



# GENDER EQUALITY AND WOMEN EMPOWERMENT IN EASTERN ETHIOPIA UNIVERSITIES

## Strategic Roadmap



### 1 STRENGTHEN WOMEN'S AGENCY (COLLECTIVE AND INDIVIDUAL)

- Increase number of female students in universities to parity by the end of 2020
- Increase number of female students and faculty who are well-equipped and know their rights to achieve equal positions to men
- Increase number of women in leadership and academic positions by at least 20% by the end of 2020
- Increase number of female students in natural sciences and technology by at least 20% by the end of 2020
- Increase number of female academic staff in research and technology transfer engagement by at least 20% by the end of 2020
- Increase number of female students and staff in community outreach activities by at least 20% by the end of 2020
- Strengthen women's voice through enhancing networks' power
- Increase women's participation in income generation

1



### 2 ENHANCE GENDER SENSIVITY OF THE INSTITUTIONS RULES, SOCIAL NORMS AND PRACTICES

- Increased enrolment rate, participation and performance of female students and female faculty
- Gender based violence minimized significantly in universities in Eastern Ethiopia by 2020
- Women and men can exercise equal rights in universities in Eastern Ethiopia
- Curricula, research and teaching approaches are gender sensitive by 2020
- Gender related research and technology transfer has a firm place in the institutions by 2020
- Gender equality in outreach community engagement activities achieved by 2020

2



### 4 BUILD SECTOR-WIDE COMMITMENT TO ACHIEVE GENDER EQUALITY

- Commitment to gender equality in universities strengthened and ensured
- Centre for Women Empowerment established

4



### 3 IMPROVE GENDER RELATED KNOWLEDGE AND SKILLS

- Knowledge and skill gaps on gender related issues have been eradicated by 2020
- Gender biased concepts, approach and ideologies gradually minimized decreased by 2020
- Perception and attitudes to women capacity in household and public domain improved

3

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