



Assessment Report On: “Representation of Ethiopian Women Judges in the Judiciary System: the Challenges and Way Outs”

March, 2023
Addis Ababa, Ethiopia

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IV. Acronyms

CSO ----- Civil Society Organizations

ESCWA -----Ethiopian Social, Children, and Women Affairs

EWJ ----- Ethiopian Women in the Judiciary

IAWL ----- Institute for African Women in Law

IDLO----- International Development Law Organization

II ----- In-depth interview

IPOl -----

KII ----- Key informant interview

LL.M. ----- Master of Laws

NCTPE-----National Committee on Traditional Practice of Ethiopia

OECD ----- Organization for Economic Cooperation and Development

SDGI ----- Sustainable Development Goal Indicator

SNNPR----- South Nation Nationalities and Peoples Regional state

UN----- United Nations

UNODC ----- United Nations Office of Drug and Crime

V. ***Abstract***

It is natural and moral to discuss gender representation because men and women make up nearly equal shares of the world's population. In order to accurately represent the priorities and needs of all members of society, women must participate fully in decision-making and agenda-setting in various social spheres, including the judicial system. Because of this, there is still a dearth of research that can fully analyze and characterize the issue; despite the fact that a small number of studies have found that there are few women in the judiciary both worldwide and in Ethiopia. In order to fill the aforementioned research voids, this study looked into Representation of Women Judges in the Ethiopian Judiciary: their Challenges and Solutions. Researchers further investigate and fully comprehend the issue using exploratory and descriptive research designs and a mixed-method strategy. Accordingly, the research discovered that there are significantly fewer women judges than males in all of Ethiopia's regional states, city governments, and federal courts. Only 18% of Ethiopia's judges are female, with 82% of the country's tribunals being presided over by men. Additionally, the study reveals that male judges hold the majority of leadership positions in the nation's judiciary—well over 94%—with the majority of female court presidents being found at the lower levels of courts. According to the study, the biggest obstacles for female judges to overcome are a lack of support, the negative and discouraging attitudes of the community, the degree of self-awareness and independence among Ethiopian women, executive body disobedience, and the disparity between the workload of a legal professional and women's domestic duties. We also develop recommendations for key stakeholders based on these results to help advance the representation of women and ensure their retention on the bench.

Chapter One - Introduction

1.1. Background of the Study

Ethiopian women have a low socioeconomic status in society. Despite their contribution to the well-being of their families and social affairs, women are generally of lower socio-economic status and are therefore marginalized in decision-making at all levels. Women experience many forms of deprivation. They also suffer from employment stereotypes and the gendered division of labor as more and more people work in economically invisible jobs. The proportion of women in positions in the public sector at state and federal level is also lower than that of men; compared to the large number of unemployed women (NCTPE, 2003).

Although the Federal Democratic Government of Ethiopia made a clear commitment to the advancement of women with the adoption of the National Women's Policy (hereinafter Women's Policy) in 1993 and the adoption of a new constitution in 1994, Article 25 of the new constitution ensures that all people are treated equally before the law and forbids any sex-based discrimination. Also, the right to equal employment and equal land ownership are reaffirmed by the article 35, which also maintains the ideals of equal access to economic opportunity. Nonetheless, women are underrepresented in official employment in both industry and governmental administration compared to men (NCTPE, 2003).

Yet, there has been some advancement in women's rights. As of February 2021, 38.8% of the seats in Ethiopia's parliament were occupied by women, according to figures from the UN Women. In 2018, 63.6% of women between the ages of 15 and 49 who needed family planning got it taken care of using contemporary methods (Schonard & Socea, 2022).

In spite of this, there is still work to be done in Ethiopia in order to attain gender equality. The Sustainable Development Goal indicator (SDGI), with an emphasis on violence against women, states that 41.7% of legal frameworks that promote, enforce, and monitor gender equality are in place. Women who were married or in a union before the age of 18 made up 40.3% of those aged 20 to 24. As of 2014, there were 79.5 births per 1,000 women between the ages of 15 and 19, up from 71.2 in 2013. In 2018, 26.5% of women between the ages of 15 and 49 reported having experienced physical or sexual abuse from a current or former intimate relationship over the previous 12 months. Moreover, 19.3% of the time spent on unpaid care and household work is spent by women and girls aged 10 and up, compared to 6.6% by men (Schonard & Socea, 2022).

Governmental measures alone are insufficient and ineffective to combat all existing discriminatory practices in Ethiopia. Among more, a voluntary and independent women's organization at all levels is also thought to be a crucial tool in the fight against all discriminatory practices and issues now faced by Ethiopian women as well as for the achievement of good governance. Women's groups are thought to act as a particular platform for women to receive exposure, information, and support so that their involvement and ability to benefit can be ensured in every aspect of their lives.

As a result, TIMRAN seeks to combat the problem by investigating local realities for her upcoming evidence-based advocacy and lobbying campaigns. The goal of TIMRAN, a civil society group founded in March 2020, is to facilitate women's participation in significant socio-political decision-making processes. The goal of TIMRAN is to envisage Ethiopia as a place where women occupy their rightful place in political life and public decision-making.

In order to develop future plans for evidence-based advocacy to address the issue of discrimination in Ethiopia, TIMRAN is partnering with the Civil Society Support Program - Phase 2 (CSSP2) conducted a study. Evidence-based advocacy combines the divergent efforts of policymakers to apply scientific principles. It can persuade decision-makers to alter attitudes, behaviors, and convictions that are the main causes of exclusion and uphold the cause of social justice. Consequently, this study explored the Representation of Women in the Ethiopian Judiciary: the Problems and the Way outs". The primary goal of the study was to add to the body of information supporting the argument for equal representation of women in Ethiopia's judicial system.

1.2. Purpose Statements

Many studies have emphasized that maintaining gender balance in judicial leadership is a crucial governance problem connected to fairness, transparency, and the effective application of the law (Government at a Glance, 2017). Due to the wide-ranging and profound effects that judicial decisions have on social constructs, social order, and enduring systemic imbalances, judges play a vital role in the administration of justice and the generation of verdicts (UNODC, 2021). This allows a varied bench to reflect the opinions and viewpoints of the workforce, which includes both men and women from various backgrounds (Government at a Glance, 2019).

The equal representation of women in the judiciary is significant for many reasons. The gender viewpoint is something that women in the judiciary contribute. This takes a different tack and

places different emphasis on different things. In an effort to protect the rule of law, all judges, whether male or female, render decisions in accordance with the law. In doing so, people can arrive at the same conclusion based on a certain collection of data, but for various reasons and with various emphasizes on those facts. This is due to the fact that people are affected by their individual circumstances, environments, and life experiences. Because female judges have a unique set of experiences and influences that form their thinking and are reflected in their judgments, this makes the gender viewpoint pertinent. To the fact that it more accurately reflects the make-up of society, bringing multiple viewpoints and lines of reasoning to the bench fosters more public confidence. It incorporates various social circumstances and experiences that must be acknowledged, valued, and most importantly, included (UNODC, 2021).

Historically, women were not seen to be suited for the legal profession. The disadvantage faced by female candidates for judicial office is a result of deeply ingrained structural exclusion and discrimination that is ingrained in the nature of the judge—as a male, masculine, white, heterosexual, able-bodied, and class-privileged man—and in the judicial system as a whole (Feenan, 2008). Fundamentally, gender stereotypes were frequently to blame for the reduced representation of women in the judiciary. In affluent nations, there have been improvements and changes in attitudes, but there are still not enough women in the judiciary, and especially not enough in the higher courts. This paradigm has to be altered (UNODC, 2021).

In light of this, even though a small number of studies have indicated that there are few women in the judiciary globally and in Ethiopia as well, there is still a significant research gap in thoroughly examining and describing the problem. According to what we have read, there is a dearth of study on the status and representation of women in the legal system today, notably in Ethiopia. In general, relatively few studies in Ethiopia attempt to evaluate the gap in a very superficial manner, offering no meaningful recommendations or further investigation of public attitudes toward women judges. Due to this flaw, it is challenging to track the advancements made and offer encouraging role models for aspiring young female judges (UNODC, 2021). As a result, this study sought to close the aforementioned research gaps by utilizing appropriate methods to investigate the problem and by offering recommendations for how to address it.

1.3. Objective of the Study

The major objective of the study was to contribute on the increasing evidence of advocating women's equal representation at the judicial organ of Ethiopia.

1.3.1. Specific objectives

This study was also able:

- ✓ To identify the statistical representation of women in the Ethiopian judiciary system
- ✓ To explore potential challenges of Ethiopian women in the judiciary
- ✓ To assess the attitudes of the community toward Ethiopian women in judiciary
- ✓ To figure out possible way outs for exciting hindrances of Ethiopian women in judiciary

1.4 Significance of the study

It is envisaged that the study's findings will be highly beneficial for understanding the gap in the field and make evidence-based arguments. The study's findings may also be crucial evidence for efforts to improve the difficult circumstances faced by women judges so that they can contribute more to the nation's judicial system. Moreover, the study's results will aid in providing policymakers with helpful advice for designing a policy that takes into account the statistical representation and difficult circumstances faced by women judges. Finally, in order to better devise various ways to encourage and support women judges, it might offer extra insight to organizations led by women and governmental sectors that deal with gender issues.

1.5. Delimitation of the Study

This study's focus was narrowed to three key areas. Delimitation by theme, delimitation by observational unit, and delimitation by geographic area were among them. The representation of women in Ethiopia's judiciary, including its difficulties and solutions, was divided into themes. Specifically, the statistical representation of women in Ethiopia's judicial system, potential difficulties facing Ethiopian women judges, community attitudes toward Ethiopian women in the judicial system, and potential solutions to the interesting challenges faced by Ethiopian women in the judicial system.

In addition, the central unit of observation for this study was restricted to those randomly selected community members who reside in all of Ethiopia's regional states and the two federal cities as well as those sampled people who work in courts. The geographical scope of this study included all of Ethiopia's regional states (with the exception of Tigray) and the two city administrations.

1.6. Limitations of the Study

The following three significant constraints were confronted by the researchers when conducting this study: a lack of funding, a lack of time, and a lack of court judges' willingness. In general, researchers encounter budgetary challenges during the data collection phase of their research because it involved practically all regional states (with the exception of Tigray) and city administrations in Ethiopia. Particularly during the deployment of data collectors, researchers bemoaned the current Ethiopian inflation with the already allotted budget. Owing to this, after receiving training, the majority of them quit, and the others were likewise dissatisfied. The timely completion of the study was also impacted by this issue.

The study's other main obstacle, which emerged during data collecting, was the lack of motivation on the part of most of the judges. The majority of judges declined to take part in the study because of their unfinished workload. Most importantly, due to the decreasing number of female judges, gathering data from them was a significant challenge. In addition, due to their documentation issues and the officers' reluctance to provide cooperation, acquiring statistical data from the Supreme Courts in some states was another significant hurdle.

Nonetheless, to overcome the abovementioned study associated issues; the researchers have done the study via patience and exerted their greatest effort on discovering possible way outs and reorganizing their processes. Regarding this, researchers established a second pull of data collectors from local women's leadership associations and other close relationships. After providing online data gathering training, the process was then completed within a month under careful observation. Also, the judges' information was gathered with agonizing patience by scheduling meetings at times and dates that suited them.

1.7 Conceptual and operational definitions

1.7.1 Conceptual Definitions

- ❖ **Judiciary System** --- the system of law courts that administer justice and constitute the judicial branch of government
- ❖ **Judges** ---- one who makes judgments: such as. : a public official authorized to decide questions brought before a court
- ❖ **Courts** ---- a place where trials and other legal cases happen, or the people present in such a place, especially the officials and those deciding if someone is guilty: Protestors gathered outside the court to await the verdict.

- ❖ **Representation** --- the description or portrayal of someone or something in a particular way
- ❖ **Attitude** ---- a settled way of thinking or feeling about something

1.7.2 Operational Definitions

- **Judiciary System** --- One of the three organs (branch)of government in Ethiopia that is responsible for interpreting and enforcing laws
- **Judges** ---- Male and female public officers appointed to decide cases in a law courts of Ethiopia
- **Courts** ---- a formal place in Ethiopia where trials and other legal cases happen
- **Representation** --- the numerical portrayal of women in the Ethiopian judiciary
- **Attitude** ---- the view of Ethiopian society toward women judges in Ethiopia

Chapter Two - Literature Review

2.1 Representation of Women in the Ethiopian Judiciary

The issue of gender inequality in each sector is the unequivocal issue that everybody should have to consider in different aspects. Since the sex ratio of the world population in general is almost equal between men and women (Countrymeters, 2023; Meseret Kassahun & Befikadu Kidane, 2020; UN, 2022), talking about gender representation is logical and ethical. According to United Nations (2022) world population prospects, the majority of countries and regions in the world have more females than males where the top two most populous countries (China and India), have a higher male population than women. Therefore, except china and India, there are more females than males in the rest of the world (UN, 2022).

Yet, the issue of gender representation was not guaranteed in nearly all of the world's social, economic, and political sectors. The majority of the time, how women are portrayed is determined by how males perceive them or by how society expects women to appear and behave within a certain community in accordance with the culture. While some depictions of women emphasize their sexuality and emotions, others emphasize their ties with their children or romantic partners (OECD, 2016).

The global community are well aware that gender equality is a cornerstone of inclusive growth (OECD, 2016). Everybody shared equally the gender-balanced leadership and gender-responsive policy making are more likely to ensure that the benefits of growth. Women's full involvement in decision-making and agenda-setting in different social aspects including the judiciary system are crucial for adequately reflecting the priorities and needs of all members of society. It also contributes to generate greater trust of citizens in public institutions (OECD, 2016) specially if it represented well in the judiciary systems of the country.

By understanding the significance, nature and composition of the judiciary, the gender representation issue is critical in promoting inclusive and participatory governance systems (Oslo Governance Centre, 2021). According to Oslo Governance Centre (2021), recognizing the representation in the judiciary system is vital for inclusive and sustainable development. Increasing women's participation in the judiciary has therefore become an important development objective globally (ESCWA, 2019, p. v).

However, unlike in the executive or legislative branches, promoting representation in the judiciary, particularly among judges, has only recently gained more attention (Oslo

Governance Centre, 2021). There are many social, cultural, structural and other factors that prevent different population groups from being represented in the judiciary, which can significantly impact judicial outcomes. Diversity on the bench not only benefits the quality of judicial adjudication, but it is also fundamental for sustaining public trust in a judicial system (Oslo Governance Centre, 2021, p. 4).

Women have become more prevalent in the court in recent decades in numerous nations, including Ethiopia (OECD, 2017). Almost half of law students worldwide, according to OECD data from 2017, and more than 54% of professional judges in OECD nations are female, per data from 2014. Yet, women continue to be notably underrepresented in senior judicial positions, such as on the High Court benches and other key positions in the legal industry (OECD, 2017). Only 33.6% of Supreme Court judgeships are held by women (OECD, 2017). The percentage of women in presidential positions reflects this trend. In subordinate courts, women hold an average of 45.9% of the presiding positions, 28% in appellate courts, and high courts, respectively, women hold an average of 45.9%, 28%, and 18.6% of the presiding positions (OECD, 2017).

The justice system may suffer because of the underrepresentation of women in the courts. Thus, a researcher by the name of Grossman suggested that the underrepresentation of women in international courts has an impact on the normative and sociological validity of the courts (Holst & Langvatn, 2021). She believes that the underrepresentation of women first undermines impartiality and introduces bias since men and women evaluate things differently, and that representativeness is a crucial democratic virtue that influences how people view the legitimacy of and have faith in the courts (Holst & Langvatn, 2021).

According to the United Nations High Commissioner for Human Rights (2014), discrimination in courts, where we seek a just and impartial application of the law, is especially harmful. The search for fairness is unquestionably substantially hampered when a law is seriously discriminatory, especially in the court or judiciary, according to the higher commission for human rights (2014). Consider the laws stating that women must obtain permission from male family members before traveling, working outside the home, or undergoing certain medical treatments. Nevertheless, what is more alarming and pervasive is when judges use the law and make decisions under the impact of damaging gender stereotypes (UN High Commissioner for Human Rights, 2014). The major subjects of peace and human security, human development and climate change - environmental crises, and human rights are all dependent on gender equality and gender justice (Hannan, 2007, p. 1).

When we examine gender representation in Ethiopia, whether in the judicial system or other areas, it is clear that the problem is still in its infancy. As a result, nearly no area of the nation has been able to secure the representation of women in this area. Even though Ethiopia's Federal Democratic Government has made clear that it is committed to the advancement of women through the publication of the National Policy on Women in 1999 and the promulgation of its Constitution in 1994 with regard to the subject of women's equality (WomenWatch, 2000).

The women's policy, which was enacted in 1994, primarily aims to institutionalize the political, economic, and social rights of women by establishing the proper framework within government agencies and institutions to ensure that all public interventions and policies are gender-sensitive and can guarantee equal development for all Ethiopian men and women (WomenWatch, 2000). But the problem of female representation in certain crucially important fields, like the court, is still in its infancy. In Ethiopia, women make up about half of the entire population (Meseret Kassahun & Befikadu Kidane, 2020; UN World population Prospects, 2021), however they are underrepresented in positions of authority and decision-making, as well as in the judicial system (Meseret Kassahun & Befikadu Kidane, 2020).

Meseret Kassahun and Befikadu Kidane (2020) noted that the representation of women in the legislative branches at the Federal level has shown a significant improvement from 2% representation in the House of Peoples' Representatives in 1995 to 38.8% in 2015. This information relates to the representation of women in Ethiopia's major public sectors. They added that there had been notable advancements in the proportion of women in regional councils, which went from 5.4% in 1995 to an average of 40% in 2015. These academics claim that the presence of women in the executive branch at the Cabinet level has improved the most, increasing from 13% of Minister positions held by women in 2005 to 50% at the federal level now (Meseret Kassahun & Befikadu Kidane, 2020).

In the judiciary sector, the representation of women has reached 20% from 16.9% in 2009/10 in Ethiopia (Meseret Kassahun & Befikadu Kidane, 2020). According to the study conducted by Meseret Kassahun & Befikadu Kidane (2020), the percentage of women leaders in judiciary branch at Wereda, Zonal and regional positions are 15.8, 12.1 and 12.4 respectively. Whereas the women representation of Ethiopian judiciary branch at the federal Federal Supreme, High, and first Instance Court accounted to 27%, 18%, and 60% respectively.

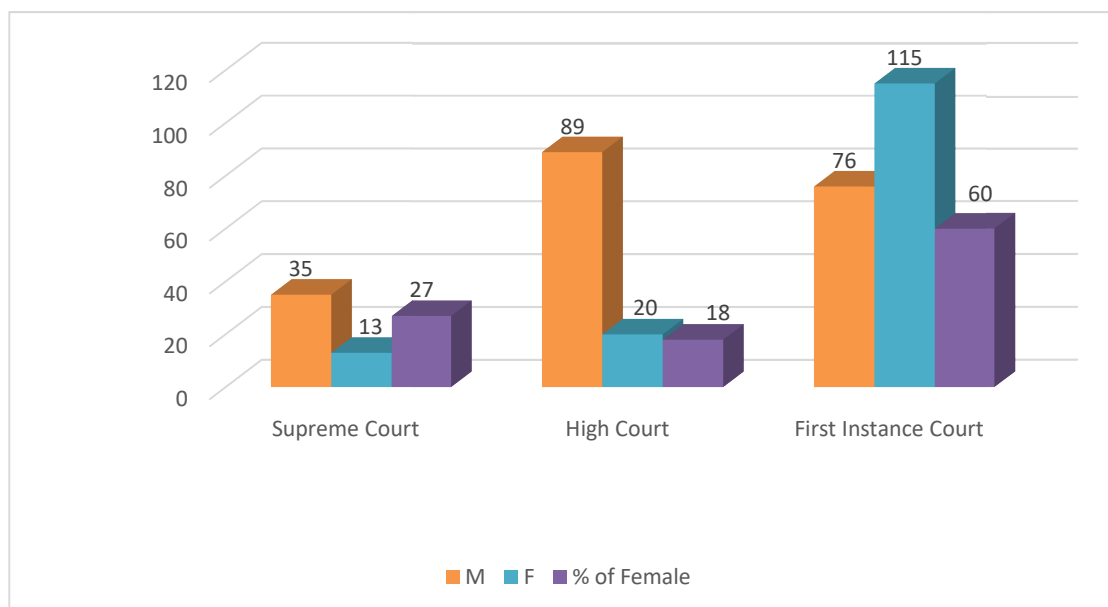


Chart 1:

the Federal Judiciary gender representation Source: Meseret Kassahun & Befikadu Kidane (2020)

From the above chart it is possible to understand that the percentage of female judges in the federal Supreme, High and First instant court is 27, 18 and 60 percent respectively. In comparison, the women's representations in the supreme and higher courts are below 30%, while the number of women in the first instance courts exceeds 50% of the gender share. Again it is possible to say that the federal level judiciary women representation is by far better than the wereda, zonal and regional levels women representation which are totally less than 16% of the share (Meseret Kassahun & Befikadu Kidane, 2020).

In comparison, the percentage of women in the courts have made an accessing across the world. However, the issue of gender equality and women equal representation is by far needs special attention and policy support to be achieved. For example, the percentage of women judges in Latin America's high courts has risen dramatically over the past decade, increasing from zero positions in some countries in the year 2000 to a third of appointments in 2010 (Inter-American Dialogue, n.d., pp. 1–2) . the percentage of women representation in the judiciary of Canada and the United States, occupying 32 percent and 30 percent of federal judicial posts respectively (Inter-American Dialogue, n.d., pp. 1–2).

In comparison to its neighbors, the percentage of Ethiopian women judges are again less than the percentage of female judges in Djibouti which accounted to 38.6% (ESCWA, 2019, p. 28) and less than the share of women judges in Kenya. By 2018, in Kenya, women judges and magistrates made up of a remarkable share, which accounted to 48% of the judiciary (IDLO, 2020; Koome, 2022). Again the percentage of Ethiopian women judges are less than the percentage of the South African Women judges. As of 2021, 43% of all superior court judges

in South Africa were women, whereas the number of women judges in the top judicial ranks is lower. By the end of February 2022, only 31% were leaders in the superior courts were women (IAWL, 2022).

Therefore, to assure the idea and policy of gender equality that are written in every national policy as well as planned in every development plan, some hard pressures are needed. From the above literatures, it is obvious to understand that there is clear gender gaps in the country in general and in judiciary institutions in particular. To fight against all existing discriminatory practices and problems faced by Ethiopian women and for the achievement of good governance, filling the women representation gaps in general and the judiciary in particular is unequivocal principle that everybody have to contribute at its level.

2.2 Feminism as a Conceptual and Theoretical Framework

In essence, "power," "woman," "rights," and "equality" makes up the conceptual framework of feminism as a retrograde ideology. A theory known as feminism contends that the dominant male-dominated theory should be replaced. Given that it represents the majority of people's worldview, the core of an ideology, or the ideological core, is the hardest component to alter. The fundamental principles, precepts, or attitudes of a people make up its ideological core. Inferentially, if the fundamental concepts, opinions, or attitudes are eliminated, the people's everyday reality is destroyed. Any feminist ideologue who thinks that real, long-lasting change must be moral and intellectual would find the revolutionary spirit relevant. A theory known as feminism contends that the dominant male-dominated theory should be replaced. Since the removal or diminution of these abhorrent moral and intellectual standards necessitates a radical, revolutionary transformation of society as a whole, they are ingrained in society's structure. (ODLO, 2021).

In order to effectively challenge or reject prevailing ideas, beliefs, or attitudes that are irrationally unjustified or harmful to the position of women in society, this radical, revolutionary overhaul of society must be no less than a critique of the dominant ideology. Then feminist ideology asserts that these are the superior concepts, viewpoints, or behaviors that it has come up with. To put it another way, feminism as a philosophy develops its own counter-consciousness and ultimately its own counterculture. This counterculture is made up of a fresh set of values and a brand-new way of living that aim to contest and ultimately expose the shortcomings of the dominant culture. (UKEssays, 2018).

The feminist movement favors change over authority. It criticizes the political system in place as well as the current social and economic structures. It puts up plans to restructure and organize society. In order to acquire the necessary strength and influence to bring about the changes it proposes, it creates political movements in the shape of women's movements. Because it encourages people to demand changes in their lifestyles and to alter the current social, religious, political, and economic relationships, feminism is an ideology of action. Feminism is a consecration of the moral and intellectual, and thus global, values of equality that men's dominance of women and the sacred doctrines created in society to support and sustain male-dominance are said to have denied to women (UKEssays, 2018).

Accordingly, "gender equality means that women and men have equal status and opportunities to realise their full human rights and their potential to participate in and benefit from political, economic, social, and cultural development." Therefore, valuing both women's and men's differences and similarities, as well as the many roles they play, impartially is what gender equality means (Holden, 2016). The opportunity exists for the international community to show its dedication to gender equality by promoting women's leadership, participation, and voices in the legal system. To ensure that women have access to democratic freedoms and equal opportunities at work, as well as that their unique interests are represented and promoted in justice institutions, IDLO believes that improving women's capacity to work in those institutions is crucial (ODLO, 2021).

Labor historians who are feminists point out that as women begin to obtain the qualifications needed for a post, the standards often shift in favor of men. According to one study, judges feel increased pressure as more women join the bench, including more requests for them to recuse themselves from cases (Barnes & Cordova, 2016). This reflects a pattern observed in American legal companies, where businesses with female hiring partners were actually more likely to hire more female entry-level candidates. This effect diminished in organizations where women had previously attained a greater gender balance among firm partners. In-group prejudice, as described by social psychologists, is supported by this study, which shows that the sex of the key decision-maker matters in recruitment. (Basabe-Serrano, 2017).

Despite the region's return to democratic systems and significant strides in consolidating peace, democracy, and prosperity, these efforts have been hampered by the region's countries' economic and social degradation. As a result, there has been a significant rise in crime as well as a generalised sense of unease, mistrust, and impunity. Recovery of a sense of security and trust in the justice system as well as the fight against its impunity depend on the mainstreaming

and institutionalisation of a gender viewpoint. However, a more constrained set of feminist ideals and ideas seem to predominate in the area of Supreme Court nominations, contrary to what feminist researchers suggest (Dawuni, 2018). For the majority of national feminist organisations concerned with the politics of judicial appointments, women who succeed in shattering the "glass ceiling" and occupying senior positions will eventually still encounter obstacles that prevent them from rising to the top of the professional hierarchy ladder (ODLO, 2021).

Thus, feminism is a gender perspective with an intersectional approach is one way by which we can discover the existence of different treatment based on sex, gender, or sexual preference/orientation, and by which we can determine whether such treatment is necessary and legitimate or, alternatively, whether it is arbitrary and disproportionate, and therefore discriminatory. For people involved in judicial decision-making, this viewpoint is especially pertinent. In order to decide cases and settle disputes, specific issues must be resolved and specific facts and actions must be given legal implications. Judiciary decision-making can therefore be revolutionary in a number of ways (Ergin & Karadağ, 2021)

Chapter Three - Methodology and Approach

3.1. Study Design and Approach

Knowing the challenges and solutions related to the representation of women in the Ethiopian judicial system was the study's main goal. The study used exploratory and descriptive research designs in order to further investigate and comprehend the problem because it wasn't being explored to the required extent. In doing so, a mixed-method approach was used, which is comparable to Charmaz's social constructivist viewpoint, which "emphasizes varied local worlds, numerous realities, and the intricacies of individual worlds, attitudes, and actions". However, it acknowledged that "the 'found' reality" results from the interaction process and its temporal, cultural, and structural circumstances.

3.2 Study area and population

Every regional state of Ethiopia, with the exception of Tigray, and all city administrations were included in the study area chosen for this study. Major data sources for the study included judges from all courts in these regional states, as well as city administrations. According to the data from all supreme courts, there are currently 6216 judges serving in 947 courts in Ethiopia. All regional courts, with the exception of the two municipal administration courts, have three layers (levels). The Woreda level first instant courts, the zone level high courts, and the regional level single Supreme Court are these. All 6216 judges serving in all of the nation's courts were thus included in the study's population.

3.3 Sample size and sampling techniques

Both probability and non-probability sampling methods were used to overwhelm study samples in order to collect the necessary information. 80 survey participants were chosen using simple random and stratified sampling techniques. By doing this, researchers were able to identify 20 strata from all regional states, two strata from federal courts (one from Addis Ababa and one from Dire Dawa), and two strata from each city administration courts in Ethiopia. The strata were chosen according to how many courts were located in each zone, taking into account how many courts each strata has. The researchers then picked two woredas at random from these zonal strata, drowned two study samples of varying sex from each Woreda court, and then two more samples from the randomly selected one zonal (high) court.

Furthermore, purposive sampling technique was also used to select 60 participants of the in-depth and 30 key-informant interviews from federal and regional court presidents, and judges, prosecutors, attorneys, and assistant Judges. The reason why the researchers apply purposive sampling technique was that it has an advantage of reducing the possibility of non-response from the respondents since they were selected on the bases of their experiences, professional and educational level. On the other hand, the researchers also had an assumption of participants to provide the necessary information and as it has an advantage of time and cost effectiveness as compared to other sampling design typologies.

3.4 Methods of Data Collection

The study's methodology included both quantitative and qualitative data collection techniques. First, the history, trends, legacy, and issues of women's equal representation at Ethiopia's judicial organ were undertaken and studied using document analysis of international and national reports. Second, questionnaires and interview guides were crafted and they were given to 10 regional state courts (with the exception of the Tigray region, as there is still a security issue in the area), and the two city administrations (Addis Ababa and Dire Dawa).

3.4.1. Data collection methods and tools

Various data collection methods were used to gather the data required for this study. Among others, surveys, Key Informant Interviews (KII), Focus group Discussions, and in-depth interviews were employed as methods of data collection. Each method of data collection employed a significant data collection tool for gathering information from informants of the study. In addition, desk review was also be used to analyze data from secondary sources. The data collection procedures and instruments are briefly discussed below.

Survey

For the quantitative part, we distributed standard survey questionnaires to randomly selected six participants from each region and two community member participants from randomly selected two Woredas of the region to assess the quantity, challenges, and attitudes toward women in the sector. In addition, the study also gathered data from randomly selected five federal courts using this tool for better clarification and quantification of results. Thus, a standard survey questionnaire with both open and closed ended questions was adapted to our context and used to collect the data from survey participants. To keep its reliability researchers pre-tested the questionnaire and rewrite it in relation to the local context.

In-depth interview

Using unstructured interview guide two men and women judges from purposely selected two woreda first instant courts of each region, zonal level, and federal level courts were interviewed. To assess their attitude toward the representation and contribution of women judges in the Ethiopian judicial system these judges were requested for an hour. In addition to this, two men and women participants from each regional community were also interviewed for further exploration of societal outlooks.

Key Informant Interviews

For the qualitative study, samples of two women judges from: 2 federal high courts (at Addis Ababa and Dire Dawa); all regions except Tigray (Amhara, Afar, Gambella, Oromia, Benshangul Gumuz, Harari, Somali, Sidama, South NNPR, and South West Ethiopia regional states) supreme courts were interviewed; and the qualitative data was gathered using a key informant interview guide. In addition, for a better understanding of the issue, men judges were also sampled and interviewed from Addis Ababa, Amhara, Harari, Oromiya, Sidama, and South NNP regional state supreme courts. Thus, a total of 30 key informant interviews were conducted with 24 women and 6 men judges at federal and regional state supreme courts.

The data collected from various sources was analyzed thematically and presented in description and table forms. Both the qualitative and quantitative findings were integrated to capture women's meaningful participation in the judicial system of Ethiopia and to identify challenges of women judges with possible solutions for the problem.

Desk review

This method was used in the inception phase to thoroughly review all relevant documents which provided substantial background information for the consultants to understand the situation regarding women's, participation in court, current status, and gaps of women in the judicial system of Ethiopia. The documents reviewed include policy, strategy documents, previous similar study reports, periodic reports, and other related documents.

3.5. Data Sources

The data collection for this study was exhaustive enough in order to ensure its credibility. To this end, the consulting team used both primary and secondary data sources. Data was collected from the primary source using various data collection strategies including key informants. Moreover, data was also drawn from secondary sources including related literature, Policy,

strategy document, previous similar reports, periodic reports, and other related documents for further clarification of the issue.

3.6. Data analysis and Interpretation

Similarly data was analyzed using both qualitative and quantitative research data analysis techniques. Qualitatively obtained data from in-depth interviews and key informant interviews were analyzed by interpreting and explaining of terms and words of study respondents. On the other hand, the quantitative data which was collected using the survey instrument (questionnaire), was also analyzed using descriptive statistics (frequency, percentages, and correlation).

3.7 Expected Outcomes

The results of this study had revealed the level of women participation in the justice system of Ethiopia, challenges of women judges and the possible way outs for the existing problem. In addition, the inquiry shows the notion of women's participation, as a human being, globally and in Ethiopia; level and meaningfulness of women's representation in the justice system, both at federal and regional level; and the challenges faced by women judges, and lawyers both at federal and regional level of the system.

3.8 Ethical Consideration

The value and quality of research must outweigh any potential discomfort, inconvenience or risk experienced by participants or other people from whom data were collected. No one was harmed or suffered adverse consequences from research activities. Thus the study was designed to ensure that respondents did not suffer physical harm, discomfort, pain, embarrassment or loss of privacy. The rights of respondents will be respected and protected. No one will be forced to participate in the study. All participants will be asked for their informed consent. To secure the informed consent, it was sought from the intended participants in a letter attached to the questionnaire which set out the purpose of the study and the potential benefits, and gave assurance of anonymity and confidentiality. Promises in this regard were observed and maintained throughout the study.

Chapter Four – Data Presentation and Interpretation

4.1 Study Participants

Out of 80 people who took the survey, 60% of them were judges working in courts at the two federal cities, ten regional states, and highest courts of the nation. The remaining 40% of survey respondents were made up of a variety of community members, legal educators, and public prosecutors. On the other hand, 60 respondents also took part in the study's in-depth interview in order to collect qualitative data. With the exception of Tigray, almost all respondents to the in-depth interviews were judges from all of the country's regional states and the two federal cities. Moreover, 30 key informant interviews with 24 female and 6 male judges of the Supreme Court were done across all of the nation's regional states.

4.1.1 Survey Participants Background Information

Variables	Sub-categories	Frequency	Per centile
Age	20-28	10	12.5%
	29-37	37	46.3%
	38-46	22	27.5%
	47-55	9	11.3%
	56 and above	2	2.5%
Marital Status	Never Married	15	18.8%
	Married	61	76.3%
	Widowed	4	5.0%
Educational Background	Elementary School	2	2.5%
	Diploma	6	7.5%
	First Degree	62	77.5%
	LLM and above	10	12.5%
Job	Judge	48	60.0%
	Prosecutor	9	11.3%
	Attorney	8	10.0%
	Driver	6	7.5%
	Secretariat	3	3.8%
	High court v/president	3	3.8%
	Court Hearing officer	3	3.8%

Table: 1 Survey Participants Background

80 people took part in the survey, and as shown in table 1 above, 60 percent of them were judges, 77.5% of all participants had a first degree, and 76.3% of survey participants were

married. Furthermore, all participants who were between the ages of 20 and 60 failed the test, while 46.3% of the total participants were classified as being under the age of 29.

4.1.2 Qualitative Respondents Profile

As it is presented blow, out of all 60 qualitative respondents 51.7% of them were men, 75% of them were married, and 65% of them were first degree holders. Besides, from all the respondents 85% were judges and 40% of the total respondents fail under 29-37 age category.

Variables	Sub-Categories	Frequency	Percentile
Sex	Women	49	54.44%
	Men	41	45.56%
	Total	90	100.00%
Age	20-28	15	16.67%
	29-37	24	26.7%
	38-46	19	21.11%
	47-54	24	26.67%
	55 and above	8	8.89%
	Total	90	100.00%
Marital Status	Never Married	17	18.89%
	Married	55	61.11%
	Divorced	10	11.11%
	Widowed	8	8.89%
	Total	90	100.00%
Educational Background	Diploma	7	7.78%
	First Degree	49	54.44%
	LLM and above	34	37.78%
	Total	90	100.00%
Job/Responsibility	Judge	65	72.22%
	Prosecutor	9	10.00%
	Attorney	8	8.89%
	assistant Judge	8	8.89%
	Total	90	100.00%
Years of Experience	1-6 Years	15	16.67%
	7-11 Years	26	28.89%
	12-16 Years	27	30.00%
	17-21 Years	12	13.33%
	22-26 Years	10	11.11%
	Total	90	100.00%

Table: 2 Qualitative Respondents Background

Out of all the respondents, while 30% of them have 12-16 years' of experience, only 11.11% of all respondents were acquired 22 and above years of work experience. Additionally, from all respondents 54.44% of the had first degree educational status while 61.11% of them were married.

4.2 The Statistical Representation of Women in the Ethiopian Judicial System

As of the data gained from all regional state and federal courts of Ethiopia, the statistical representation of women judges is very low as it is presented on the following table:

Regional states/ Federal cities	Male		Female		Total
	Frequency	Percentile	Frequency	Percentile	
Federal Court	236	69%	108	31%	344
Amhara	1366	73%	503	27%	1869
Afar	136	86%	23	14%	159
Benshangul Gumuz	160	89%	19	11%	179
Gambela	105	83%	22	17%	127
Harari	24	73%	9	27%	33
Oromiya	1640	87.5%	234	12.5%	1874
Sidama	210	91%	22	9%	232
Somali	351	93%	27	7%	378
South NNPR	609	87%	99	13%	701
South West Ethiopia	181	91%	17	9%	198
Addis Ababa City Administration	74	70%	32	30%	106
Dire Dawa City Administration	15	94%	1	6%	16
Total	5107	82%	1116	18%	6216

Table: 3 Statistical representations of women judges in Ethiopia Source: Supreme Courts' of all regional states, Federal courts, and the two City administrations.

As can be seen above, the survey data shows as there are far fewer women judges than men in all of Ethiopia's regional states and federal courts. While the Federal Courts, Addis Ababa City Administration, and Amhara & Harari regional courts all have more female justices than the other states, Dire Dawa, Somali, and South West Ethiopia have the fewest female judges of all Ethiopia's regional states. In Ethiopia, there are 82% male judges, but only 18% of judges are

female, as shown in the table, demonstrating an extremely low level of representation for female judges in the judicial system.

On the other hand, the qualitative information acquired through in-depth and key informant interviews revealed similar incongruent findings. In connection with this, a female informant who is also the vice president of the South West Ethiopia First Immediate Court made the following declarations:

“We have a very modest presence of women judges in our region—less than 10% when compared to the men judges. Even when it comes to court layers, the majority of our female judges can be found at the lower tiers, which are the Woreda courts in the area. It will be challenging to find additional female judges in the higher courts in the region and the Supreme Court of the region. I doubt there are 20 of us out of the entire 189 judges.”

According to another source from the Lideta court division of the federal first instant court:

“In our institution only around 30 percent of the judges are women. I think, only the federal high courts of the country show a relatively well-representation of women judges than the other courts in Ethiopia. To have clear data about the representation of women judges within the federal first instant court, looking to the factual data of women in the institution is very important. For your surprise, the current numbers of women judges are by far better than that of the past. For example, for the past two years, there were only 17 women judges in the high court, which currently advanced to more than 30. Thus, even if it is not enough, there is a reasonable increment of the women judges in the high court, which I represented.”

As the federal supreme court of the country set the norms and standards that were utilized in the recruiting process, the vast majority of informants who testified about it were determined to be reliable. They all concurred that the existing hiring criteria were available to any citizen with a legal degree and that the needed quota for qualified women professionals would be filled once the required number of applications had been submitted. The fact that there are so few women lawyers applying for positions, makes it extremely challenging to eliminate the gender disparities that exist in every level of court across the country. The substantial gender difference in the judicial system persists even though the crucial affirmative action for women was employed to aid the employment process.

In relation to this, a source from the Addis Ababa City Administration Supreme Court noted that a study conducted by the law research institute in partnership with Addis Ababa University

to determine the number of female students who enroll in law school and to assess the number of women lawyers in the nation sowed as to why this gender gap is still present. The study found that there was no increase in the proportion of female students enrolling in law programs nationwide, which strongly supports the persistence of gender disparities in the legal system. In general, the informant observed that while the percentage of women judges was around 35 percent, almost 75% of the administrative personnel as a whole (who receive low salary) is made up of women, compared to 50% of the registrar and assistant judges' employees being made up of women.

4.2.1 Leadership Positions and Women Judges in Ethiopia

Regions & City Administrations	Number of Female Presidents		Number of Male Presidents		Number of Courts
	Freq.	Percentile	Freq.	Percentile	
Afar	5	9.69%	47	90.41%	56
Amhara	15	7.69%	180	92.31%	195
Benshan-Gumuz	4	16.67%	20	83.33%	24
Gambella	0	0	18	100.00%	18
Harari	1	33.33%	2	66.67%	3
Oromiya	11	3.32%	320	96.68%	330
Sidama	1	11.11%	8	88.89%	9
Somali	2	1.80%	109	98.20%	111
South NNP	10	5.59%	169	94.41%	179
South West Eth.	5	7.94%	58	92.06%	63
Addis Ababa C.A	1	33.33%	2	66.67%	12
Dire Dawa C.A	0	0	2	100.00%	2
Total	55	5.56%	935	94.44%	1002

Table: 4 statistical representations of Court Presidents in Ethiopia

Source: Supreme Courts' of all regional states, and the two City administrations.

As can be seen in table 4, almost all regional state and municipal governments across the country have very few courts presided over by female presidents. In particular, the courts of the Gambella regional state and the government of Dire Dawa city are both managed entirely by male presidents, with no female court presidents present. In Ethiopia's regional governments of Somali (1.80%), Oromiya (3.32%), and South NNP (5.59%), there are only a small number of female presidents. Both the Addis Ababa city government and the Harari regional state have more female presidents than the other regional states in Ethiopia when compared to their male counterparts.

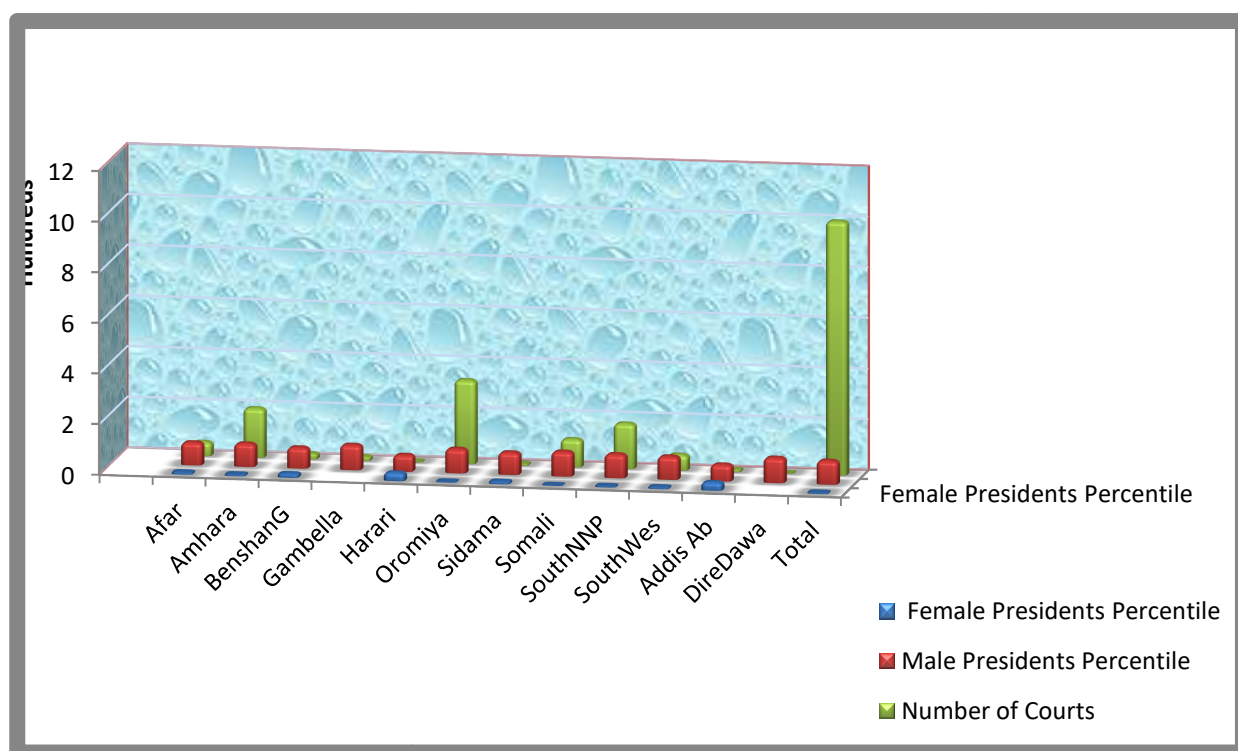


Chart: 2 Representations of Court Presidents

Source: Supreme Courts' of all regional states, and the two City administrations.

As it is presented on the above Chart (2), though most regional states of Ethiopia have larger number of courts, predominantly they are governed by male judges. Basically, the data shows as there are numerous courts particularly in Oromiya, South NNP, and Amhara regional states. Yet, as similar to other regional states or city administrations of Ethiopia, they have fewer numbers of female presidents.

Moreover, similar findings from the qualitative data also supported the survey results of the research. The data from in-depth research and key informant interviews are in agreement with the results above. As an illustration, one of the female sources from the South NNPR first instant court mentioned that of the twelve courts they supervise, women judges ruled over roughly 30% of the courts. Women judges hold over 30% of the court's senior posts, which is also true across the board. Fewer women hold leadership positions in institutions, according to the informant's knowledge; this is particularly true of higher layer courts, where there are comparatively few women leaders.

Another informant from Benshangul-Gumuz regional state high court also said as:

"Most of the time, the hiring committee at our institution is more interested in the potential of males than that of women. They continually favor men in positions of authority despite our

incredible devotion and excellent community acceptance. Even after they have been elected, they still harshly criticize and doubt the judgments, actions, and leadership philosophies of female presidents. Even if she demonstrated greater dedication, commitment, and leadership abilities, they would still prefer not to recognize her. Due to this and other problems with the recruiting committee's attitudes, court leaders at the lower levels of the hierarchy are almost entirely female, leaving very little room for authority to advance.

Additionally, a female high court judge from the regional province of Afar stated as follows:

"Even though we presently experience good community acceptance, there are a number of issues with the appointment of women to all levels of leadership within our own institution. The number is presently sharply declining in our area, and there is a lot of misinformation and doubt about our potential. Our community is currently experiencing a number of demotions rather than an understanding of and support for our societal obligations. To the best of my understanding, five female Woreda level presidents had already been demoted due to their parental responsibilities."

In light of this, it is feasible to draw the conclusion that Ethiopia's judicial system exhibits an expressly low statistical representation of women. Consequently, significant action is required from all pertinent parties in order to guarantee a more inclusive future. Additionally, the results of this study show that male judges occupy well over 80% of the leadership positions in the country's judiciary, with the majority of female court presidents being found at the lower levels of courts.

4.3 Challenges of Ethiopian Women Judges

This study also identifies the main barriers that prevent more women judges from participating at higher levels in Ethiopia's judicial system. Using different levels of agreement, survey participants disclosed the following facts about the situation as it is shown in table 3:

Variables	Participants Levels of Agreement							
	Strongly Agree		Agree		Disagree		Strongly Disagree	
	Freq.	Perc.	Freq.	Perc.	Freq.	Perc.	Freq.	Perc.
Legal institutions recruit men than women	21	26.3%	8	10.0%	38	47.5%	13	16.3%
Family duties don't allow women to become a legal professional	5	6.3%	46	57.5%	27	33.8%	2	2.5%
Women have less access to	11	13.8%	40	50.0%	22	27.5%	7	8.8%

resources to become a legal professional								
Women are less interested in law than men	9	11.3%	19	23.8%	40	50.0%	12	15.0%
Women are not enough qualified to become a legal professional	4	5.0%	7	8.8%	20	25.0%	49	61.3%

Table:4 Attitude of participants

57.5% of research participants felt that having to balance work and family obligations prevents women lawyers from performing their jobs effectively and becoming qualified lawyers. Also, 50% of study participants agreed, and 13.8% strongly agreed that Ethiopian women have less access to resources for pursuing a career in law.

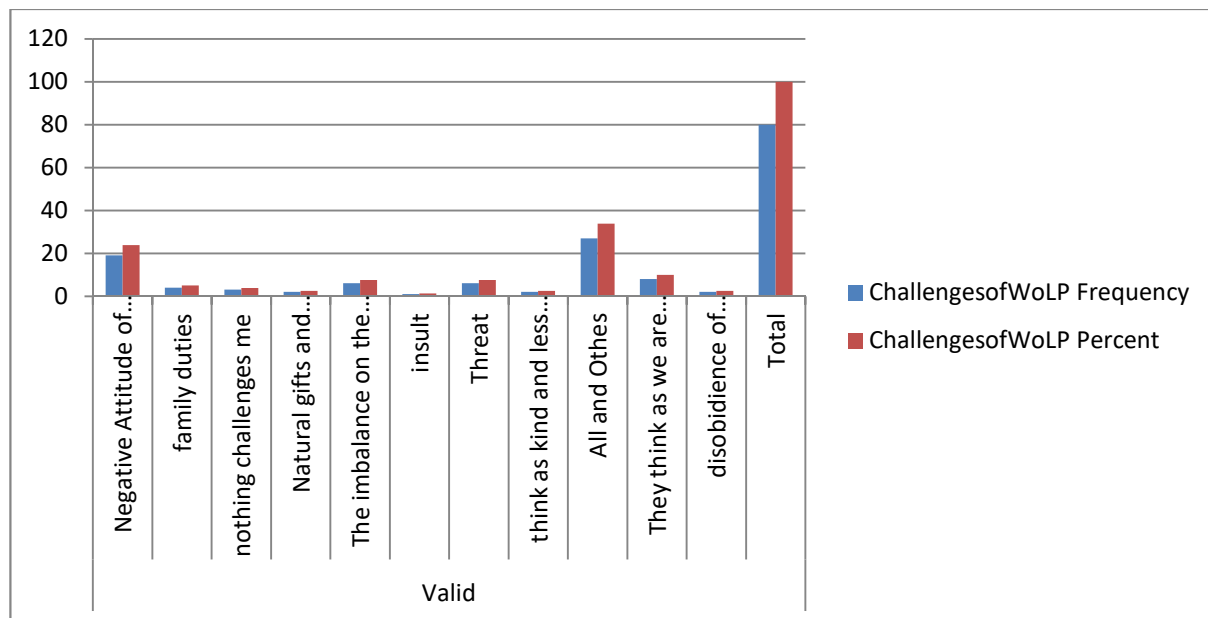


Chart: 3 Challenging factors for the practice of women judges

Also, as shown in chart 2 above, there are a number of barriers that might make the journey of women judges difficult. Out of these, the study recognized that lack of support from the community, Ethiopian women's self-awareness and dependence level, executive body disobedience, and the imbalance between the workload of a legal professional and women's household responsibilities are the main growing pains for female judges. According to the study, a combination of these and other variables have stronger effects and prevent women from pursuing careers as lawyers.

WJFeelsafeinWoEnv		
	Frequency	Percent
Yes	36	45.0
No	44	55.0
Total	80	100.0

Table: 5 Women Judges Feeling of safety

As it is presented above, 55% of the study participants think as women judges do not have safety feelings in their work environment. On the other hand, 45% of them think as there is nothing that disturbs their feeling for safety and they are comfortable in their work environments.

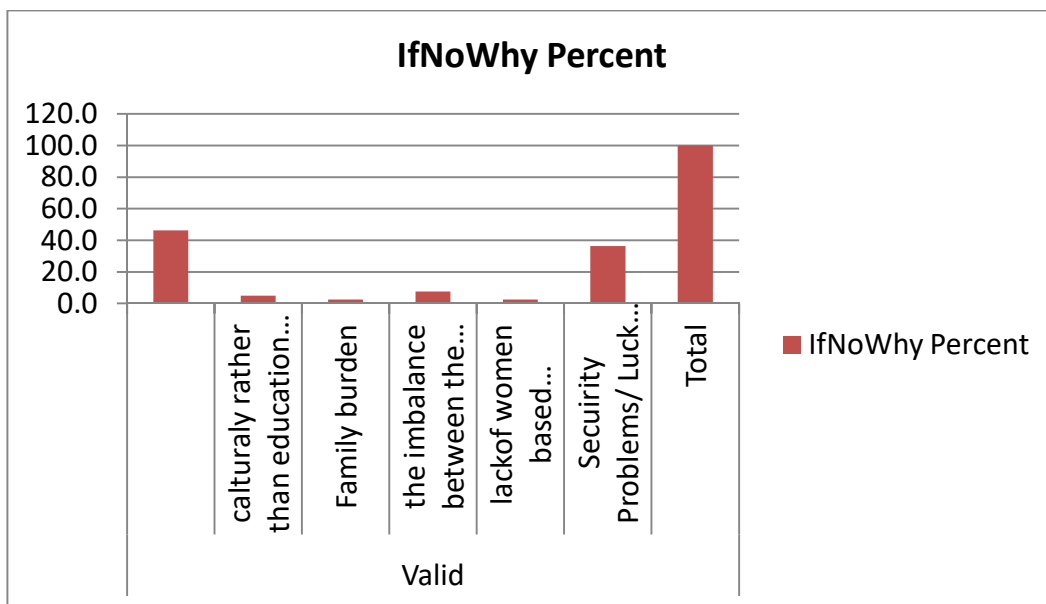


Chart: 4 Reasons for not feeling safe

According to chart 4, the major justification provided by those who believe that women experience unsafe feelings at work is the imbalance between job demands and home obligations, which is followed by a lack of adequate protection or security issues (36.3%). Based on the information presented in table 5 and chart 4, it is evident that women judges face challenges at work. Even though there are a number of other factors, the study primarily suggests that problems with adequate security or protection are what matter most.

On the other hand, the qualitative data confirmed the quantitative results by illuminating the numerous obstacles that stop women from pursuing legal professions. The first challenge women pursuing careers in law face is being unable to engage in their social lives and events, according to one of the female federal Supreme Court informants who provided qualitative information about the difficulties they face. They were unable to participate in Iddir and other neighborhoods social gatherings, for example. The informant also mentioned that because of

their responsibilities to their families, they might run into issues when trying to analyze some lengthy court documents while still carrying out their indoor tasks.

While discussing on the challenges of women face when pursuing careers in law, the male informant from the Oromiya Special Zone High Court mentioned that all of the cultural, educational, public services, childcare, elderly care, personal safety, and others have contributed to the discriminatory treatment of women in the community. The main cause of these barriers is the hostility that the society and culture have acquired towards women. The negative attitudes and perceptions of women in society are the root cause of all the challenges that women encounter. Women in the community were not given the support they required to pursue their education on an equal footing with males, which resulted in a gender imbalance in the society's overall social, economic, political, and cultural life.

The male informant from the Oromiya Special Zone High Court noted that all of the cultural, educational, public services, childcare, elderly care, personal safety, and others have contributed to the discriminatory treatment of women in the community when discussing the obstacles that women face when pursuing careers in law. The hostility that the community and culture as a whole have developed toward women is the primary source of these impediments. All of the difficulties that women face are a direct outcome of society's unfavorable attitudes and perceptions of women. The community did not provide women the attention they needed to attend their education on an equal basis with that of men, which led to a gender imbalance in the society's general social, economic, political, and cultural structure. The women did not gain the self-assurance to go to their school and then act as they pleased in the community.

Male informants from the Gambella High Court also claimed that in their community, women are more responsible than males for childcare, while legal-related duties take up more time than other jobs and prevent people from working in those sectors. According to the informant, women are also more responsible at home, which makes it difficult for them to perform all legal-related chores at once. The community has assigned them domestic and childcare duties, which prevents them from performing legal duties like the males do. According to the source, legal-related duties require greater personal security than other tasks do by nature, which again raises concerns about women's security. He thought that women are more vulnerable to security issues.

Also, a federal first instant court informant mentioned that women are more susceptible to security issues in rural locations than men are. Women may encounter various difficulties,

particularly early in their careers in the sectors, including sexual harassment and violence. The fact that their managers didn't develop confidence in them and thus thought women couldn't be judges presents another difficulty for female lawyers. The curator of the court assumed, without evaluating their knowledge and expertise that the women were not qualified to serve as judges. This is the significant problem the women are facing in the court. As a result, the supervisor assigns them to places that are either assumed to handle relatively simple problems or don't have any instances at all.

Regarding the challenges that women are receiving in the court, one of the female informants from the Benshangul Gumuz zonal court orated that since we are the result of society's enculturation, it is very difficult for her to say that there is no discrimination in the court. She said that there are different forms of discrimination and gender-based harassment. Therefore, some of the harassment may be reflected in the court against gender differences. Different forms of harassment such as work-based harassment, facility-related harassment (e.g. toilet-related), and boss harassment, etc. are the harassment that is experienced in the court. This harassment was identified by a study in the institution recently. The informant also noted as there may be other forms of harassment in the institution, but still did not identified.

One of the informants from the Amhara first instant court remembered, as there were complaints or petitions on the registrar and assistant judges concerning sexual harassment, which resulted in the dismissal of the registrar worker from the position based on the petition applied to him by female customers. The informant also said that most job-related sexual harassment is hidden by its nature and very difficult to solve.

Besides, another informant from the Sidama first instant court also believed that to join law school and work in the legal professions, one needs to have good grades in the entrance exam. However, due to several social and cultural barriers, the women did not treat well in the community to study hard and score good grades equally with the men. Therefore, the first and the base discrimination they are encountering starts from their school. The existing social, cultural, educational, and other systems did not attract and support both genders equally. Every family is giving the due support to study after school merely to men than women whereas the women are encouraged to handle the indoor tasks and help their mothers rather than reading their exercise books. Due to this, very few women join legal-related work at all.

In addition, an informant from the Afar Supreme Court orated that due to indoor and nurturing responsibilities they have, most of the time, the women themselves did not prefer to join the

court by giving the priority to their kids and their family. Sometimes, due to the health difficulties, they encounter during delivery, sometimes they were not able to handle some court cases and thus, they are obliged to leave the court. Moreover, the informant also noted that the husbands might impose them to leave their job to take care of their children. Most of the time women that have children are always under pressure to continue their job.

To sum up, the study quantitatively and qualitatively depicted as there are various community based, personal, resource wise, and practical obstacles that deter Ethiopian women from becoming a legal professional. Thus, study participants believed as though the above mentioned snags are laying their heavy unhealthy pressure, still now Ethiopian women judges are hardly struggling to play their expectations.

4.4 Societal Attitude toward Women Judges in Ethiopia

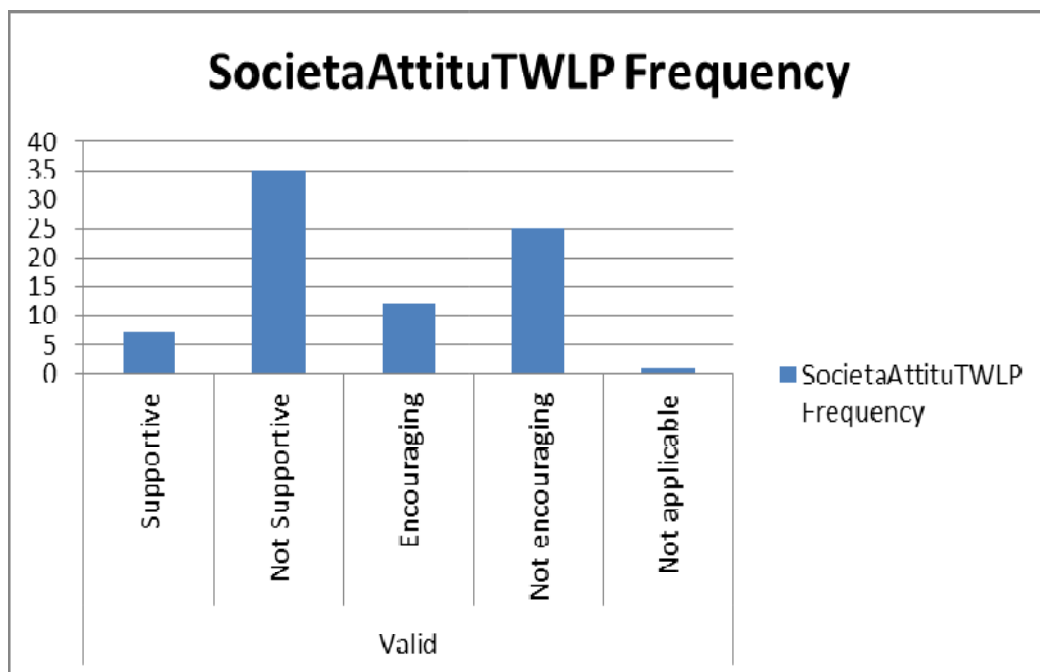


Chart:5 societal attitudes toward women Judges

As the chart above depicted, almost above 70% of study Participants agreed as here in Ethiopia the attitude of the community toward a meaningful participation of women in the judiciary system of the country is highly disobliging and discouraging. Rather than encouraging and supporting our community tends to show negative attitudes which will challenge the contribution of women judges.

Incongruent with the survey participants' response, the qualitative data also depicted as there is huge understanding gap among the community.

In proof of this, a female informant from the Benshangul Gumuz Supreme Court noted that there is no restriction in the community to play legal professional roles according to their gender. Every member of the community is well come to join the law school as well as the legal professions. Before responding to the question by saying that it is allowed or not allowed to play as a legal professional in society; the informant prefers to address the issues or the areas where they (the women) are serving the community. For the informant, the women have the right as well as the capacity to be and to serve as public servants, as a lawyer, a judge, Prosecutor, informative or others, or privately as Legal advisors.

Therefore, the key question here is that, according to the informant from Amhara high court, the community allows women to serve as public servants, a lawyer, a judge, Prosecutor, and informative, others, or privately as legal advisors. For him, the community has no restriction on women to serve in those legally related roles. However, the informant noted that society has little trust in women's legal officers due to some social, cultural, and experiential biases. Since the women are treated in an ill manner in the community, they have some difficulties to win the belief and trust of the community in the legal streams. The informant added that the community did not believe that women are successful in the legal profession at all.

Another informant from the Somali Supreme court said that:

“The law profession is a profession that needs more caution and time than other fields. Similarly, legal-related work needs more caution than other works. Therefore, in addition to the indoor and nurturing responsibilities that the women are burdening, court works became difficult for them. Moreover, sometimes the community did not feel good towards the women judges, particularly in rural areas. The rural community has not developed confidence in the work of the women judges.”

The informant also said that when he was at the district court in his past carrier, he experienced some incidents that confronted the women judges resulting in their gender. The community believed that the women were not able to give them justice and thus some individuals are confronting them directly even in court. For the informant, all these problems resulted from the community's negative perception that says women were not able to be a judge.

Similarly, another female informant from the federal first instant court said that:

“It is obvious that there are different forms of discrimination in different sectors of the community. For example, some individuals are abandoning women judges and searching for

male judges in the court due to the negative attitude that exists in the community. When three judges head the courts, some customers prefer to talk to the male judges by ignoring the women judges of the court. ”

Similarly, a male informant from Amhara Supreme Court (Judge) noted that since we are in Ethiopia, it is obvious that there is no equal room for both males and females. According to this informant, the Ethiopian community gives low status for women in all working areas except at home burdens. Therefore, he concluded that it is very difficult to say that there is equal treatment between men and women in the community; women did not treat in a good manner in the community due to the community’s cultural reasons. The existing cultural trends of the society did not treat both men and women in an equal manner.

An informant from Oromiya special zone high court also revealed that religion has also its own impact on women in the community. For him, some religions did not allow women to become the frontiers and lead the congregation, which influences them in different directions.

Additionally, another male informant from the federal first instant court agreed with the idea that it is difficult to say there is equal treatment between both sexes in our community. According to the informant, there is a division of labor in the community that gives almost all indoor tasks to women whereas all the outdoor tasks are given to men, which open the door for the discriminatory treatment of women in the community, especially in the rural areas of the country. For example, the women were not able to go out to play football like the men do or they did not walk out with men. He also said that most of the time, the men have enough time to study after school whereas the girls have no time to study due to the indoor tasks they are given in the family.

Furthermore, the male informant believed that due to the existence of several work burdens of the women in the community, in addition to some nature-gifted burdens of women, the women were not able to join law school at the beginning. Primarily, the women were not able to join the school due to the social, cultural, and other burdens they have in the community. In addition, if they passed several obstacles and joined tertiary education, again it is more difficult for them to graduate from the universities due to the multi-faceted social burdens. Moreover, even if they graduated from the university, their family members, friends, and the community imposes on them not to join legal-related services and encourage them to join other jobs that they believe it as easy and simple to operate. Due to these several discriminatory treatments, the women themselves were convinced to accept the jobs that they believe were simple and

easy, and safe for them. Therefore, even if there is no clear restriction on women to join law school and become lawyers, the above-mentioned data reveal that the amount of women lawyers is very few.

4.4.1 Family members and friends reaction for Choosing the Profession

As it has been depicted blow, even family members and close friends of have their own impact on the decreased number of women judges in the judicial system of the country. Out of 40 women judges only 12 (30%) of them responded as they had very good family and close friends outlook while they decide to join the profession. On the other hand, 20 (50%) of them faced very bad and bad attitude for decide on joining this profession while 3 (7.5%) of them got moderate level of acceptance and the rest 5 (12.5%) the respondents had good attitude.

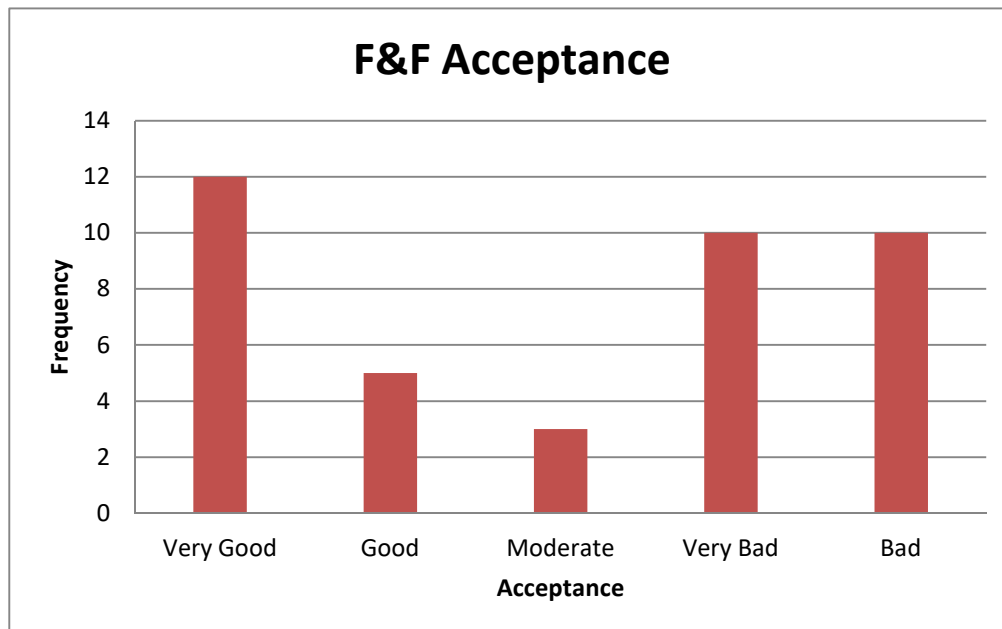


Chart: 5 Families' and close friends' acceptance level

As the data gathered from female judges shows there is also deterring or motivating guidance to change their profession even after joining the profession. The following table shows the level of pressure exerted on female judges by their own close families and friends to change their profession.

Advise to Chan		
Levels of pressure/upkeep	Frequency	per cent
Deterring Guidance	28	70.0%
Supportive Guidance	12	30.0%
Total	40	100.0

Table: 6 Families' and Friends' guidance

As presented on the above table, out of 40 women judges 28 (70%) of them revealed as they face intimidating advice and high pressure to change their profession while 12 (30%) of the respondents replied as they have encouraging or supportive guidance to keep their profession. Moreover, as the data gathered through survey also reveals, those families and friends have their own reasons for forwarding the above depicted pressuring or up keeping attitudes toward female judges. The following chart shows the major reasons the fears and impacting guidance of female judges' families and friends:

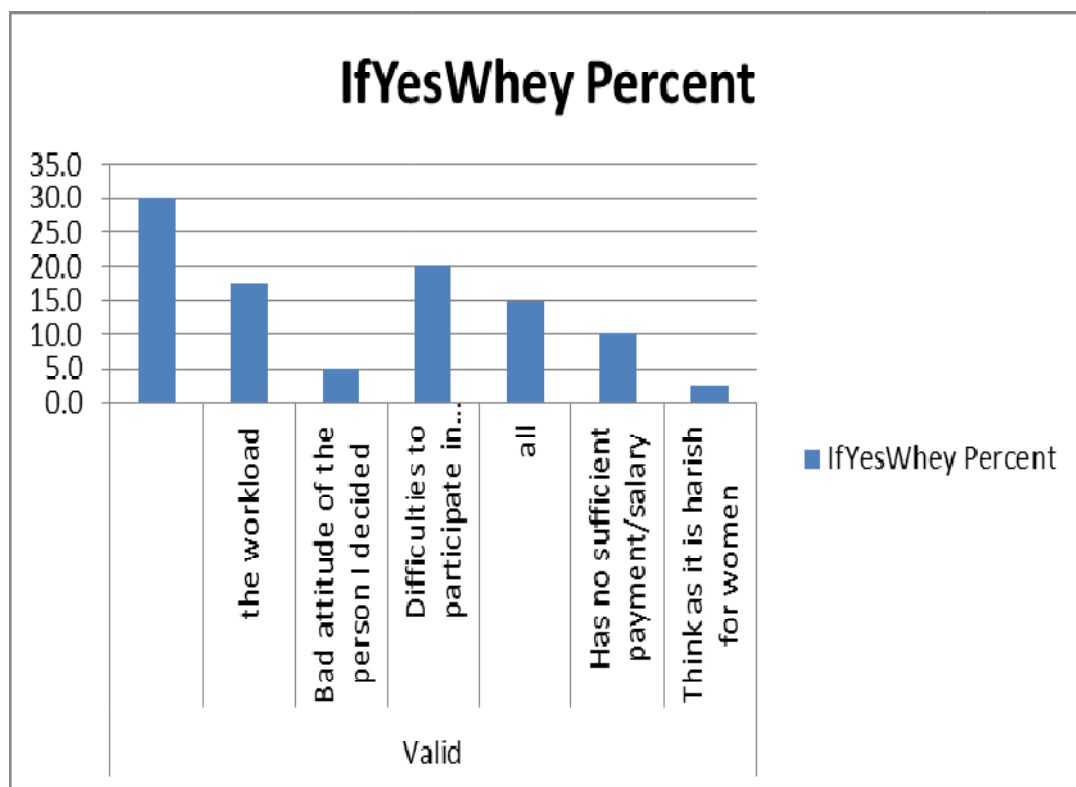


Chart: 7 Reasons for families and close friends reaction

Out of the major reasons families and friends of female judges forwarded were, women judges' inabilities to participate in major social events due to the workload, the incompatibility of the workload and their family life, and various interrelated challenges they face due to this profession have been identified as the leading ones, respectively. Beside these leading reasons,

they also have concerns for the unsatisfactory salaries of judges in comparison to their burden, bad attitudes and threat of revenge forwarded from accused and the harshness environment of the profession.

Nevertheless, beside the above data the study results also show as nearly there are also families and friend who have a positive attitude and proud to have such professional person within their families and friends circle. Though the data shows only 30 % of female judges families and friends are supportive (encouraging), study participants revealed as having the profession by itself has a great respect and grace within the community.

Similar to the quantitative results, in-depth and key informant interviews data also shows alike results.

One of the woman informants from the federal Supreme Court noted that the reaction and acceptance of her family and friends was very good and welcomed. The informant said that all the family members and her friends were very happy due to her educational accomplishments by having a relatively high entrance exam result. According to the informant, she scored good grades and fulfilled her interest by joining law school thrilled all of her family and friends as a whole and thus she received all the necessary support from all to join this profession later.

On the other hand, an informant from Sidama Woreda court said as she highly struggled and still facing highly disappointing attitude toward her profession from her family. As of her words:

“Rather than the societal contribution that I am contributing on the keeping justice, all they can see is the danger and challenging issue that I am exposed to. They always thought about negative things and warn me to resign and search for other better settled professions.”

Correspondingly, an informant from Somali Woreda court also said as:

“Except my father almost all family members and my best friends still didn’t like my choice. They all think as beside burden, unbalanced workload, and busy life style all believed as it adds nothing to my life. They always keep nagging me why should I suffer with this great performance and excellent field of study, while I have a golden opportunity to work on various national and international NGOs. Though sometimes they feel proud by the responses from some of the community members, mostly they thought as the profession by its nature has various dangers and struggling conditions and it is tough for women.”

Another informant from Amhara high court also said as due to the deep rooted negative outlooks of the society toward women, most of my family members are in quarrel with what I do. The informant affirmed that, though some of them thought about the challenge that she face due to her profession, most of them think as it is not an imaginable profession for women.

To sum up, all the sources of this study revealed as there is a negative and discouraging attitude toward female judges in Ethiopia. Though the data shows some supportive and encouraging societal outlooks, mostly even the nearest ones forwarded highly discriminating and demotivating viewpoints. Most of them also confirmed as this the existing bad outlook is resulted from the negative attitude of the society towards women.

4.5 Possible Solutions to address challenges of Ethiopian Women Judges

One of the female informants from the Harari Supreme Court believed that there should be some reforms that help women in the judiciary system of the country. Providing and facilitating different training opportunities for women judges might help them to be more effective in their profession. There were some women sponsoring organizations that supported and upgraded so many women lawyers, and thus such sponsoring organizations are very important to upgrade the knowledge and skills of women lawyers and it has been continued. To help women to execute their whole capacity in the court system, some institutional changes or reforms are inevitable.

A South Nation Nationalities and Peoples Regional State zone high court informant said there should be a reform in this area beginning with recruitment and moving on to training measurement and evaluation. The application process needs to take into account the difficulties faced by female applicants to law school and provide assistance in overcoming those difficulties. Measurement and assessment should be changed to take into account the difficulties women face in training and to support them in achieving greater success. Affirmative action for women is necessary to close the gender gap in the society. Having institutional changes that take into account the hiring of women in the legal field and other fields is crucial, according to the sources. Moreover, it's crucial to publicize the rules that support women in all spheres of life, including the court system specifically. For instance, in addition to the birth leave, there should be a time adjustment for them that enable them to care for and feed their infants at work or another location that is in line with their job.

The other informants from Amhara first instant court also believed that bringing the social and institutional reforms working on having a large number of female judges comes first. The educational and training system has to undertake some reforms that reconsider increasing the number of qualified women lawyers very important. To this end, the existing social and cultural system of society has to give equal opportunities for both sexes in every sector including the legal professions.

One of the female informants from South West Ethiopia Supreme Court believed that to address the social and cultural issues that are encountered by women lawyers in the justice system of the country, there should be room for women to be leaders in different sectors. In addition, there should be research-based or interest-based training for the women that may help them to fill their gap areas.

In addition, a high court informant from the Oromiya special zone highlighted the importance of working to alter the patriarchal social structure that undercuts women's status in the community. Every member of the community must be persuaded that women are capable of performing all jobs just as well as males do. In order to bring about an attitude shift where women are expected to work in any industry they choose without any limitations or modifications, there should be some community-supportive training materials. To persuade the community of the importance of closing the gender disparity in the community, some awareness-raising initiatives are also necessary.

According to one of the female informants from the first instant court in Somalia, women judges are frequently offered opportunities for relevant training to increase their skills. Despite sending the women to the training, there is no post-training job evaluation to gauge their performance. It is therefore very challenging to determine whether or not the instruction supported them. However, other evaluation processes are regularly used to gauge the judges' performances by interested parties, beginning with the boss and moving up to the clients. It is feasible to estimate and determine the overall performance of the judges through such performance measurement and evaluation mechanisms. The year's top performer will be determined by how these accomplishments are evaluated. For instance, the informant mentioned that during 2013 E.C., the majority of the assistant judges received recognition while only about half of the judges received achievement awards. On the other hand, women are compelled to attend the training despite societal, familial, and nurturing pressures. The majority of social and nurturing pressures are still present, and the women face difficult circumstances when trying to attend different training sessions on top of their regular

responsibilities. There are comparatively few chances for on-the-job training for women professionals in the area.

The majority of the time, trainings are conducted outside of the city to remove all participants from their jobs and enable them to concentrate solely on the training, according to sources from the Benshangul Gumuz High Court. The women who had just given birth or who were experiencing health issues connected to delivery did not go to the training, and if they were required to go, they would not be happy about it. Men are more free to undergo training when compared to women when it comes to leaving the house.

In relation to this, one of the sources from the federal high court claimed that some female judges who have recently given birth start to decline such trainings that are conducted outside of the city. Additionally, she mentioned that training chances have begun to be offered in the city, which is attracting all the female judges. According to the informant, women are more effective than males at participating in such training and performing well at work.

The recruitment of the judges was clearly handled by the federal judges' administration committee, according to a female informant from the Gambella first instant court. The council first uses all appropriate methods to notify all citizens who meet the minimal requirements of any openings. There are no other steps taken to close the gender gaps in the court during the hiring process, other than to state that women are highly encouraged to apply.

On the other hand, one of the Dire Dawa high court sources felt that there were some affirmative actions taken for the female candidates, beginning with lowering the cutoff for women, making the questions simpler, and easing the criteria. For instance, the informant believed that during the most recent appointments of judges, nearly equal opportunities were provided to both sexes, or that an equal number of women and men's judges were appointed. Therefore, even though it is insufficient to address the issues of the gender gap in the legal system, the informant thought that comparatively better work was being done in the country's courts and justice institutions to select women attorneys.

A female informant from the Harari Supreme Court made the observation that women must work diligently with the Ethiopian Women Lawyers' Association as one of the coping strategies. Female judges are required to cooperate with any relevant civil or governmental for women organizations in order to identify the issues and provide quick solutions. She further advised them to work on challenging and changing their own children's and the younger

generation's perspectives on gender equity in order to address these pervasive issues. The greatest discipline for preventing discrimination and maintaining justice in the society is being a judge, so the informant advised every woman to enroll in law school to protect her rights.

Additionally, one informant from Afar high court recommended that they (the women) have to work hard and read more to update their legal knowledge and skill, and they have to upgrade themselves to compete with men. He also noted that there should be some institutions or structures that help women to go to their work with their newborn babies.

Another informant from the SNNP regional state high court felt that institutions (the court) needed to set up some unique spaces that allowed women to take breaks at work during their periodic natural conditions or health difficulties, as well as the essential child-care services for their kids. Other copying mechanisms for women judges also include paying them an attractive salary, setting up house amenities, offering transportation, and providing other facilities.

Moreover, despite the fact that the country's laws do not support it, one informant from the Dire Dawa first instant court observed that there are some encouraging mechanisms in their court. For instance, the informant stated that, in addition to the mandated leave, their organization permits female judges to miss up to six months of work in order to give birth. The source further stated that while on their parental leave, they were given some legal cases to review at home and were then given rewards for their labor. Another informant from the federal high court stated that their court did not dispatch judges with reasonable health issues, elderly women, or judges with new babies to the countryside for the Round Hearing cases “ተዘዋዋሪ ችሎታ”.

Chapter Five - Conclusion and Recommendation

5.1 Conclusion

In conclusion, Ethiopia's judicial system shows an especially low statistical representation of women, needing significant action from all relevant institutions to assure a more inclusive future. There are just 18% female judges in our country's judicial system, which shows the extraordinarily low presence of female judges in the legal system, which is filled with 82% male judges. The report also shows that male judges hold well over 94% of the leadership positions in the country's judiciary, with the bulk of female court presidents being found at the lower levels of courts.

In addition to their lower statistical representation in the system, women judges also face a number of obstacles on their path to the bench. The study found that the main growing pains for female judges are a lack of support, the community's negative and discouraging attitude, the level of self-awareness and independence of Ethiopian women, executive body disobedience, and the imbalance between the workload of a legal professional and women's household responsibilities. A combination of these and other factors have stronger effects and discourage women from pursuing careers as lawyers in general.

Moreover, the study came to the conclusion that the recruitment process needed to take into consideration the challenges faced by female judges and offer assistance in overcoming those challenges. In addition to the birth leave, it should be possible for women judges to care for and feed their infants at work. Furthermore, if women judges have access to and support for a range of training opportunities, they may be more successful in their jobs.

5.2 Recommendations

Based on the findings of the study the following recommendations suggested to different concerned bodies that are working and want to work to improve the Representation of Women in the Ethiopian Judiciary systems.

- ✓ Governmental commitment should be strong in addressing the gender gap, issues pertaining to women, and the difficult circumstances facing female judges.
- ✓ Judicial policy in general and gender policy in particular is significant to alter the legal gaps in the area
- ✓ The educational and training system of the country has to undertake some reforms that reconsider increasing the number of qualified women lawyers.
- ✓ To fill the gender gap demonstrated in law school and in judiciary, both the community and the government have to keep girls in school.
- ✓ There should be a reform in measurement and evaluation process, which considers the challenges of women in the area.
- ✓ There should be a room for women representatives in the recruiting and nominee body or committee.
- ✓ Women professionals have to work hard and read more to update their legal knowledge and skill, and they have to upgrade themselves.
- ✓ There should be institution based mentorship and coaching programs among senior women and young women professionals.
- ✓ There should be research-based or interest-based training for the women that will help them to fill their skill based gaps in the areas.
- ✓ The judiciary institutions have to design on job training for women judges that may help them to upgrade their skill.
- ✓ The judiciary institutions have to design a scholar opportunity for women judges that may help them to upgrade their skill in to management positions and to become the top leaders of their institutions.
- ✓ There should be some community-supportive pieces of training regarding bringing an attitudinal change to have faith in women's ability and choice of profession to work in every sector that they want without any restrictions and alterations.

- ✓ Women judges should have to participate in solving these deep-rooted attitudinal problems by challenging and altering their own children and the young generation outlook regarding gender equality.
- ✓ The government and non-governmental organizations, for example, gender based CSO, have to work toward awareness creation regarding the importance of women representation in every sectors in general and in judiciary institutions in particular.
- ✓ Institutions (the court), that need women's services, have to arrange some special places at their work that help the women to have some rest at work during their health and periodic difficulties with the necessary day care services for their children.
- ✓ Since half of the population is women, include women and girls in any decision-making activities are an additional asset.
- ✓ Facilitating and delivering the necessary training for all stake holders regarding the significance gender equality and women representation in different public sectors may help to enhance the speed of the representation process.
- ✓ Providing the necessary economic empowerment for women is also another important area that helps to fill the gender gaps.
- ✓ Promoting women's equal representation in leadership in the world of work help to investing in a future of work that works for women.
- ✓ The government has to promulgate an additional policy framework that helps to ensure gender representation such as additional incentives for women.
- ✓ The CSO or other professional associations that aimed to work around gender have to design a gender equality support campaigns.
- ✓ The higher education institutions in general and law schools in particular have to design the recruitment criteria that may support them to enhance the women participation in the legal professions.
- ✓ Since the problem is highly important and is in an unexplored region, more study and academic evaluations are required.

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Appendixes

Appendix: I Instruments of data collection

Questionnaire for Women Judges

I am _____ from the Grand Law Firm LLP, a research firm based in Addis Ababa. Grand Law Firm LLP has been commissioned by TIMRAN to study the increasing evidence for advocacy for women's equal representation at the judicial organ of Ethiopia.

Dear respondent, the goal of this study is to explore potential challenges of Ethiopian women in the judiciary, to assess the attitudes of the community toward Ethiopian women in the judiciary, and to figure out possible ways out for exciting hindrances of Ethiopian women in the judiciary. The findings from this study will be used to support policy advisory and advocacy to strengthen the participation of women in the judicial system. Your identity and the information you provide in this questionnaire will remain confidential, hence I ask you be honest and forthcoming in your response. Thank you in advance for your valuable time and honest answers.

Section 1: Identification

1. Interviewer's Name: _____
2. Questionnaire ID Number: _____
3. Region/Woreda: _____

Section 2: General Information

1. Age: _____
2. Educational level: _____
3. Marital status (Never married=1; Married=2, Divorced=3; Widowed= 4): _____
4. What is your role in the organization you are working in? (Judge=1; Prosecutor=2, Attorney=3):

5. Do you have any family members in the legal profession? (Yes=1; No=2): _____
6. How long have you been working in your position? (In years) _____

Section 3: Socio-cultural context

7. How did you choose to become a legal professional? (Self-interest= 1, Recommended by friends= 2, Recommended by parents= 3, Recommended by a legal professional= 4): _____
8. What was the reaction/acceptance of family/relatives for joining your profession? (Very good=1; Good=2; Moderate=3; Bad=4; Very bad=5): _____
9. Did any of your family members/relatives advised you to change your profession? (Yes=1; No=2):

9.1.If 'Yes', why did they advised you to change your profession?

Section 4: Workplace Experience

10. What were the main challenges that you faced when you started working as a woman legal professional?

11. Tell me about the challenges you face in dealing with clients.

12. How will you describe the working environment of bars/courts for female legal professionals? (Healthy=1; Moderate=2; Unhealthy=3; Unbearable=4; Not applicable=5): _____

13. How do you describe the attitude of senior legal professionals? (Supportive=1; Not supportive=2; Encouraging=3; Discouraging=4; Not applicable=5): _____

14. How is the experience of working with senior male legal professionals? (Supportive=1; Not supportive=2; Encouraging=3; Discouraging=4; Not applicable=5): _____

15. Have you experienced any difference of behavior in terms of support between your male and female colleagues? (Yes=1; No=2): _____

15.1. If 'Yes', what are the differences that you observed?

15.2. If 'Yes', why do you think those differences exist?

16. In which field you work more? (Family case=1, Criminal case=2, Commercial case=3, Others=4 (Please specify _____))

16.1. Please explain why you work more on the field?

17. Do you think that being a woman confines you to practice specific areas of law only? (Yes=1; No=2): _____

17.1. If 'Yes', to which specific areas of law are you mostly confined to? (Family case=1, Criminal case=2, Commercial case=3, Others=4 (Please specify _____))

18. Do you participate in meetings and discussions? (Yes=1; No=2): _____

19. Have you ever felt as an outsider in such gatherings? (Yes=1; No=2): _____

19.1. If 'Yes', what do you think is the reason?

20. Have you ever been treated as an outsider? (Yes=1; No=2): _____

20.1. If 'Yes', what do you think is the reason?

21. Is there a behavioral change that you adopted to decrease gender identification at the workplace?
(Yes=1; No=2): _____

21.1. If 'Yes', what kind of changes have you made?

22. Do you feel safe in your work environment? (Yes=1; No=2): _____

22.1. If 'No', why do you feel unsafe?

23. Have you overcome the challenges you faced on starting your profession? (Yes=1; No=2): _____

23.1. If 'Yes', how did you overcome them?

Section 5: Institutional Context

24. Do you know any women lawyers' association? (Yes=1; No=2): _____

25. Are you a member of any such women lawyers' association? (Yes=1; No=2): _____

25.1. If 'No', why are you not a member?

26. Do you feel contented with your earnings? (Yes=1; No=2): _____

26.1. If 'No', why are you unsatisfied?

27. How do you see your growth in your legal career? (Very positively=1, Positively=2, Neutral=3, Negatively=4, Very negatively=5): _____

28. Have you ever felt like quitting the profession because of the difficulties you face? (Yes=1; No=2): _____

28.1. If 'Yes', was gender bias one of the reasons? (Yes=1; No=2): _____

28.2. What were the other reasons that made you consider quitting the legal profession?

29. Do you enjoy your work/profession? (Yes=1; No=2): _____

29.1. If 'No', what are the main reasons that make you not to enjoy your profession?

30. Would you suggest this profession to other women? (Yes=1; No=2): _____

30.1. If 'No', what are the main reasons that you don't recommend the profession to other women?

Section 6: Attitude towards women's participation in the judiciary system

Under this section, there are six statements, and under each statement there are four choices offered.

Please put 'X' mark on the box that best represent your level of agreement or disagreement to each one of the statements.

No.	Attitude towards women's participation in the judiciary system	Strongly Agree	Agree	Disagree	Strongly Disagree
31.	Legal institutions are more likely to recruit men than women	☐	☐	☐	☐
32.	Family duties don't allow women time to become a legal professional	☐	☐	☐	☐
33.	Recruiters are more likely to recruit men than women	☐	☐	☐	☐
34.	Women have less access to resources to become a legal professional	☐	☐	☐	☐
35.	Women are less interested in law than men	☐	☐	☐	☐
36.	There are not qualified women for becoming a legal professional	☐	☐	☐	☐

Questionnaire for Other study participants

I am _____ from the Grand Law Firm LLP, a research firm based in Addis Ababa. Grand Law Firm LLP has been commissioned by TIMRAN to study the increasing evidence for advocacy for women's equal representation at the judicial organ of Ethiopia.

Dear respondent, the goal of this study is to explore potential challenges of Ethiopian women in the judiciary, to assess the attitudes of the community toward Ethiopian women in the judiciary, and to figure out possible ways out for exciting hindrances of Ethiopian women in the judiciary. The findings from this study will be used to support policy advisory and advocacy to strengthen the participation of women in the judicial system. Your identity and the information you provide in this questionnaire will remain confidential, hence I ask you be honest and forthcoming in your response. Thank you in advance for your valuable time and honest answers.

Section 1: Identification

4. Interviewer's Name: _____
5. Questionnaire ID Number: _____
6. Region/Woreda: _____

Section 2: General Information

37. Age: _____
38. Educational level: _____
39. Marital status (Never married=1; Married=2, Divorced=3; Widowed= 4): _____
40. What is your role in the organization you are working in? (Judge=1; Prosecutor=2, Attorney=3): _____
41. Do you have any family members in the legal profession? (Yes=1; No=2): _____
42. How long have you been working in your position? (In years) _____

Section 3: Socio-cultural context

43. What major reason do you think will initiate women to become legal professionals? (Self-interest= 1, Recommended by friends= 2, Recommended by parents= 3, Recommended by a legal professional= 4): _____
44. What do you think is the reaction/acceptance of family/relatives for women legal professionals? (Very good=1; Good=2; Moderate=3; Bad=4; Very bad=5): _____

Section 4: Workplace Experience

45. What do you think are the main challenges of woman legal professionals?

46. How will you describe the atmosphere of bar/courts for female legal professionals? (Healthy=1; Moderate=2; Unhealthy=3; Unbearable=4; Not applicable=5): _____

47. How do you describe the attitude of society toward female legal professionals? (Supportive=1; Not supportive=2; Encouraging=3; Discouraging=4; Not applicable=5): _____

48. Do you think that being a woman confines women to practice specific areas of law only? (Yes=1; No=2): _____

48.1. If 'Yes', to which specific areas of law are they mostly confined to? (Family case=1, Criminal case=2, Commercial case=3, Others=4 (Please specify _____))

49. Do you think women feel safe in their work environment? (Yes=1; No=2): _____

If your answer is 'No', please explain why?

Section 5: Institutional Context

50. Do you know any women lawyers' association? (Yes=1; No=2): _____

51. How do you see women judges' growth in their legal careers? (Very positively=1, Positively=2, Neutral=3, Negatively=4, Very negatively=5): _____

52. Do you think women judges enjoy their work/profession? (Yes=1; No=2): _____

52.1. If 'No', what do you think are the main reasons that make them not to enjoy their profession?

Section 6: Attitude towards women's participation in the judiciary system

Under this section, there are six statements, and under each statement there are four choices offered.

Please put 'X' mark on the box that best represent your level of agreement or disagreement to each one of the statements.

No.	Attitude towards women's participation in the judiciary system	Strongly Agree	Agree	Disagree	Strongly Disagree
53.	Legal institutions are more likely to recruit men than women	☐	☐	☐	☐
54.	Family duties don't allow women time to become a legal professional	☐	☐	☐	☐
55.	Women have less access to resources to become a legal professional	☐	☐	☐	☐
56.	Women are less interested in law than men	☐	☐	☐	☐
57.	There are not qualified women for becoming a legal professional	☐	☐	☐	☐

In-depth Interview Guide Prepared for Women Judges

Introduction to the study

I am _____ from the Grand Law Firm LLP, a research firm based in Addis Ababa. Grand Law Firm LLP has been commissioned by TIMRAN to study the increasing evidence for advocacy for women's equal representation at the judicial organ of Ethiopia. In this regard, we are consulting with national and regional level presidents and judges to capture women's meaningful participation and challenges in courts.

The goal of this study is to explore potential challenges of Ethiopian women in the judiciary, to assess the attitudes of the community toward Ethiopian women in the judiciary, and to figure out possible ways out for existing hindrances of Ethiopian women in the judiciary. The findings from this study will be used to support policy advisory and advocacy to strengthen the participation of women in the judicial system.

The interview will take close to an hour. I will be taping the session because I don't want to miss any of your comments. Although I will be taking some notes during the session, I can't possibly write fast enough to get it all down. All responses will be kept confidential. This means that your interview responses will only be shared with research team members and we will ensure that any information we include in our report does not identify you as the respondent.

Introduction

1. Gender: _____
2. Age: _____
3. Level of Education: _____
4. Marital status: _____
5. Is there any family member in the legal profession?
6. Can you tell me a bit about your role as a government official?
7. How long have you been here?
8. What are your responsibilities?

The Socio-cultural Context

I am keen to understand the social-cultural issues that is directly or indirectly related to women legal professionals.

9. What are the reasons for you to choose to become a legal professional?
10. What was the reaction and acceptance of your family members and friend on choosing the profession?
11. Are women and men treated differently for cultural or religious reasons in this community?

12. Are women permitted to assume legal professional roles in society?
13. Are practices that lead to disparate treatment among women and men upheld based on cultural or religious issues?
14. Are women involved in discriminatory treatment themselves?
15. What social issues may serve as a barrier for women to enter the relevant profession: customs, education, public services, child care, elder care, or personal safety?

Workplace Behaviour Experience

16. What were the main challenges that you faced when you started the profession?
17. What are the issues you face on daily basis in your professional life?
18. Tell me about the challenges you face in dealing with individuals outside the legal institutions you work in.
19. Can you tell me about your experience of working with senior legal professionals?
20. Do you feel or are you confined to certain legal cases?
21. Were there instances that you are required to change your behaviour because of gender bias?
22. Have you ever faced threatening situations in the profession?

Job Satisfaction

23. Tell me about a moment/incident that made you feel proud as a woman legal professional.
24. Do you see a career development as a woman legal professional?
25. Tell me about an incident which made you feel dishearten/demotivated?
26. Do you think that male counterparts are making more money and getting high positions?
27. Do you enjoy your profession?

Recommendations

I would like you to elaborate a bit about the way outs and recommendations to the problems that you mentioned earlier.

28. What institutional (federal, regional, wereda level) changes or modifications are needed to better include women in the judiciary system?
29. What social or cultural issues need to be addressed for better inclusion and representation of women in the judiciary system?
30. What solutions and coping mechanisms have you used to overcome the challenges you faced from the start of your legal profession?

In-depth Interview Guide Prepared for Male Judges

Introduction to the study

I am _____ from the Grand Law Firm LLP, a research firm based in Addis Ababa. Grand Law Firm LLP has been commissioned by TIMRAN to study the increasing evidence for advocacy for women's equal representation at the judicial organ of Ethiopia. In this regard, we are consulting with national and regional level presidents and judges to capture women's meaningful participation and challenges in courts.

The goal of this study is to explore potential challenges of Ethiopian women in the judiciary, to assess the attitudes of the community toward Ethiopian women in the judiciary, and to figure out possible way outs for exciting hindrances of Ethiopian women in the judiciary. The findings from this study will be used to support policy advisory and advocacy to strengthen the participation of women in the judicial system.

The interview will take close to an hour. I will be taping the session because I don't want to miss any of your comments. Although I will be taking some notes during the session, I can't possibly write fast enough to get it all down. All responses will be kept confidential. This means that your interview responses will only be shared with research team members and we will ensure that any information we include in our report does not identify you as the respondent.

Introduction

Gender: _____

Age: _____

Level of Education: _____

Marital status: _____

Is there any family member in the legal profession?

Can you tell me a bit about your role as a government official?

How long have you been here?

What are your responsibilities?

The Socio-cultural Context

I am keen to understand the social-cultural issues that are directly or indirectly related to women's legal professionals.

What was the reaction and acceptance of your family members and friend on choosing the profession?

Are women and men treated differently for cultural or religious reasons in your community?

Do you think women are permitted to assume legal professional roles in society?

Are practices that lead to unequal treatment among women and men legal professionals upheld based on cultural or religious issues?

Are women legal professionals involved in discriminatory treatment themselves?

What social issues may serve as a barrier for women to enter the relevant profession: customs, education, public services, child care, elder care, or personal safety?

Workplace Behaviour Experience

What do you think are the main challenges that women judges faced when they started the profession?

What do you think are the issues women face on daily basis in their professional life?

Can you tell me about your experience of working with women legal professionals?

Do you feel women are confined to certain legal cases?

Were there instances in that women are required to change their behavior because of gender bias?

Challenges faced by women legal practitioners regarding choice of cases

Recommendations

I would like you to elaborate a bit about the way outs and recommendations to the problems that you mentioned earlier.

What institutional (federal, regional, wereda level) changes or modifications are needed to better include women in the judiciary system?

What social or cultural issues need to be addressed for better inclusion and representation of women in the judiciary system?

What solutions and coping mechanisms do you recommend to overcome the challenges women legal professionals faced from the start of their profession?

Key Informant Interview Guide

Introduction to the study

I am _____ from the Grand Law Firm LLP, a research firm based in Addis Ababa. Grand Law Firm LLP has been commissioned by TIMRAN to study the increasing evidence for advocacy for women's equal representation at the judicial organ of Ethiopia. In this regard, we are consulting with national and regional level presidents and judges to capture women's meaningful participation and challenges in courts.

The goal of this study is to explore potential challenges of Ethiopian women in the judiciary, to assess the attitudes of the community toward Ethiopian women in the judiciary, and to figure out possible way outs for exciting hindrances of Ethiopian women in the judiciary. The findings from this study will be used to support policy advisory and advocacy to strengthen the participation of women in the judicial system.

Introduction

Can you tell me a bit about your role as a government official? How long have you been here? What are your responsibilities?

The Institutional Context

1. Are qualified women represented at all levels of the judiciary system? If not, why not?
2. What is the percentage of women in the (federal or regional) judiciary system? Are they over- or under-represented and why?
3. Does the proportion of men to women represent the ratio of men to women in the community being served? If both genders are proportionately represented, are they treated equally as service providers?
4. Can women and men fill the same roles and positions at all levels of the organization?
5. Is sexual harassment in the workplace common and accepted as normal? Are there laws preventing it?
6. What process is available for reporting discrimination and is this process being used?

Recruiting and Hiring

I would like to ask you some questions about the recruitment and hiring of women in the judiciary system.

1. Are there barriers to recruitment of women, such as higher rates of illiteracy and poor literacy, restrictive height or physical agility requirements or prior military service requirements where military units are not open to women?
2. Are awareness campaigns in place that encourage society to accept women in the relevant role (as public defenders, prosecutors, or judges)?
3. Are women being trained in areas required for hiring?
4. Are women actively encouraged to apply?
5. Are women treated equally in the hiring process, with hiring boards posing the same questions to women as men, and not posing inappropriate or exclusionary questions to women (such as those regarding marital status, number of children, plans for children, spouse approval, and child care plans)?
6. Are applicants subject to background checks, including for offenses against women and children?
7. Are criminal justice institutions and actors (especially at the senior levels) engaged and willing to integrate women more proportionately into criminal justice institutions, and if so, to what extent and how?

Training

I would like to ask you some questions about the training of women in the judiciary system.

1. Is the overall training curriculum appropriate with regard to human rights, gender-based violence, and equal opportunities?
2. Do equal opportunities exist within the institution for training?
3. Are training facilities appropriately equipped for women, with, for example, separate and equal living, bathing, and toilet facilities?
4. If women are currently being trained, is the curriculum the same as for male peers?
5. Is testing equal and appropriate?
6. Do women pass at the same rate as men, and if not, why not?

Assignment

I would like to ask you some questions about role assignments of women in the judiciary system.

1. Do women receive assignments based on their skills, knowledge, and abilities?
2. Do women have the opportunity to do the same work as men?
3. Are women kept only in certain areas of the profession (i.e., family law)?
4. Are women assigned mentors to encourage career development?
5. Is the promotions process equal or does it create obstacles for women, such as requiring service in positions open only to men?
6. Are women promoted at an equal rate, using the same standards, and at the same levels?
7. Are women placed in positions where *de facto* control is given to a man, making them mere figureheads?
8. Are women included on boards, committees, and decision-making bodies?

Internal Controls

I am keen to understand the internal controls that the judicial system put in to practice for better women participation in the institution.

1. Does the institution encourage equal treatment of women by their colleagues, superiors, subordinates, media, and personnel boards?
2. Does the institution have controls in place to discourage or punish inappropriate behaviour toward women?
3. How does the institution respond in cases of misconduct?

External

I would like to ask you some questions about the portrayal of women to the society.

1. Does the institution use media to positively portray women as professionals in the relevant field (police, justice, or corrections)?
2. Does the institution use media to support awareness of women's issues relating to all aspects of the criminal justice system?

3. Does the institution understand the importance of establishing and maintaining positive relationships with the media, women's groups, and educational institutions, and do they maintain such relationships?

Social Issues

I am keen to understand the social issues that is directly or indirectly related to the judicial system.

1. What social issues may serve as a barrier for women to enter the relevant profession: customs, education, public services, child care, elder care, personal safety, or transportation?

Way outs

I would like you to elaborate a bit about the way outs and recommendations to the problems that you mentioned earlier.

1. What institutional (federal or regional) changes or modifications are needed to better include women in the judiciary system?
2. What social or cultural issues need to be addressed for better inclusion and representation of women in the judiciary system?

BY GRAND LAW FIRM LLP

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