



**ETHIOPIA ONE UN FUND – JOINT FLAGSHIP PROGRAMME ON GENDER EQUALITY AND WOMEN’S EMPOWERMENT**

**ANNUAL PROGRAMME<sup>1</sup> NARRATIVE PROGRESS REPORT**

**REPORTING PERIOD: 1 JANUARY – 31 DECEMBER 2011**

<p align="center"><b>Programme Title &amp; Project Number</b></p> <ul style="list-style-type: none"> <li>• Programme Title: <b>Joint Flagship Programme on Gender Equality and Women’s Empowerment</b></li> <li>• Programme Number <i>(if applicable)</i></li> <li>• MPTF Office Project Reference Number:<sup>3</sup> <b>00079235</b></li> </ul>	<p align="center"><b>Country, Locality(s), Thematic/Priority Area(s)<sup>2</sup></b></p> <p><i>(if applicable)</i> Country/Region <b>Ethiopia</b></p> <hr/> <p><i>Thematic/Priority</i> <b>Gender Equality and Women’s Empowerment</b></p>																						
<p align="center"><b>Participating Organization(s)</b></p> <ul style="list-style-type: none"> <li>• Organizations that have received direct funding from the MPTF Office under this programme</li> <li>• <b>ILO</b></li> <li>• <b>UN WOMEN</b></li> <li>• <b>UNDP</b></li> <li>• <b>UNESCO</b></li> <li>• <b>UNFPA</b></li> <li>• <b>UNICEF</b></li> </ul>	<p align="center"><b>Implementing Partners</b></p> <ul style="list-style-type: none"> <li>• National counterparts (government, private, NGOs &amp; others) and other International Organizations</li> </ul> <p><b>Ministry of Finance and Economic Development and Ministry of Women, Children and Youth Affairs (signing partners)</b> <b>Federal Line Ministries and Regional Bureaus (through Bureaus of Finance and Economic Development)</b></p>																						
<p align="center"><b>Programme/Project Cost (US\$)</b></p> <p>MPTF/JP Contribution:</p> <table border="0"> <tr><td><b>TOTAL</b></td><td><b>6,009,123</b></td></tr> <tr><td>AA balance</td><td>3,107,832</td></tr> <tr><td>AA fee</td><td>60,091</td></tr> <tr><td>ILO</td><td>613,110</td></tr> <tr><td>UN Women</td><td>638,378</td></tr> <tr><td>UNDP</td><td>107,000</td></tr> <tr><td>UNESCO</td><td>149,800</td></tr> <tr><td>UNFPA</td><td>449,400</td></tr> <tr><td>UNICEF</td><td>883,511</td></tr> </table> <p>Agency Contribution</p> <ul style="list-style-type: none"> <li>• <i>by Agency (if applicable)</i></li> </ul> <table border="0"> <tr><td><b>TOTAL</b></td><td><b>5,951,807</b></td></tr> <tr><td>ILO</td><td>30,000</td></tr> </table>	<b>TOTAL</b>	<b>6,009,123</b>	AA balance	3,107,832	AA fee	60,091	ILO	613,110	UN Women	638,378	UNDP	107,000	UNESCO	149,800	UNFPA	449,400	UNICEF	883,511	<b>TOTAL</b>	<b>5,951,807</b>	ILO	30,000	<p align="center"><b>Programme Duration</b></p> <p>Overall Duration <i>(months)</i><sup>18</sup> (initial phase : 1 January 2011 – 30 June 2012)</p> <p>Start Date<sup>4</sup> <i>(dd.mm.yyyy)</i> 21.06.2011</p>
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<sup>1</sup> The term “programme” is used for programmes, joint programmes and projects.

<sup>2</sup> Strategic Results, as formulated in the Performance Management Plan (PMP) for the PBF; Sector for the UNDG ITF.

<sup>3</sup> The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to “Project ID” on the [MPTF Office GATEWAY](#)

<sup>4</sup> The start date is the date of the first transfer of the funds from the MPTF Office as Administrative Agent. Transfer date is available on the [MPTF Office GATEWAY](#)

UN Women	1,125,000	
UNDP	500,000	
UNESCO	30,000	
UNFPA	1,380,000	
UNICEF	2,886,807	
<b>Government Contribution in-kind</b>		
<b>Other Contributions agency contributions RR and OR</b>		
<b>TOTAL: USD 11,960,930</b>		
		End Date (or Revised End Date) <sup>5</sup> 31 December 2012 (revised)
		Operational Closure Date <sup>6</sup> 31 December 2012
		Expected Financial Closure Date 31 March 2013

**Programme Assessment/Review/Mid-Term Eval.**

Assessment/Review - if applicable *please attach*

Yes  No Date: *dd.mm.yyyy*

Mid-Term Evaluation Report – if applicable *please attach*

Yes  No Date: *dd.mm.yyyy*

**Report Submitted By**

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- Title: Country Programme Manager
- Participating Organization (Lead): UN Women
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#### ACRONYMS USED IN THE REPORT

ACSI	AMHARA CREDIT AND SAVINGS INSTITUTION
AWP	ANNUAL WORK PLAN
BDS	BUSINESS DEVELOPMENT SERVICES
BOWCYA	BUREAU OF WOMEN, CHILDREN AND YOUTH AFFAIRS
BOFED	BUREAU OF FINANCE AND ECONOMIC DEVELOPMENT
CEDAW	CONVENTION ON ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN
DEX	DIRECT EXECUTION MODALITY
EFY	ETHIOPIAN FISCAL YEAR (NOTE EFY 2003 = 2010/11 AND EFY 2004 = 2011/12)
EVAW(G)	ENDING VIOLENCE AGAINST WOMEN (AND GIRLS)
EVAWC	ENDING VIOLENCE AGAINST WOMEN AND CHILDREN
FEMSEDA	FEDERAL MICRO-AND SMALL ENTERPRISE DEVELOPMENT AGENCY
FGM	FEMALE GENITAL MUTILATION
GBV	GENDER-BASED VIOLENCE
GEWE	GENDER EQUALITY AND WOMEN'S EMPOWERMENT
GM	GENDER MAINSTREAMING
GR(P)B	GENDER-RESPONSIVE (PLANNING) AND BUDGETING
GTP	GROWTH AND TRANSFORMATION PLAN 2010-11/2014/15
HACT	HARMONIZED APPROACH TO CASH TRANSFERS
HLI	HIGHER LEARNING INSTITUTION(S)
HTP	HARMFUL TRADITIONAL PRACTICE
ILO	INTERNATIONAL LABOUR ORGANIZATION
IP	IMPLEMENTING PARTNER
JP	JOINT PROGRAMME
MDG	MILLENNIUM DEVELOPMENT GOAL (MDG 3 - GENDER EQUALITY)
MOFED	MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT
MOWCYA	MINISTRY OF WOMEN, CHILDREN AND YOUTH AFFAIRS
MPTF	MULTI-PARTNER TRUST FUND
NEX	NATIONAL EXECUTION MODALITY
REMSEDA	REGIONAL MICRO- AND SMALL ENTERPRISE DEVELOPMENT AGENCY
SNNPR	SOUTHERN NATIONS, NATIONALITIES AND PEOPLES' REGION
TOT	TRAINING OF TRAINERS
TVET	TECHNICAL AND VOCATIONAL TRAINING (CENTRE)
UN WOMEN	UNITED NATIONS ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN
UNDP	UNITED NATIONS DEVELOPMENT PROGRAMME
UNESCO	UNITED NATIONS EDUCATION, SCIENCE AND CULTURE ORGANIZATION
UNFPA	UNITED NATIONS POPULATION FUND
UNICEF	UNITED NATIONS CHILDREN'S FUND

<sup>5</sup> As per approval by the relevant decision-making body/Steering Committee.

<sup>6</sup> All activities for which a Participating Organization is responsible under an approved MPTF programme have been completed. Agencies to advise the MPTF Office.

## **NARRATIVE REPORT**

### **I. Purpose**

The Joint Flagship Programme on Gender Equality and Women's Empowerment (GEWE JP) was initiated as a result of UNDAF 2007-2011 mid-term review, which identified result areas for which the UN system would benefit from an increasingly harmonized and scaled up programmatic approach. Additionally, Ethiopia had a status of Delivering as One self starter and the 'flagship' programmes were meant to drive forward innovation in operational modalities towards increased alignment and effectiveness of delivery.

Due to its start in the latter part of an UNDAF cycle, the GEWE JP was designed to comprise of an 18 month 'bridging' Phase 1 (1 January 2011-30 June 2012), which would be used to identify best practices and effective partnerships, to strengthen strategic basis and data availability for programming on gender equality and women's empowerment, as well as putting in place operational and results-based management modalities that would reduce transaction costs and provide a platform for effective monitoring and reporting on results. The subsequent Phase 2 would build on the 'lessons learned' and progress in operational effectiveness to provide a multi-year programming framework with mechanisms in place for medium-term monitoring aligned to the UNDAF 2012-2015 and the Growth and Transformation Plan (GTP) 2010/11-2014/15 results framework.

The main objective of the GEWE JP is to support Ethiopia to streamline and scale up responses towards meeting its international commitments, such as CEDAW and MDGs (especially MDG 3), and to achieve national goals for women's and girls' optimal participation to, and benefit from national development.

GEWE JP Phase 1 contributes to the realization of the UNDAF Outcome: 'Women's empowerment, gender equality and children's rights promoted and strengthened'. It is divided into four complimentary and inter-linked result areas:

- 1) Increased accessibility of financial and non-financial services for economically disadvantaged women
- 2) Enabling environment created and support provided for girls and women to improve participation and access to secondary and tertiary education
- 3) Strengthened institutional capacity for gender mainstreaming
- 4) Increased institutional capacity and community level knowledge to promote and protect the rights of women and girls

### **II. Resources**

The GEWE JP employs a hybrid funding modality that combines:

- a) core resources by the participating UN organizations allocated against specific deliverables
- b) parallel funding received through a UN organization against specific stated deliverables, and
- c) pooled/pass-through modality through the One UN Fund, which is disbursed by the MPTF through participating UN organizations on the basis of joint prioritization exercise by the GEWE JP Steering Committee.

Total budget (Phase 1):	USD 21,989,225
Total available funds (Phase 1):	USD 11,960,930 (54.4%) - revised/actual programme budget
Funding gap (Phase 1):	USD 10,028,295 (45.6%)

At the beginning of the programme in January 2011, the combined agency core resource allocation and 'parallel' funds earmarked against specific results, totaled USD 5,951,807, and in the first 6 months USD 6,009,123 additional funds have been mobilized and received through the One UN Fund. The total budget

for the 18-month initial Phase was USD 21,989,225, but with the total available reaching USD 11,960,930, a funding gap of USD 10,028,295 remains.

Total fund utilization in 2011 was USD 5,450,858, including USD 2,841,199 received through the One UN Fund. This represents 46% of total available funds for 2011-2012, while the just over 50% liquidation by the end of 2011 reflects, firstly, the discrepancy between reporting by calendar year (Jan-Dec) and implementation by Ethiopian fiscal year (July-June) and, secondly, initial length of transfer times and absorption, while partners got adjusted to the requirements of the new modalities.

The GEWE JP results are divided into 11 outputs and, despite the considerable funding gap the majority of the expected results are not compromised, as a) nearly 50% of the total budget was allocated against one activity 'financial support towards women's economic empowerment', the target for which will be adjusted based on actual resource utilization and b) a large budget for another activity 'construction/ rehabilitation of girls' hostels' has been taken up within the Education Sector work plans. Additional cost savings have been possible through increased synergies with other programming areas and resources within the UN system and its partners.

Any valid results not met due to shortage of funds during Phase 1, will be 're-phased' into the Phase 2 (starting July 2012), for which funding pledges have already been received from multiple donors.

Currently the financial contributions through the One UN Fund are managed through the Multi-Partner Trust Fund Gateway, while agency-contributions are managed based on their own rules and regulations, and 'parallel' funds in line with individual donor agreements. The GEWE JP transition into Phase 2 allows for increased advocacy for predictable multi-year commitments through the One UN Fund (see 'Implementation and Monitoring Arrangements' on harmonization).

Apart from a JP Coordinator in the Ministry of Women, Children and Youth Affairs (MoWCYA), the GEWE JP is implemented with human resources available in the UN and Government structures as one of its basic principles. The core management and coordination functions of the GEWE JP lie within two structures: *Technical Working Group* comprised of minimum one programme officer from each of the GEWE JP partner entities (combination of approximately 15 national (10) and international (5) staff members, and *Steering Committee* comprised of heads of the participating UN organizations (6 international staff), MoWCYA and MoFED. Apart from the coordinating 'gender focal points', the GEWE JP draws expertise from international and national staff in relevant programmatic and operational areas in the UN system. As co-leads from the UN side, UN Women and UNFPA allocate considerable staff time to the GEWE JP oversight, coordination and operational management support.

### **III. Implementation and Monitoring Arrangements**

All UN system supported programmes in Ethiopia have a consolidated Programme Implementation Manual and the GEWE JP follows the standard modalities:

NEX – national execution modality, mainly through harmonized cash transfers and implementation support against signed annual work plans and schedules. Procurement under NEX follows Government of Ethiopia procurement rules and regulations.

DEX – direct execution modality for UN organizations based on work plans, including outsourcing to a third party. Procurement under DEX follows the rules and regulations of the respective UN organizations.

The financial management and monitoring framework for the GEWE JP is 'innovation-in-progress'. The GEWE JP is implemented through 12 multi-sectoral annual work plans – one at federal level and one in each region/city administration. As such, it aims to provide a broad-based programming platform, which can be adopted by partners to align support behind. As part of this vision, much focus has gone into

strengthening financial management systems: In response to the relatively lengthy process of transferring funds to implementing partners at regional or lower levels, the Ministry of Finance and Economic Development has set up ‘joint’ accounts under its Bureaus in all regions. These accounts can accept and disburse funds to different partners, as well as monitor fund utilization levels. At the same time, the participating UN organizations have been adopting harmonized approach to cash transfers (HACT). Joining UNDP, UNFPA and UNICEF, ILO, UN Women and UNESCO have all adopted the HACT, in some cases as global pilots for their organizations. Introduction of mechanisms that have been new both to the UN system and implementing partners has inevitably caused some teething pains, but these should increasingly disappear as the processes and facilities are aligned into one coordinated system with requisite capacity building to all partners. The strengthened financial monitoring system is particularly beneficial, as Ethiopia hopes to move from 3-monthly to 6-monthly cash transfers to increase efficiency of the HACT implementation.

Various assessments, studies and contributions to broader reviews are on-going or planned as part of the GEWE JP Phase 1. All of the documents (mostly in English, but some in Amharic) are shared among implementing and development partners at country level as they become available and they will all be annexed to the 2012 reporting due March 2013.

The GEWE JP Programme Monitoring Framework outlines the key deliverables, which are monitored through a) programme implementation –related direct observation, b) quarterly and annual reporting, c) annual GTP progress review and d) participatory programme review at the end of Phase 1 in mid-2012, including donor partner and external assessor engagement. Due to the 18-month timeframe, many of the Phase 1 interim achievements are in the form of inputs or interventions, ‘results’ of which will be included in the medium-term monitoring framework, which caters for recording of change/outcomes over time.

#### **IV. Results**

The GEWE JP has 4 inter-related result areas with a total of 11 outputs between them. The expected results are delivered as a combination of progress in the 12 annual work plans with some of the regional activities focused on 20 selected sub-regional administrative localities. While initial progress has been somewhat uneven across the annual work plans due to different capacities and available resources across regions, standardization of strategies and capacity building is expected to ‘level the playing field’.

Apart from purely programmatic results, the GEWE JP represents a new modality for both participating UN organizations and implementing partners. Once harmonization and alignment of operational modalities, monitoring and reporting in line with performance and results-based management principles is completed, the GEWE JP modality is expected to deliver not only results that increasingly facilitate scaling up of interventions from project (woreda-targeted) to programme (harmonized regional frameworks) level, but also efficiency gains through delivery modalities that make best possible use of available resources through current partnerships and expansion of participation.

Results/interim progress 1 January - 31 December 2011:

**The 3 outputs under result area on enhanced economic empowerment of women focuses on strengthening a) service provision by relevant institutions to women and b) improved access and utilization of services by women** (contributing organizations: ILO, UN Women, UNICEF)

**Output 1: Enhanced capacity of institutions providing business development services to women**  
*Indicator: ‘Number of organizations delivering gender-responsive business development services’*

- Three key institutions (ACSI, FeMSEDA, Cooperatives Agency) are being supported to carry out

- gender audit, followed by the regional micro-and small enterprise development agencies (ReMSEDA) and identified capacity challenges and opportunities to improve service delivery will be included in subsequent implementation and monitoring plan. (*UN Women –lead, core/parallel resources*)
- In collaboration with the sector ministries and the Ethiopia Environmental Protection Authority (EEPA), women-friendly, green and labour-saving technologies are being introduced to three sectors (mining, textile and agro-industry) through a competitive process including feasibility study, construction and testing of prototypes (*UN Women –lead, core-parallel resources*)
  - In collaboration with MoWCYA and FeMSEDA, women-friendly value chains in energy and agro-processing are being strengthened accompanied with negotiated market entry through Women Entrepreneurs Associations and renovation of ‘Emporium’ – display and trading centre for women’s products and produce from all regions. (*UN Women –lead, core/parallel resources*)
  - Regional and woreda partners have been identified by the Oromia and Amhara BoWCYAs for undertaking out gender audit capacity building training of trainers. The training will involve representatives of the Women, Children and Youth Affairs and Finance and Economic Development Offices of the selected weredas and other key stakeholders such as MFIs and Coops operating in the two regions. Participants will be introduced to practical issues in entrepreneurship development and gender issues in enterprise development, and get orientation on a guideline prepared for fund disbursement and reporting formats and other related issues. (*ILO –lead; One UN Fund contribution USD 68,000*)
  - MOWCYA has transferred financial resources to relevant federal level organizations working on gender equality and women empowerment to undertake gender audit. Support also provided to organizations providing BDS-IGA to strengthen their capacity to identify gender issues in enterprise development and design and deliver tailor made services to men and women entrepreneurs. (*ILO-lead; ILO core resources USD 30,000*)

### **Output 2: Providing accessible and affordable financial services to aspiring women entrepreneurs**

***Indicators: Number of women a) equipped with marketable and business management skills, b) with access to credit and savings and c) recipients of credit and savings services who initiated business engagement’-see Future Work Plan and Indicator-Based Performance Assessment for target adjustment***

- During EFY 2003, 2,670 women have been supported financially and by BDS provision with UNICEF core resources across all regions, and 900 women in Amhara by BDS with UN Women core resources. A further 1,444 women from 30 woredas in Oromiya region and 1,400 women from 20 woredas in Amhara region have been identified as further beneficiaries for no-interest cash transfers through public sector partners towards entrepreneurial start-up (including the 900 trained in Amhara). (*ILO – lead; One UN Fund contribution USD 475,000*)

### **Output 3: Enhanced competitiveness and profitability of female owned businesses**

***Indicator: Number of women recipients of credit and savings services who are expanding their businesses***

- Towards the design of a comprehensive sustainable framework to deliver entrepreneurial support for women, a consultancy firm has been identified and contract signed for a diagnostic study assessing effectiveness and efficiency of modalities the UN system has employed in the past (outcomes for the women - change in economic status, viability/profitability of their businesses). The study is meant to provide relevant information for the subsequent framework development, which in turn will identify modalities and channels of support that yield best possible outcomes in terms of sustainability, competitiveness and profitability supported businesses (*ILO-lead; One UN Fund contribution of USD 30,000 is ‘mingled’ with a USD 100,000 from core resources received from UNICEF*)

**The 2 outputs under result area on enhanced female participation in education centres on design and operationalization of standardized support in response to specific challenges to the participation of women and girls** (contributing UN organizations: UNICEF and UNESCO)

**Output 4: Enabling environment in place to support female participation in education**

***Indicators: Development and implementation of standards for ‘enabling educational environment in HLI; Occupancy rate in girls’ hostels and boarding homes – see Future Work Plan and Indicator-Based Performance Assessment for discontinuation of the second indicator***

- In order to support development of a standardized framework for provision of support for adolescent girls in secondary/tertiary education, a comprehensive situation analysis of participation in post-primary education, with special focus on girls, was conducted. Noting the challenges around girls’ access to and completion of secondary and tertiary education, the study recommended concentrated efforts to improve the transition of girls through the primary level and utilization of formal and non-formal options to post-primary education. While UNICEF core resources were utilized for the study, the financial contribution through the One UN Fund are used for programmatic initiatives building on the findings. *(UNICEF – lead; One UN Fund contribution USD 40,00)*
- Ministry of Education conducted and coordinated validation of a baseline survey on support available for female students, and female education fora was established with funds through the One UN Fund. The activity is complimented by implementation of girls’ tutorials and peer learning services in Higher Learning Institutions, development and dissemination of guidelines for academic support and development of core modules on life skills carried out with UNESCO core funds. *(UNESCO –lead; One UN Fund contribution USD 140,000 with 100% transferred to IP)*

**Output 5: Enhanced female enrollment and retention in secondary and tertiary education**

***Indicators: Gross enrolment rate in JP –targeted areas; Attendance rate of students in supported woredas (at secondary education level and in TVETs); Passing rate (pass/fail mark, promotion/completion rate)***

- For facilitation of effective provision of financial support to economically disadvantaged girls and women in secondary schools, the regional Bureaus of Women, Children and Youth Affairs developed selection criteria to identify economically disadvantaged girls. The criteria are used at the woreda (local) level to identify beneficiaries from schools and financial support has been extended to 1,375 girls with further 347 girls in Tigray, Somali, SNNPR and Gambella identified to receive cash assistance towards covering school and living expenses with funding through the One UN Fund. In addition, 43 schools in Oromiya, SNNPR, Benishangul-Gumuz and Somali now provide tutorial classes, 35 girls’ forums and 3 networks have been established, and 24 female teachers are engaged in degree –level studies *(UNICEF –lead; One UN Fund contribution USD 80,000, with 63% of the amount already transferred to IP).*

**The 3 outputs under result area on strengthened gender mainstreaming aims at advancing engendered programming across (initially) public sectors with focus on a) institutionalization of tools and processes for GM, b) increased availability and use of data to guide policy and programme decisions and c) enhanced coordination and monitoring against national and international targets** (contributing organizations: UN Women, UNDP, UNFPA, UNICEF)

**Output 6: Enhanced women’s participation in leadership and decision-making**

***Indicator: Percentage of positions at team leader level and above in civil service held by women***

- MoWCYA, with the Ministry of Civil Service, coordinated a short-term training on transformational leadership and decision-making was provided for 108 women professionals and leaders in the civil service identified by their institutions with the aim of preparing them for leadership and managerial position *(UN Women –lead; One UN Fund contribution USD 10,000 transferred to IP and*

*complimented with UNDP core resources). An additional 20 women civil servants were provided scholarships under the coordination of MOWCYA (UNICEF lead, USD 11,000 core resources)*

### **Output 7: Gender-responsive programming and accountability promoted**

***Indicators: Accountability systems established in government sectors; Development and implementation of standard tools for GRB, auditing and gender analysis***

- MoWCYA facilitated development of standardized national guidelines and tools for gender analysis and gender auditing to be used across public sector. As a follow-up 10 sectoral ministries are supported to adapt standard gender mainstreaming guidelines, and 4 ministries the GRPB guidelines, to their sector-specific needs and receive training on effective integration of gender issues in sectoral plans and budgets. To support the momentum, 100 parliamentarians were sensitized on GM (*UN Women –lead; One UN Fund contribution USD 70,000 transferred to IP, ‘mingled’ with UN Women and UNDP core resources and an additional USD 8,521.84 of UNICEF core resources towards guideline development*)
- As part of a comprehensive initiative to institutionalise a national GRB system in support of the implementation of gender sensitive priorities and commitments across various Growth and Transformation Plan for 2010/2011-2014/2015 (GTP) sector plans, MOFED has received support for engendered annual reporting for the GTP, the revision of the national guidelines on gender-responsive budgeting in order to ensure their use by sectoral ministries for raising awareness among senior level representatives and building capacity among technical staff on gender responsive planning and budgeting, including establishment of gender responsive M&E systems. MoFED has also initiated capacity development sessions on GRB targeting various stakeholders, including members of the parliament and, with support from short-term experts and trainers of trainers will aim at instituting requisite capacities at regional level among planning and budgeting officials. (*UN Women –lead; One UN Fund contribution USD 210,000 has been transferred to IPs apart from USD 50,000 to cover external TA costs, ‘mingled’ with UN Women core resources*)

### **Output 8: Strengthened capacity of women’s machineries at all levels**

***Indicator: Number of sectors that have gender responsive programming***

- In order to strengthen reporting and monitoring on CEDAW, a multi-sectoral Ethiopian delegation attended the 49th CEDAW session that took place 11-29 July 2011 in New York. Subsequently MoWCYA prepared an extensive report on issues raised by the Committee members following the submission of Ethiopia's 6th and 7th Combined Report on the implementation of the Convention. The report covered extensive information about diverse policy and programming areas, such as harmful traditional practices and violence against women; trafficking and exploitation of women and girls; women's participation in political and public life; education and employment; health and HIV/AIDS; rural women and disadvantaged groups, as well as collection of sex-disaggregated data. As a follow up, MOWCYA organised a number of fora with participation from federal and regional women's machineries, as well as development partners, to discuss follow up actions on the implementation of the Committee recommendations, including alignment with GTP monitoring and reporting mechanisms and development of sectoral and regional plans. (*UN Women –lead; in order to cover all costs, One UN Fund contribution USD 9,000 was ‘mingled’ with core resources from UN Women, UNFPA and UNICEF and have been fully liquidated*).
- Technical and financial support was provided to the development of MoWCYA’s ‘sector’ plan in line with the GTP and 7 regions are supported to carry out stakeholder mapping and to establish regional GEWE networks. Further, UNFPA core resources were used to train 546 participants from 10 organizations on the implementation of the ‘Ethiopian Women’s Development and Change Package’, to support 30 selected districts in SNNPR to establish gender structures and to train 180 members of 8 women’s associations in Tigray in networking and collaboration (*UN Women –lead; One UN Fund contribution USD 147,000 transferred to IPs*)

- MoWCYA is establishing a resource centre within its own premises in Addis Ababa and, in order to facilitate access to information from regions and knowledge platform development, the centre is being linked through telecommunications/internet to regional bureaus (*UN Women –lead; One UN Fund contribution USD 50,000 is complimented by UN Women and UNDP core resources to set up the physical infrastructure, to cover the equipment and communication link to regions*)
- Seven BoWCYA (Afar, Amhara, Benishangul-Gumuz, Dire Dawa, Harari, Oromiya and Somali) were provided with standard ‘partner mapping tools and formats’ to develop partner directories as part of regional coordination network establishment (*UN Women –lead; One UN Fund contribution USD 104,615 has been transferred to all IPs*)
- Comprehensive capacity assessment of women’s machinery at federal and regional level is planned to start in early 2012 and is expected to provide the bases for development and implementation of a comprehensive capacity development strategy which will support systematic and coordinated capacity strengthening that will enable MoWCYA and BoWCYAs to more effectively play their coordinating roles in gender equality and women’s empowerment (*UNDP –lead; One UN Fund contribution USD 100,000 will be used to cover the cost of the assessment and immediate follow-up action*)

**The 3 outputs under result area on enhanced protection of women’s and girls’ rights aims to strengthen institutional frameworks and capacities, and community –led responses and social norm change with specific focus on ending harmful traditional practices and other forms of violence against women and girls** (contributing organizations: UNFPA, UN Women, UNICEF)

**Output 9: Mass mobilization and advocacy on girls’ & women’s rights and gender equality promoted**

***Indicator: Community groups that have declared the abandonment of HTPs/VAW***

- Commitment put forward by Dire Dawa City Administration and representatives of 38 rural and 9 urban kebeles (locality) to mobilize communities on abandonment of FGM and early marriage. Subsequently, 198 community dialogue facilitators were trained to organize sessions in their respective kebeles, while 235 women development group leaders and representatives in Tigray were facilitated to reach consensus on position regarding abandonment of HTPs/GBV/VAW. (*UNFPA –lead; core resources*)
- As part of the process leading to community groups declaring abandonment of HTPs/VAW, partnerships and network with community and religious/faith-based leaders have been established, community-groups mobilized and a number of villages sensitized on the effects of HTPs/VAW during the 16 Days of Activism Against GBV in November 2011 in six regions – Addis Ababa, Afar, Amhara, Oromiya, SNNPR and Tigray (*UNFPA –lead; One UN Fund contribution of USD 120,000, of which 100% has been transferred to IPs and 40% liquidated, ‘mingled’ with USD 160,000 of UNFPA core resources*).

**Output 10: Supported development and implementation of national strategy to protect girls’ and women’s rights**

***Indicators: National strategy on HTPs/GBV/VAW in place; National Advocacy and Communication Strategy on the rights of women and girls in place***

- A validation study on abandonment of FGM/C in self-declared districts in Ethiopia is being finalized with all data collection completed and draft report on all woredas received (support under the GEWE JP started from the assessment, while earlier work with communities resulting in the declarations preceded the JP). The evaluation assessed the impact of community declaration of abandonment of FGM covered 10 woredas in 3 regions – Afar, Benishangul-Gumuz and SNNPR and it will be used to inform the national strategy and action plan on FGM and other HTPs. (*UNICEF –lead; One UN Fund contribution USD 80,000*).
- Development of a national strategy and action plan against HTPs with a focus on FGM and child marriage is under way. As the next step, MOWCYA is working on a rapid assessment of the situation in

the woredas of all regions to form the evidence base and baseline for the strategy (*UNICEF lead, resources from UNICEF, UNFPA and UN Women have been reserved for the activity*)

- For the establishment of data collection system on HTP/VAW and GBV prevalence and trends, MoWCYA is providing support to key sectors to design core indicators and data collection mechanisms to be standardized across regions. It also facilitated production and distribution of IEC/BCC materials based on the Ethiopian Women's 'Development and Change Package' to sensitize and advocate for effective utilization of the legal provisions on HTPs/VAW. (*UN Women –lead; One UN Fund contribution USD 90,000 has been transferred to IP*).
- While no separate National Advocacy and Communication Strategy has not been developed, it is an integral part of the EVAWC Strategy and Operational Plan, as well as CEDAW action plan. Coordinated thematic campaigns and commemorations, such as the International Women's Day and 16- Days of Activism Against GBV have been supported, as well as the following capacity building with UNFPA core resources: 60 (15F, 45M) and 80 (24M, 56F) community dialogue facilitators were trained in Afar and SNNPR, while ToT was provided to 31 (15F, 16M) in Amhara, 385 (207M, 161F) in Oromiya, as well as to 60 Women, Children and Youth Affairs staff in Amhara; 15,600 participants in JP –supported woredas attended 260 community conversations (*UNFPA –lead*)

### **Output 11: Enhanced institutional capacity and knowledge to protect the rights of girls and women**

***Indicator: Number of schools and law enforcement training centres/institutions that integrated HTPs/VAW issues in curricula - see Future Work Plan and Indicator-Based Performance Assessment for inclusion of a new indicator (establishment of key services as part of EVAWC strategy 'implementation')***

- Ethiopia Police University College is finalizing guidelines on engendering institutional practices and strengthening GBV prevention and response in curricula both for new recruits and in-service training for law enforcement officers, while UNFPA core resources were utilized to provide training for 369 (159M, 210F) law enforcement officers in Amhara (refresher) and 600 police officers and prosecutors from the 20 JP –supported districts on the implementation of laws and policies on rights of women and girls (UN Women –lead; implementation by core resources from UN Women and UNFPA)
- Towards establishment of a one-stop-centre for survivors of VAWC, preparatory activities for renovation of a space in a hospital in Addis Ababa are being undertaken by the Ministry of Justice. Establishment of the centre has been delayed because the identified hospital (Yekatil 12) was not able to provide suitable space and consultations to identify alternative location are on-going. The new facility will be the second one-stop-centre to complement the first one set up in the Gandhi Hospital. (*UNICEF –lead; One UN Fund contribution USD 195,000 of which 36% has already been transferred to IPs*)
- In preparation of piloting VAWC referral arrangement in Amhara and SNNPR, consultations with service providers and identification of the lead institution have been completed and coordinating office has been furnished. The relevant MoUs and guidelines for the two regions are being developed and upon their finalization the referral pathways will be identified and training undertaken prior to launching of the services. At the same time UN Women with core resources is supporting a longer term VAW survivor safe house in Adama, Oromiya, to pilot a model for sustainable comprehensive support service. (*UNICEF – lead; One UN Fund contribution USD 197,000 with 30% already transferred to IPs*).
- Several consultations with MoWCYA, MoJ, Ethiopian Telecommunication Corporation and other stakeholders have been carried out and purchases of office and IT equipment have been made in preparation of a restoration of a 24-hour, free-of-charge national VAWC hotline service. The activity has been delayed due to change in the hosting partner from MoJ to MoWCYA, and need to reach consensus among stakeholders on the scope of the service. (*UNICEF –lead; One UN Fund contribution USD 200,000, of which 8% has been transferred to IPs so far*).
- With the aim of strengthening umbrella women's associations at federal and regional level, MoWCYA has conducted an assessment of the material needs of women's associations in all regions. Subsequently, relevant procurement process is to be effected based on prioritized needs identified through the

assessment. At the same time, development of a standardized training package and identification of qualified trainers to undertake capacity development of women's associations are on-going, and to be followed by training for all regional associations. (UNFPA – lead; One UN Fund contribution USD 300,000)

## V. Future Work Plan

Estimated 2012 expenditure: USD 6,510,072 (remaining budget – 54.4% of total available for 2011-2012)

### Result area 1 key results to be achieved in 2012:

- Diagnostic study on financial services for economically disadvantaged women completed
- Strategy for engagement in women's economic empowerment finalized
- Minimum 5,000 additional women supported to establish start-up businesses
- Women-friendly processes, products and services developed for minimum 5 sectors/institutions

### Result area 2 key results to be achieved in 2012:

- Standard setting for participation of women and girls' in higher learning completed
- Counselling services and female education fora expanded
- Innovative packages of girls education, and inclusive education for accelerated learning including girls children with special needs.

### Result area 3 key results to be achieved in 2012:

- Full set of GM tools (analysis, audit, GRPB guidelines) in use in minimum 5 sectors
- Regional gender profiles and analyses available
- Accountability mechanism with leveling tool/award system for public sector launched

### Result area 4 key results to be achieved in 2012:

- FGM abandonment validation study completed; minimum 5 new communities 'enrolled'
- HTP strategy, including advocacy plan and data collection mechanism in place
- Hotline, one-stop-centre and two regional pilot referral mechanisms launched

### Adjustments to strategies and targets

For result areas 1 and 2, 'foundation' activities in the form of diagnostic studies, situation analyses and strategy formulation are on-going to strengthen the evidence-informed strategic basis for support to women's economic empowerment and for development of standardized support 'packages' to support women's and girls' educational participation and attainment. As the results of these become available, they inform and strengthen the strategic engagement of the GEWE JP.

Realistic targets against 3 indicators for Output 1.2. are 50% of the current targets due to shortage of funds to meet the original targets (ref. resource section). The reduced targets are for numbers of women a) equipped with marketable and business management skills, b) with access to credit and savings facilities and c) recipients of credit and savings services who initiated business engagement.

Indicator 2.1.2. is 'deleted' as it is included in Education Sector Strategy and achievement cannot be attributed to the GEWE JP (ref. resource section). The corresponding target is '90% occupancy in hostels'. Instead an indicator on 'financial support provided for economically disadvantaged women and girls in secondary and tertiary education' is included.

Indicator 4.3.2. is 'added' to cover support to implementation of the national strategy on VAW. This is in acknowledgement of the multi-sectoral strategy being in place almost from the GEWE JP start and providing a great opportunity to make critical advances in the response to VAW, including HTPs. The corresponding additional targets include establishment of the following institutional services with requisite capacities: a) 24-hour free hotline, b) one-stop-centre and c) two regional referral mechanisms for VAW.

One of the challenges for Phase 1 has been that considerable changes (clarity/advances on processes, additional data) that affected the JP took place between the indicator/target setting and commencement of implementation and these are reflected in the Indicator-Based Performance Assessment. As part of the GEWE JP Phase 2 design, which will take place in 2012, specific effort will be made to strengthen understanding and application of results-based management among JP partners, identification of optimal indicators and establishment of measurable baselines and targets for continuous programmatic, annual and periodic monitoring, as appropriate. Based on earlier experience, *institutional* capacity building against assigned roles, responsibilities and areas of accountability will continue to be core focus of the JP to facilitate sustenance of gains regardless of movements of individuals.

As some interventions, especially related to support to introduction and/or strengthening of critical services require medium-term sustained financial investment until external financing can be discontinued (all plans need to have exit strategies), the start of Phase 2 mid-2012 with a 4-year programme framework will be used as an opportunity to advocate for multi-year predictable commitments through the One UN Fund to allow optimal planning of resource utilization.

## VI. INDICATOR BASED PERFORMANCE ASSESSMENT

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
<b>Outcome 1<sup>7</sup></b> Enhanced Economic Empowerment of Women							
<b>Output 1.1</b> Enhanced Capacity of Institutions providing BDS to Women	<b>Indicator 1.1.1</b> Number of organizations delivering gender-responsive business development services	TBD		3 institutions (+ 11 ReMSEDAs and relevant partners in 2 focus regions) supported to undertake gender audit  2 technologies in 2 sectors  2 value chains in 2 sectors  1 display/trade centre (launch Q1/2012)  <i>(Fully achieved)</i>  <i>Incomplete baseline/target setting</i>	Meaningful baseline and target setting requires establishment of standards and parameters for essential service provision (future baseline likely to be established on the basis of progress made in Phase 1)	MoWCYA report	Absence of baseline, which may be only established through the Phase 1 'end-line'. Based on current progress a) 3 priority institutions and minimum 1 in each region will be supported to carry out gender audit and develop action plans, b) appropriate technologies and enhanced value chains introduced in 2 sectors each and national display/trade centre established during Phase 1
<b>Output 1.2</b> Provided accessible & affordable financial Services to aspiring Women Entrepreneurs	<b>Indicator 1.2.1</b> Number of women equipped with marketable and business management skills	0	1,000 women on marketable skills; 5,000 women on business management skills	3,570 women (combination of 'thematic' and business management skills)  <i>Partially achieved</i>	60% achievement against total target. Output 1.2. accounted for 50% of the total JP budget with only 20% of required funds available from the start.	UNICEF report (BoWCYAs/BoLSAs, Tigray WA, 2,670 women) UN Women report (Amhara BoWCYA, 900 women)	With additional resources already mobilized, but without further funds, the projected full term achievement is 100% in total numbers, but without planned

<sup>7</sup> For PBF: Either country relevant or PMP specific.

							'follow-up' skills development to the eligible women
	<b>Indicator 1.2.2</b> Number of women with access to credit and saving facilities	0	6,340 women	(5,158 women) 2,670 women already received credit  2,844 'pipeline' with funds transferred to IP  <i>Partially achieved</i>	81% achievement against Year 1 target. Output 1.2. accounted for 50% of the total JP budget with only 20% of required funds available from the start.	UNICEF report 2,670 women ILO report, 2,488 women	With additional resources already mobilized, but without further funds, the projected full term achievement is estimated 50% of the 2-year target 18,220 women due to corresponding shortage of funds)
	<b>Indicator 1.2.3</b> Number of women recipients of credit and saving services who initiated business engagement	0	8,000 women	5,158 (same as above)  <i>Partially achieved</i>	64.5% achievement against Year 1 target (same as above)	ILO report, 2,488 women UNICEF report 2,670 women	100% of women received credit from the purpose of starting businesses. Further verification of 'start-up' status from JP review mid-2012 and reimbursement monitoring data
<b>Output 1.3</b> Enhanced Competitiveness and Profitability of female owned Businesses	<b>Indicator 1.3.1</b> Number of women recipients of credit and saving services who are expanding their businesses	0	TBD	<i>Incomplete target setting</i>	No target. Intervention would constitute credit provided for women expanding businesses as opposed to 'start-up', but shortage of funds has not allowed diversification of service	Trend/proxy from diagnostic study	Diagnostic study being undertaken to determine number of women who have repaid credit and are on 'round2'/ expanding their businesses from other credit sources
<b>Outcome 2 Improved Access to and Completion of Secondary and Tertiary Education for Girls and Women</b>							
<b>Output 2.1</b> Put in Place Enabling environment in Support of Female Participation in Education	<b>Indicator 2.1.1</b> Development and Implementation of Standards for "Enabling Educational Environment in	Standards not developed	standards developed	a) baseline survey on tutorial classes and their contribution to girls achievement b) situation of economically poor girls and its influence on their education carried	Development of full set of standards not yet completed while components have already been finalized	Education sector annual report MoWCYA report	Key inputs and components of national standards available, pending finalization

	HLI"			<p>out in 5 public universities</p> <p>c) female education for a established</p> <p>On-going: Girls' tutorials and peer learning service in HLI, development of core life skills modules and academic support guidelines</p> <p><i>Partially achieved</i></p>				
	<b>Indicator 2.1.2</b> Occupancy rate in girls' hostels and boarding homes	0%	90%	0%	<i>Discontinued</i>	Incorporated into Education Sector core support	Education Sector annual programme reporting	Activity and indicator incorporated into Education Sector Strategy and no longer required to be part of GEWE JP.
<b>Output 2.2</b> Enhanced Female Enrollment & Retention in Secondary and Tertiary Education	<b>Indicator 2.2.1</b> Gross enrolment rate in JP-targeted areas	TBD (for grade levels in the secondary sector, only)	5% increment	1,375 economically disadvantaged female students financially supported and 347 additional girls identified as eligible for support	Measuring progress only meaningful after support activities in selected woredas have been fully established (to support attribution)	Education sector annual report UNICEF programme report	Indicator and achievement to be validated during end-assessment	
	<b>Indicator 2.2.2</b> Attendance rate of students in supported woredas (at secondary education level and in TVETs)	TBD for a) secondary & b) tertiary sectors)	Increment of 5 percentage points (for a) secondary & b) TVETs)	<p>43 schools conduct tutorials for girls</p> <p>35 girls' forums and 3 networks established</p> <p>24 female teachers undertaking degree – level studies</p> <p><i>Incomplete baseline setting</i></p>	Measuring progress only meaningful after support activities in selected woredas have been fully established (to support attribution)	Education sector annual report UNESCO programme report	Indicator and achievement to be validated during end-assessment	
	<b>Indicator 2.2.3</b> Passing rate (pass/fail mark; promotion and completion rate)	TBD	Increment of 5 percentage points (for a) secondary & b) tertiary sectors)		Measuring progress only meaningful after support activities in selected woredas have been fully established (to support attribution)	Education sector annual report UNICEF and UNESCO programme reports	Indicator and achievement to be validated during end-assessment	
<b>Outcome 3</b> Strengthened Institutional Capacity for Gender Mainstreaming								

<b>Output 3.1</b> Enhanced Women's Participation in Leadership & Decision Making	<b>Indicator 3.1.1</b> Percentage of positions at team leader level and above in civil service held by women	20%	21% [increment of 1 percentage point]  (60 middle-level professional women in the public sector trained on transformational leadership and decision-making)	30% (judiciary), 16.5% (executive)  (108 women professionals from 31 line ministries trained on transformational leadership and decision making, 20 women civil servants provided with scholarship)  <i>Fully achieved (as combined target)</i>	Uneven progress – need to separate judiciary and executive results (one above, one below target)	GTP (national development plan) annual progress review report EFY 2003  (MoWCYA programme report)	Original indicator is a national one. As a concrete contribution to it by the GEWE JP, a lower level target for training of 60 women professionals was included in the annual work plan and achieved 180%
<b>Output 3.2</b> Gender Responsive Programming & Accountability promoted	<b>Indicator 2.2.1</b> Accountability systems established in government sectors	5%	10% [increment of 5 percentage points]	Accountability tools being finalized prior to introduction and orientation within public sector  Partially achieved  <i>Validation by end-assessment</i>	Change of approach. System developed and introduced simultaneously to all sector ministries and relevant institutions	GTP annual progress review MoWCYA programme report	Accountability mechanism (leveling tool and award system) to be launched across public sector based on agreed roles and responsibilities for GTP targets
	<b>Indicator 3.2.2</b> Development and Implementation of standard tools for GRB, auditing and gender analysis	Gender Mainstreaming guidelines developed and implemented	GRB, auditing and gender analysis guidelines developed	Gender analysis, auditing, and gender-responsive planning and budgeting guidelines available  <i>Fully achieved</i>	N/A	GTP annual progress review report  MoWCYA programme report	In addition to the generic guidelines, sector-specific gender mainstreaming (10) and GRPB (4) guidelines being developed for identified priority sectors
<b>Output 3.3</b> Strengthened Capacity of Women's Machineries at all Levels	<b>Indicator 3.3.1</b> Number of sectors that have GR programming	1 [MoWA]	4 [MoFED, MoARD, MoE and MoH]	9 sectors report against agreed gender-responsive indicators for annual monitoring (MoWCYA, MoA, MoI, MoH, MoE, MoWE, MoUDC, MoM + HAPCO)  <i>Fully achieved</i>	Beyond target, but see comments on quality /depth	GTP (national development plan) annual progress review report	Identified challenges in quality of programming, budgeting, data collection, reporting and coordination need to be addressed
<b>Outcome 4</b> Enhanced Protection of Girls and Women's Rights							
<b>Output 4.1</b> Mass	<b>Indicator 4.1.1</b>		Partnering and networking	Networks of community and religious leaders established	N/A	UNFPA programme	Better indication of success against indicator than the

Mobilization & Advocacy on Girls' and Women's Rights and Gender Equality Promoted	Community groups that have declared the abandonment of HTPs/VAW		with community and religious/FBO leaders established	in six regions <i>Fully achieved</i> <i>Incomplete baseline/target setting</i>		report	stated target will be achieved from the total number of new declared communities and results of the validation study (see below)
<b>Output 4.2</b> Supported Development and Implementation of a National Strategy to protect Girls & Women's Rights	<b>Indicator 4.2.1</b> National strategy on HTPs/GBV/VAW in place <u>and implemented</u>	(draft national strategy on EVAWC)	National strategy on HTPs/GBV/VA developed	National multi-sectoral VAWC strategy and 3-year operational plan endorsed; Development of specific sub-strategy on HTP and validation study on FGM/C abandonment in self-declared districts on-going  <i>Fully achieved</i>	Target was met almost from the beginning of the GEWE JP (see comments for additional targets)	EVAWC strategy and operational plan documents	Implementation of the strategy/ establishment of critical VAWC services/capacities already being supported (free 24-hour hotline, one-stop-centre, two regional referral services and data collection/monitoring mechanism). In the next report these will be reflected as targets under 'new' indicator 4.3.2.
	<b>Indicator 4.2.2</b> National Advocacy and Communication strategy on the rights of women and girls in place		National Advocacy and communication strategy on HTPs/GBV/VA developed	Implemented as part of EVAWC strategy, CEDAW follow-up and thematic campaigns  60 trained community dialogue facilitators and 416 ToTs  15,600 participants in 260 community conversations  <i>Partially achieved</i>	Change in approach – advocacy/communication integrated into overall EVAWC strategy and operational plan with likely no need for separate strategy document	MoWCYA programme report	This forms part of VAWC strategy and CEDAW action plan – further support can either accommodate development of a separate strategy or intensified support to harmonized advocacy/communication agenda under the already existing frameworks
<b>Output 4.3</b> Enhanced Institutional Capacity and Knowledge to protect the Rights of Girls and Women	<b>Indicator 4.3.1</b> Number of schools and law enforcement training centers / institutions that integrated HTPs/VAW issues in curricula	5	HTPs/VAW issues integrated in schools curricula and training centers	Ethiopia Police University College putting in place revised curricula for new recruits and refreshers with strengthened GBV content  369 law enforcement officers trained  <i>Partially achieved</i>	Change of approach. HTPs/VAW already integrated, but what needed addressing was the content	UN Women programme report UNFPA programme report	EPUC selected as key institution for stronger GBV integration into the curricula. Curricula applies and training will also take place at regional centres and within Ethiopia Police Commission

