



BILL & MELINDA  
GATES *foundation*

**Gender and Women Economic Empowerment in Ethiopia**

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**Terms of Reference (ToR) for Summer School**

***June 2022***

## **1. About Ethiopian Economics Association (EEA)**

The Ethiopian Economics Association (EEA) was established in 1991 as a non-profit, non-partisan and non-religious professional association. The EEA has three principal pillar functions: (a) providing a platform of networking, experiential learning, and access to current information for its members; (b) generating reliable scientific evidence on an evolving social, economic and the environment realities of Ethiopia to offer decision support tools and inform policymakers, practitioners, business community, researchers, development partners and the general public; and (c) contributing to frontier and emergent economic thinking relevant for Ethiopia, advance research methodologies, and enhance to academic rigor.

In line with this, EEA has been actively engaging in policy research and its dissemination over the last 30 years. It has undertaken several research projects on various socio-economic issues on the areas of macroeconomy, agriculture and rural transformation, trade and industrial development, welfare and human development, and Gender and Women's Economic Empowerment (WEE) among others.

Currently, EEA is conducting an empirical study under a collaborative project entitled **"Global Foundational Analysis to Close Gender Profitability Gap"**. The project is being conducted in collaboration with New York University of Abu Dhabi (NYUAD), Vassar College (VC) in USA and Addis Ababa University College of Development Studies (AAU-CoDS) and funded by Bill and Melinda Gates Foundation (BMGF). As part of this project, EEA is announcing call for a concept note for interested young researchers (research fellows) who have the interest to work and deepen their understanding on Gender and Women Economic Empowerment and Gender Profitability Gaps (GPGs) in the context of Ethiopia using existing secondary/survey datasets. The initiative will be hosted by EEA and supported by the Bill & Melinda Gates Foundation (BMGF).

## **2. Background and Rationale for the Summer School**

Ethiopia has registered a significant economic growth over the last few decades. For instance, the country's average annual growth rate far exceeded the regional average, at slightly over 10 percent relative to a regional average of 5%. Agriculture grew at 7%, service sector at 12% and industry at 21% (World Bank, 2019)<sup>1</sup>. According to the World Bank report in 2020, poverty rates in Ethiopia have declined from 30 percent in 2011 to 24 percent in 2016, life expectancy rose from 62 in 2011 to 66.2 years in 2018. There were also sizable improvements in many of the human development indicators.

Despite this, there are challenges in Ethiopia's journey to providing opportunities to all its citizens. Significant gender gaps still exist in many areas, including employment patterns, labour participation and participation in business although there is some improvement in political participation of women in recent years. For instance, women experience high rates of unemployment (50 percent), seasonal employment (37 percent), and temporary employment (13 percent). Women are also less likely than men to

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<sup>1</sup> World Bank. (2019). *Ethiopia Gender Diagnostic Report: Priorities for Promoting Equity*. World Bank.

be paid for their work: over half of all women engaged in the agricultural sector, for example, receive no payment. Similar trends exist in other industries like small-scale manufacturing, where 58 percent of female workers are unpaid family workers, relative to 40 percent of male workers (World Bank, 2019).

In recent times, an important dimension in gender studies in many developing countries including Ethiopia is differential impact of Covid-19. While everyone is facing unprecedented challenges, women are bearing the brunt of the economic and social fallout of Covid-19 which is worsening the already existing gender gaps. For instance, in Ethiopia, though the government tried to manage the Covid-19 crisis with a state of emergence between April and September 2020 by prohibiting layoffs and offering some projections, women and women-owned firms face worse economic consequences compared to men, exacerbating existing gender gaps. Women experienced the largest drops in employment rates at the onset of the pandemic. For instance, 64% and 57% of the laid off workers in April and June 2020, respectively, were women despite women making only 42% of the workforce (Christina et al, 2020)<sup>2</sup>. The pandemic has also widened the gender gap in business earnings with women-owned firms drastically underperforming compared to men-owned firms in terms of sales and profits. For example, sales revenue of women-owned businesses was about 18% of that of men-owned businesses before COVID-19, but that number dropped to 10% in June 2020. This raises a major concern that the pre-existing gendered challenges facing women entrepreneurs—in access to capital and hired labour, for example—might worsen, further undermining the survival and performance of women-owned firms even after the pandemic (Christina et al, 2020).

Given this, the call for this summer school and hence the research papers to be produced as part of it aims at deepening our understanding of women's economic participation on the above listed dimensions and differential impacts Covid-19 on men and women as well as businesses owned by men and women using existing datasets. Relevant methods and tools for gender assessment is expected to be applied with existing databases. Research ideas and methodologies proposed by the applicants will be shaped in consultation with senior staffs of EEA.

### **3. Research Themes**

The following three broad thematic areas of research on women and gender are identified:

- Women and Gender Roles
- Women Economic Empowerment (WEE)
- Women in the Labour Market.

Under each category, about 3 specific research topics will be selected on competitive basis.

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<sup>2</sup> Christina, W., Menaal, E. and Girum, A., 2020. Assessing Ethiopian women's vulnerability to the COVID-19 pandemic, World Bank blog page, <https://blogs.worldbank.org/african/assessing-ethiopian-womens-vulnerability-covid-19-pandemic>

#### **4. Expected Outputs and Results**

The following major outputs will be realized by the summer school project:

1. At least nine working papers related to women and gender roles, women economic empowerment, and women in the labour market are produced and published in EEA's working paper series;
2. Nine researchers will be involved in research activities related to gender and WEE;
3. A validation workshop of research outputs will be organized where diverse groups of stakeholders participate; and
4. At least nine manuscripts will be produced from the working papers for publications in reputable journals.

#### **5. Selection Process**

Selection of applicants will be made based on a number of criteria including the quality of proposed research and the relevance of the research questions based on the above themes. The selected proposals would be developed into full research papers under the mentorship of advisors from senior EEA staffs and members who are experts in the field. The papers will be published as EEA's working paper series and in reputable journal in the field. The working papers and journal articles will be co-authored by the fellow and his/her mentor.

Up to 9 papers will be supported through this call depending on the quality of proposals received. The successful applicants will be provided with a fellowship of ETB 250,000 (Two hundred and fifty thousand birr) per paper.

#### ***Eligibility***

- The applicant should be less than 35 years of age at the time of application;
- The applicant should be able to closely work with the EEA research staff and the mentor; and
- The applicant should have at least MSc degree in economics or related discipline.
- Applicants may submit more than one concept notes. However, only one concept note will be funded per applicant.

#### ***Guidelines for submission of concept notes***

- There is no prescribed format for the proposals; however, the concept note should not exceed 1500 words.
- The concept note needs to address a specific policy question in the domain of women, gender and work in Ethiopia.

- The concept note should fall under one of the three research themes mentioned above; and
- The concept note should clearly state the objectives of the paper, display a strong gendered analytical framework, detailed methodology and a clear rationale/justification for the proposed research hypothesis.

The concept note will be reviewed and shortlisted by the EEA's research team. The deadline for submission of abstract is July 30, 2022. Successful applicants will be notified by August 20, 2022.

If successful, the scholars would be mentored through a clear mechanism of processes and timelines and would be required to make interim presentations on work in progress. The full paper will be subjected to a further peer review process.

### **Contact address**

Applications for concept notes should be sent to this email address: [info@eea-et.org](mailto:info@eea-et.org)

For any other inquiries related to application process should be sent to Dr. Lamessa Tariku, project coordinator at EEA, [lamessa.tariku@eea-et.org](mailto:lamessa.tariku@eea-et.org)