

There is the difference between Gender and sex. Sex is a physiological structure which is naturally ascribed to men and women. It is universal and can not be changed over time and place. For example breast feeding is a natural responsibility of women all over the world. .

On the other hand gender is a socially constructed role given to an individual by the virtue of being male or female. It is subjected to change over time and may be unique to specific society. For example in the past, domestic activities like cooking were carried out by women only, but at present men are also engaged in those activities specially in urban areas.

Gender concerns are becoming burning issue because of the fact that there is no gender equality due to the socially constructed gender roles.

In other words women are found at the subordinate position compared to men in terms of health, education and employment status. In spite of their great contribution to rapid socio economic progress, they usually tend to be restricted to have access to and control over resources.

As the result, they failed to exercise economic and political power to make decisions in every critical affairs at the level of family and the society at large. This gradually leads to the exposition of women to various social and economic problems such as poverty, discrimination, sexual harassment and HIV/AIDS.

Consequently a higher demand of intervention has been conceived on the part of governmental and non governmental bodies to ensure equal participation and economic empowerment of women. One of the most often quoted measures which has been taken by government is affirmative action in the area of recruitment, promotion and training. This measure could facilitate better employment opportunity for women which reduces economic dependence. The economic independence of women will also contribute to the reduction of women's vulnerability to HIV/AIDS. This argument is justified by the fact

that, if women are economically strong, the likelihood of resorting in to immoral acts like prostitution for the sake of meeting basic needs will be minimized.

The other measure is conducting gender awareness trainings for lower level women civil servants. This measure also has a linkage with

women's vulnerability to HIV/AIDS in the sense that, if lower level women civil servants have awareness on gender related concepts, they will acquire a capacity to protect themselves from discrimination and sexual harassment (the major cause fro HIV/AIDS).

In general, governmental bodies including Federal Civil Service Commission have been and is playing a predominant role in minimizing women's exposition to HIV/AIDS by taking those constructive measures.

Federal Civil Service  
Ajency/FCSA/  
Women Affairs Department



## INTRODUCTION

The FCSA is a government institution which aims at creating fair, transparent and effective human resource management system. Fairness is manifested by addressing the issue of historically disadvantaged and marginalized groups such as women civil servants . On the other hand, when we say effectiveness we are referring to the act of building the capacity of men and women civil servants in order to effectively and efficiently implement the civil service programs. With this back ground, the Agency has established Women's Affairs Department in 1995 which has been accountable for the commissioner with the aim of implementing national women's policy in accordance with the mission and vision of the Agency.

As stated in the national women's policy on page 34 No 1, the main reason for the establishment of women's affairs department across the civil service is to institutionalize the gender issue through incorporating the women's structure in all government offices.

Women's Affairs Department performed several gender related activities for the last few years mostly with the financial support

of non governmental organizations. To mention few, the civil service laws, rules and regulations in the area of recruitment and training have been improved towards safeguarding the rights and benefits of women civil servants. Maternity leave has been increased from 45 to 90 days, & several gender training programs have been conducted for civil servants of federal and regional offices.

### OBJECTIVE

Incorporating gender issues in the civil service laws, rules, regulations, plans and directives; monitor their implementation and work towards equal participation of women in leadership and decision making to ensure gender equality in the civil service.

### Duties and Responsibilities

- Design a strategy for the implementation of the national women's policy in accordance with the vision and mission of the Agency;
- Organize experience sharing programs with governmental and non-governmental agencies;

- Ensure that women are not discriminated in promotion, training and transfer decisions;
- Follow up women's participation in all departments, build their capacity to express the problems and forward possible recommendations;
- Monitor and evaluate whether gender issue is addressed in every research plan and insure whether possible corrective measures are taken;
- Collect gender related materials as much as possible and make them available for women civil servants;
- Evaluate whether the government civil service policies, programs and development plans are gender sensitive and properly implemented;
- Create conducive atmosphere for women civil servants to participate in personnel committees;
- Collect sex disaggregated statistical data in order to conduct research studies;
- Study capacity building projects for women civil servants;
- Prepare gender sensitization workshops and training programs.

### **Major stakeholders of the Department**

1. Governmental organizations, NGOs and professional association that request statistical data on the status of women civil servants.
2. NGOs, consultants professional associations and individuals conducting research studies on gender
3. Federal and regional offices which require information regarding the implementation of affirmative action
4. Women federal civil servants whose right to affirmative action is violated during recruitment process and seeking advise
5. Newly established federal and regional Women's Affairs Department and Women's Affairs Beure that want to share experience and other information concerning the department
6. Those organizations to whom annual report is required to be submitted such as Ministry of Women's Affairs and House of peoples representative women's affairs standing committee.

### **Collaborators**

Non governmental organizations & International institutions such as IIRR – Ethiopia and CIDA.

No	staff members	Post	Office No.
1	Tsehay Assefa	Dep. Head	33
2	Woinishet Geletu	Senior expert	32
3	Messelu Fikre	Junior Expert	32
4	Teyeku Yigzaw	Secretary	33
5	Birtukan Mengistu	Support staff	32

Inequalities of opportunity is not only unjustifiable in social terms but it is wasteful of the civil services main asset its human resource, its people

**FEDERAL CIVIL SERVICE  
Agency/FCSA/**

**WOMEN'S AFFAIRS  
DEPARTMENT**

**♦Self assertiveness is the  
initial stage of success.**

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