other-human-rights-abuses-jail-ogaden-somali-regional>; United States Department of State Bureau of Democracy, Human Rights and Labor, *supra* note 36.

³⁸ United States Department of State Bureau of Democracy, Human Rights and Labor, *supra* note 36.

³⁹ *Ibid.*

⁴⁰ *Ethiopian Somali region ex-president Abdi Mohammed Omar arrested after prisoners intimidated by lions, hyenas*, DW, Aug. 28, 2018, <https://www.dw.com/en/ethiopian-somali-region-ex-president-abdi-mohammed-omar-arrested-after-prisoners-intimidated-by-lions-hyenas/a-45251236>.

⁴¹ Human Rights Watch, “*We are Like the Dead*,” *supra* note 37, at 37.

⁴² Interviews conducted by The Advocates (2017-2019) (on file with The Advocates for Human Rights).

⁴³ Human Rights Watch, “*We are Like the Dead*,” *supra* note 37, at 38-39.

⁴⁴ Interviews conducted by The Advocates (2017-2019) (on file with The Advocates for Human Rights).

⁴⁵ *Ibid.*

⁴⁶ *Ibid.*

⁴⁷ *Ibid.*

⁴⁸ *Ibid.*

⁴⁹ *Ibid.*

⁵⁰ *Ibid.*

⁵¹ *Ibid.*

abuse, rape, gang rape, and attempted rape in detention centers.⁵² A client reported being forced to perform uncompensated labor in a detention center.⁵³ Another client reported being illegally detained and sexually abused by the Tigre Military Forces, who mocked and forcibly undressed her.⁵⁴ Stigma associated with rape and other forms of sexual abuse deter many women from reporting this abuse.

21. Suggested recommendations:

- Provide complete information, disaggregated by gender, on detention center conditions, including the number of people detained, reasons for detention, length of time detained, and access to nutrition and health services.
- Develop and implement oversight and accountability mechanisms to ensure that detention centers operate in accordance with international human rights standards.
- Develop and implement accountability mechanisms for the legal and judicial systems to ensure access to due process and legal counsel.
- Amend the law establishing the Ethiopian Human Rights Commission to ensure it is fully independent from Parliament and to give it full authority to conduct unannounced prison visits, to conduct full investigations into complaints or allegations of gender-based violence in detention facilities, and to ensure that perpetrators are held accountable.
- Allow unfettered access to all detention facilities by international monitoring bodies.

D. Gender-based violence is widespread and impunity persists (*List of Issues* paragraphs 9 and 10).

22. The Committee requested information “about measures taken to criminalize marital rape, to exclude the applicability of extenuating circumstances in cases on domestic violence and to encourage women and girls to report acts of violence,” and “plans to adopt a comprehensive law on gender-based violence against women which includes provisions on domestic violence and sexual harassment and allows for the issuance of restraining orders.” The Committee also requested information on “the achievements of the strategic plan for an integrated and multisectoral response to violence against women since its adoption in 2011, and on actions taken to address emerging forms of violence against women, such as acid attacks and gang rape.”⁵⁵

23. **The legal system continues to fail to adequately protect girls and women from gender-based violence.** The Constitution of the Federal Democratic Republic of Ethiopia criminalizes rape, however the legal penalty is rarely enforced.⁵⁶ Ethiopia does not have a comprehensive law outlawing domestic violence, and law enforcement often does not

⁵² Ibid.

⁵³ Ibid.

⁵⁴ Ibid.

⁵⁵ *List of issues, supra* note 9, ¶ 9.

⁵⁶ United States Department of State Bureau of Democracy, Human Rights and Labor, *supra* note 36.

investigate or prosecute domestic violence accusations.⁵⁷ Multiple clients of The Advocates reported abuse and rape by police forces in local police stations.⁵⁸ Marital rape is neither criminalized nor treated as abuse, a reality which must be addressed through legal and judicial reforms.⁵⁹ Sexual harassment remains widespread and unpunished. Abusers act with impunity as law enforcement frequently ignores accusations and evidence.⁶⁰

24. The government has **announced campaigns to end gender-based violence, but has not provided information on the implementation or results of these programs.** In 2013 the Ethiopian government launched the UNiTE program to end violence against women and girls and assist survivors.⁶¹ No additional information could be found on this program or its activities, or on any other government-sponsored rehabilitation mechanisms. In its 2017 *periodic report to the Committee on the Elimination of Discrimination Against Women*, the government of Ethiopia refers to the Strategic Plan for an Integrated and Multi-Sectoral Response on Violence Against Women and Children, but does not provide further information on the implementation or achievements of the Strategic Plan. This Strategic Plan allegedly prioritizes the prevention of gender-based violence and the creation of reporting and response mechanisms.⁶² More information is required from the government to assess the effectiveness of this Strategic Plan.

25. **Domestic violence against women and girls continues to be widespread.** The rates of intimate partner violence are high; a 2005 study from the World Health Organization showed that 71% of women have experienced physical or sexual violence from a partner in their lifetimes, and there is no indication that these figures have dropped since then.⁶³ There have been several accounts of acid spraying in Ethiopia reported by external media outlets.⁶⁴ Men verbally taunt women; threats of acid spraying are frequent when women reject their sexual advances.⁶⁵ Men act with impunity and are thus encouraged to continue

⁵⁷ Ibid. at 28; Freedom House, *Freedom in the World 2018: Ethiopia Profile (2018)*, <https://freedomhouse.org/report/freedom-world/2018/ethiopia>.

⁵⁸ Interviews conducted by the Advocates (2017-2019) (on file with The Advocates for Human Rights).

⁵⁹ Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 17, 2019.

⁶⁰ Ibid.

⁶¹ Press Release, Africa UNiTE Campaign and UN Women Ethiopia, *The Ethiopian Government Launches Africa UNiTE Campaign to End Violence Against Women and Girls* (Nov. 25, 2013). Also available online at http://et.one.un.org/content/dam/unct/ethiopia/docs/Media%20Releases/Ethiopia_launches_Africa_UNiTE_Campaign.pdf.

⁶² Committee on the Elimination of Discrimination Against Women, *Eighth periodic report submitted by Ethiopia under article 18 of the Convention, due in 2015*, (Nov. 21, 2017), U.N. Doc. CEDAW/C/ETH/8, ¶ 9.

⁶³ World Health Organization, *Who Multi-country Study on Women's Health and Domestic Violence against Women*, by Claudia Garcia-Moreno, Henrica A.F.M Jansen, Mary Ellsberg, Lori Heise, and Charlotte Watts (Geneva: World Health Organization, 2005), 24, <https://www.who.int/reproductivehealth/publications/violence/24159358X/en/>.

⁶⁴ Andrew Heavens, *Ethiopia acid victim shows many women are at risk*, Reuters, March 27, 2007, <https://www.reuters.com/article/us-ethiopia-acid/ethiopia-acid-victim-shows-many-women-are-at-risk-idUSL2331917720070327>; Jon Sharman, *Ethiopian woman's mouth 'melted shut in horrific acid attack by husband'*, The Independent, Sept. 1, 2017, <https://www.independent.co.uk/news/world/africa/ethiopia-woman-acid-attack-mouth-melted-shut-husband-atsede-nigussiem-tigray-area-a7924286.html>.

⁶⁵ Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 17, 2019.

perpetrating this form of violence because of lenient and frequently unenforced criminal penalties.⁶⁶

26. **Sexual harassment, abuse, and gender-based discrimination create barriers to educational access**, from primary school to the university level.⁶⁷ Women and girls are often prevented from going to school because they are expected to perform domestic activities such as cooking and cleaning.⁶⁸ Women and girls who do attend school report widespread harassment and abuse in educational institutions. One client of The Advocates reported that when she rejected the persistent comments and advances made by her high school principal, he sexually assaulted her and attempted to strangle her.⁶⁹ The client transferred schools, but her former principal stalked her and threatened her with a gun while she was walking home one evening.⁷⁰

27. **Women face frequent sexual harassment and gender-based discrimination in places of employment.** A 2009 study of faculty and staff members at a university in Awassa, Ethiopia found that 86.3% of female-identifying respondents reported experiencing sexual abuse or harassment in the workplace within the previous year.⁷¹ Women remain underrepresented and underpaid; men are two times as represented in the workplace and earn up to one and a half times more than women.⁷² Prejudice and harassment are common; women are frequently mocked and called names in professional settings.⁷³ Discrimination is particularly prevalent for women who do not abide by traditional gender roles; according to a gender expert from Ethiopia, “assertive women . . . face discrimination both at the workplace and in the community.”⁷⁴

28. Suggested recommendations:

- Develop and enforce comprehensive laws addressing all forms of gender-based violence, increasing penalties for domestic violence, acid attacks, gang rape, and marital rape, with functioning oversight and accountability mechanisms.
- Implement programs raising public awareness about all forms of gender-based violence against women.
- Train legal and health service providers on best practices for supporting victims and survivors of gender-based violence.

⁶⁶ Ibid.

⁶⁷ Schemm, *Will Ethiopia's reforms include its women?*, *supra* note 1.

⁶⁸ Overseas Development Institute, *Women's Work: Mothers, children and the global childcare crisis*, by Emma Samman, Elizabeth Presler-Marshall and Nicola Jones (London: Overseas Development Institute, March 2016); Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 17, 2019.

⁶⁹ Interviews conducted by The Advocates (2017-2019) (on file with The Advocates for Human Rights).

⁷⁰ Ibid.

⁷¹ Marsh, J., Patel, S., Gelaye, B., Goshu, M., Worku, A., Williams, M. A., & Berhane, Y. “Prevalence of Workplace Abuse and Sexual Harassment among Female Faculty and Staff,” *Journal of Occupational Health*, Jan. 3, 2009, 51(4), 314-322. doi:10.1539/joh.18143. This academic paper describes the results of a study on sexual harassment and abuse in the workplace.

⁷² Schemm, *Will Ethiopia's reforms include its women?*, *supra* note 1.

⁷³ Telephone Interview with Gender Expert from Ethiopia now living outside of Ethiopia, Jan. 17, 2019.

⁷⁴ Ibid.

- Establish programs providing legal counsel and support to survivors and victims of gender-based violence with functioning oversight and accountability mechanisms.
- Investigate and prosecute past allegations of gender-based violence.