



**The Gender Equality and Women’s Empowerment Joint Programme (JP GEWE)
MPTF OFFICE FINAL PROGRAMME NARRATIVE REPORT
REPORTING PERIOD: 1 July 2013 – 30 June 2017**

<p>Programme Title & Project Number</p> <ul style="list-style-type: none"> • Programme Title: Joint Flagship programme on Gender Equality and Empowerment of Women • Programme Number (if applicable) • MPTF Office Project Reference Number:² 00079235 	<p>Ethiopia, National programme in 9 regional states and 2 city administrations, Priority Area(s) / Strategic Results¹ <i>Ethiopia /Eastern Africa</i></p> <ul style="list-style-type: none"> • Rural and urban women have increased income for improved food and nutrition security, and livelihoods (Lead: ILO) • Rural and urban women and girls have increased opportunities for education, leadership and decision-making (Lead: UNICEF) • Federal and local government institutions have strengthened capacity to implement national and international commitments on gender equality (Lead: UN Women) • Federal and local level institutions and communities have enhanced their capacity to promote and protect the rights of women and girls. (Lead: UNFPA) <p>The overall programmatic lead of the JP is UN Women while the financial lead is UNFPA</p>
<p align="center">Participating Organization UN Women, UNFPA, ILO, UNICEF, UNDP, UNESCO</p>	<p align="center">Implementing Partners</p> <p>National counterparts (Ministry of Women and Children Affairs, Regional Bureau of Women and Children Affairs, Ministry of Finance and Economic Cooperation, Ministry of Education,</p>

¹ Strategic Results, as formulated in the project document.

² The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as “Project ID” on the project’s factsheet page the [MPTF Office GATEWAY](#)

	Office of the Attorney General, Federal Micro and Small Enterprise Development Agency, and Addis Ababa Bureau of Women and Children Affairs, Private Micro Finance Institutions, CSOs
<p>Programme/Project Cost (US\$) total estimated budget*: US\$ 35,502,303 Out of which:</p> <ol style="list-style-type: none"> 1. Participating UN agencies contribution: US\$ 5,730,898 2. Funded Budget: US\$ 4,783,687.91 (resource mobilized from donors) 3. Funding gap: US\$ 24,987,718 <p>MPTF /JP Contribution³:</p> <ul style="list-style-type: none"> • <i>by Agency (if applicable)</i> <p>Agency Contribution</p> <ul style="list-style-type: none"> • <i>by Agency (if applicable)</i> <p>Government Contribution <i>(if applicable)</i></p> <p>Other Contributions (donors) <i>(if applicable)</i></p> <p>TOTAL:</p>	<p>Programme Duration: July 2013 to June 2017</p> <p>Overall Duration <i>July 2013 to June 2017</i></p> <p>Start Date⁴ <i>(01 July 2013)</i></p> <p>Original End Date⁵ <i>(31 June 2016)</i></p> <p>Current End date⁶ <i>(30 June 2017)</i></p>
<p>Programme Assessment/Review/Mid-Term Eval.</p> <p>JP Mid-term Rapid Assessment <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Date: 16/2/ 2015</p> <p>End Evaluation Report <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Date: October 4, 2016 - 31 December 2016</p>	<p>Report Submitted By</p> <ul style="list-style-type: none"> ○ Name: Desset Abebe ○ Title: Program Specialist, Leadership and Governance ○ Participating Organization (Lead): UN Women ○ Email address: desset.abebe@unwomen.org

³ The MPTF or JP Contribution, refers to the amount transferred to the Participating UN Organizations, which is available on the MPTF Office GATEWAY

⁴ 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

⁵ As per approval of the original project document by the relevant decision-making body/Steering Committee.

⁶ The second round No Cost Extension request was approved until December 31, 2016 first and extended until March 31, 2017 by Norway and approved until June 31, 2017 by Sweden.

Acronyms

AfDB	African Development Bank
AU	African Union
AWP	Annual Work Plan
BDS	Business Development Service
BoANR	Bureau of Agriculture and Natural Resources
BoJ	Bureau of Justice
BoWCA	Bureau of Women and Children Affairs
BPR	Business Process Re-engineering
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CSA	Central Statistical Agency
CSW	Commission on the Status of Women
EDHS	Ethiopia Demographic and Health Survey
FGM	Female Genital Mutilation
GMO	Gender Monitoring Office
GTP	Growth and Transformation Plan
HTP	Harmful Traditional Practices
ICT	Information Communication Technology
IGA	Income Generating Activities
ILO	International Labour Organization
IP	Implementing Partner
JP GEWE	Joint Programme on Gender Equality and Women’s Empowerment
JP RWEE	Joint Programme on Rural Women’s Economic Empowerment
M&E	Monitoring and Evaluation
MIS	Management Information System
MoFEC	Ministry of Finance and Economic Cooperation
MoU	Memorandum of Understanding
MoWCA	Ministry of Women and Children Affairs
MSEs	Micro and Small-scale Enterprises
NGO	Non-Governmental Organization
OFAG	Office of the Federal Attorney General
SDGs	Sustainable Development Goals
SNNPR	Southern Nations, Nationalities and Peoples Republic
SQL	Structured Query Language
ToT	Training of Trainers
TVET	Technical and Vocational Education and Training
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations International Children’s Fund
UNSC	United Nations Security Council

VAWG **Violence Against Women and Girls**
WWAO **Woreda Women Affairs Office**

EXECUTIVE SUMMARY

The Joint Programme on Gender Equality and Women's Empowerment (JP GEWE), throughout its implementation period, has managed to register several gains for Ethiopian women despite its huge funding gap and the need for national coverage that spread thin available resources impacted the overall results. The programme worked through government structures which ensured positive gains in terms of ownership and sustainability and supported saving of costs.

The programme achieved concrete results under its four outcome areas. With regard to Outcome one, the revolving fund and associated capacity building trainings and business development support benefitted more than 11,000 beneficiaries and provided sustainable livelihoods to a significant number of women. Outcome two, by offering scholarships and other type of supports to girls, benefitted 23,495 women (surpassing its target of 22,800) and gave them the boost to complete their studies. Furthermore, about 500 newly appointed women leaders in Amhara region benefited from a transformative and inclusive leadership training. Women leaders at federal level and in Tigray region also benefited from leadership trainings supported by the JP.

For Outcome three, the strengthening of the government machinery in gender audits, and gender-responsive budgeting has led to greater awareness of gender equality in budgeting and programming. In addition, series of capacity building efforts were carried ranging from sensitization workshops for senior government official to practical ToT trainings on gender and Macroeconomics. The development of an accountability tool on GEWE for the first time in the country is a huge achievement registered through the support of the JP. Following the development of the tool, 28 sectors at federal level were assessed on their performance on GEWE.

The participating UN agencies, have also supported series of institutional and individual capacity building initiatives at the federal and regional levels. As part of this effort, gender mainstreaming tools such as gender analysis, gender audit and gender mainstreaming guidelines were developed under the leadership of MoWCA through a participatory process.

On the other hand, the different capacity building effort to national women machineries have enhanced their institutional capability to lead and participate in mainstream policy discussions on the implementation of the Growth and Transformation plan and the implementation of the Women's Development and Change Package. The JP supported the participation and contribution of delegates from Ethiopia drawn from gender machineries in high level forums such as Commission on the Status of Women and enabled Ethiopia to report against its international commitments including the Beijing Declaration and Platform for Action and the Convention against all types of Discrimination against Women.

Outcome four has played an important role in shining the light on and combating key violence against women and Girls (VAWG) issues such as female genital mutilation (FGM), abduction, child marriage among others.

Indeed, the work around community conversations (CCs) on Harmful Traditional Practices (HTPs) have helped create community awareness around key issues and led to decreases in child marriages, abandonment of FGM, and greater coordination between key institutions (health, courts, justice and police) on VAWG, etc. Outcome four has also built knowledge and capacities of women development groups (WDGs); key community structures that play a critical role in addressing GBV and HTPs.

The end evaluation of the JP GEWE found that despite the challenges the programme faced, including a huge funding gap and complex implementation mechanism, the JP GEWE achieved a lot for women and girls in Ethiopia. The evaluation also suggested that for the programme to be effective it should not continue in the form that it currently has, but rather focus both in terms of geography and thematic area must be given due attention.

I. Purpose

Aligned with Ethiopia's international commitments on gender and to the priorities and policies of the Government of Ethiopia the Joint Program on Gender Equality and Women's Empowerment (JP GEWE II) was a multiyear national (covering 9 Regions, 2 City Administrations and 126 Woredas) joint program (which brought together six UN Agencies including UN Women, ILO, UNFPA, UNESCO, UNICEF and UNDP. With interventions targeting the various layers of change i.e policy, institutional and community level, the JP aimed to address core issues that were identified as contributing to holding back Ethiopian women and bringing about gender equality in the country.

The JP GEWE Phase II had the following four outcomes that were to be implemented in synergy bringing about a holistic change in the lives of Ethiopian women while at the same time strengthening the capacity of institutions and service providers to deliver for women.⁷

JP GEWE Outcome 1: Rural and urban women have increased income for improved food and nutrition security, and livelihoods

JP GEWE Outcome 2: Rural and urban women and girls have increased opportunities for education, leadership and decision-making

JP GEWE Outcome 3: Federal and local government institutions have strengthened their capacity to implement national and international commitments on gender equality

JP GEWE Outcome 4: Federal and local level institutions and communities have enhanced their capacity to promote and protect the rights of women and girls

II. Assessment of Programme Results

i) Narrative reporting on results:

OUTCOME 1: Rural and urban women have increased income for improved food and nutrition security, and livelihoods

This outcome intended to increase the number of women who have access to financial and Business Development Services (BDS). Considerable progress was made towards increasing the income of women in the targeted areas through provision of revolving loan fund, which was preceded by trainings on Basic Business Skill (BBS) and technical guidance from experts. Furthermore, under this outcome, accesses to financial resources for women have been facilitated which has resulted not only in improving the welfare of women but also their families. Many beneficiaries of the project stated that they can now send their kids to school and have a better nutritional and health status in their homes. Some among them have expanded their businesses and acquired assets such as building residential houses for their families. Moreover, the women have developed a culture of saving, which could benefit them and change their lives beyond the life of the project. It is also important to note that the

⁷ The Outcomes under this section are stated as indicated in the merged JP GEWE + Joint Programme on Rural Women's Economic Empowerment (JP RWEE) programme document.

women are now better organized and empowered to take charge of their lives and previously vulnerable and marginalized women are now more socially active within their communities.

Output 1.1. Strengthened capacities of financial institutions, Business Development Service (BDS) providers, Cooperatives, Associations and other relevant institutions to provide diversified financial products and BDS to Women

Having taken lessons from phase I of the programme, the second phase witnessed considerable progress towards closely working with Micro Finance Institutions (MFIs) and saving and credit cooperatives (SACCOs) to disburse credit funds to targeted women. Available data indicates that about 80 per cent of regions including city administrations have formalized their partnership with MFIs, SACCOs and Rural Saving and Credit Cooperatives (RUSACCOs) by way of signing a Memorandum of Understanding (MoU) to channel credit funds to targeted women and ensure the timely recovery of loans. The JP GEWE intervention significantly contributed to the existence of synergy and coordination between various financial institutions that are providing service to targeted rural and urban women including BBS trainings and financial services.

It was noted during various monitoring visits that the loan recovery rate was higher⁸ when the funds were channelled through financial institutions than the Woreda's Women's Affairs Offices (WWAOs), implicating the possibility of reaching out to more disadvantaged women and better quality of services provided. There are some instances however where the targeted services are channelled through the WWAOs, which was proved to be less effective. The lack of mandate, experience and capacity were among the challenges of the WWAOs to disbursing and managing the revolving funds.

The following concrete results were registered under this output:

- 17 financial institutions were reported to have provided targeted services for women surpassing the target of the JP which was 11.
- More than 11,000 women have received information on BDS and training on financial management skills to help them engage in income generating small business activities.
- Linkage between Women in Self Employment (WISE), Regional Bureaus of Women and Children Affairs (BoWCAs) and Micro and Small Enterprises Development Agencies were created through training of trainers (TOT) conducted for experts drawn from these organizations. The training provided at Regional and Woreda level aimed at enhancing the gender responsive service delivery capacity of BDS providers have encouraged coordinated efforts and technical support to each other among stakeholders working on women's economic empowerment.
- Women received comprehensive services as a result of strengthened partnership with WWAOs, Micro and Small Enterprise (MSE) Development Agency and cooperative promotion offices including their support and supervision.
- Nine institutions i.e. MFI, SACCOs, RUSACCOS and Woreda Finances, Woreda Women Affairs, MSE, TVET and Development Agents from Agricultural and

⁸ As high 97%, the case of Tigray.

Livestock Offices now work closely to provide targeted service package for women beneficiaries.

Output 1.2 Women have improved entrepreneurship skills and access to women friendly, energy and time saving technologies to initiate and run successful business

Entrepreneurship training and other business development support was provided for about 11,415 women to help them engage in income generating business activities. Having been trained, these women were also provided with seed money and started their businesses. The type of business women are usually engaged in includes petty trading, animal fattening, dairy products, coffee seedling etc. The duration of the BBS training session ranged from two to seven days. The trainings were found to be useful to kick-start and run their businesses even though the duration of the training according to beneficiaries in some target regions were found to be inadequate.⁹

In terms of women friendly technologies about 310 women were provided with time and labour-saving technologies, in Addis Ababa (in Gulale and Arada sub-cities) along with the necessary trainings provided on utilization of the technologies. Two cooperatives, with 100 members are engaged in pottery production while one women's cooperative with 28 women are working on handicrafts (for physically disabled and visually impaired members). One women's association with 10 members produce and sell soap whereas four cooperatives with 35 members are engaged in food preparation; and one women's group, comprised of 10 members, is engaged in bread and Enjera baking and selling. The aforesaid were all provided with necessary equipment, tools and related facilities.

It was further noted benefits were reaped by availing this technology in terms of increasing women's production and earnings. The case of the women potters in Gulele sub-city, whose weekly production increased from 500 to 1200 pots, improving both quantity and quality of their products, is an evidence to this. Further to the technology support, the JP GEWE availed 35 tables with 35 chairs to the women pottery makers that work under the Mengesha Cooperatives in Addis Ababa. Testimonials from the beneficiaries underlined that their suffering from leg and back ailments (as they had to sit on the dusty and cold ground and the wet was in direct contact with their body) highly subsided due to the support and their productivity doubled.

Another example of the JP supporting time and labor saving technology is the support provided for the three women cooperatives targeted in Gulele sub-city that are in the restaurant business and processing of dry food. Refrigerators and onion blenders were provided to the cooperatives in the restaurant business and dry food processing business as a direct result of which their performance increased and reduced wastage. In Arada sub-city, a dough mixer machine for one cooperative in the bakery business and a clay mixing machine for one pottery making cooperative were procured and given to the respective cooperatives.

⁹ BBS trainings were provided for two days in SNNP and Dire Dawa.



Photo 1. Refrigerator and Onion blender: The handover event at Addis Ababa BOWCA, November 2016 (Photo credit/ UN Women)



Photo 2. Women member of the Menagesha Cooperative is shown sitting on the new chair and table working comfortably (Photo credit/ UN Women)

Output 1.3 Vulnerable women and women in formal and informal businesses have increased access to financial services

The major achievement of this output has been the provision of revolving fund to individual woman and women organized in self-help groups. About 11,415¹⁰ targeted women have benefited from funding ranging from 3,000 to 7,000 birr (145- 339 USD)¹¹ with a repayment



Photo 3: Mexi and Kemise Women who are engaged in Cattle fattening – individual business (Photo Credit/UN Women)

loan period of 12-36 months. The loan amount was however observed to be less, 2,000 birr (97 USD), in some areas such as Dire Dawa and Southern Nations, Nationalities and Peoples Republic (SNNPR), which was considered too low. In other regions, such as Oromia and Amhara, the loan amount was from 3,000 to 5,000 birr, which was still viewed insufficient by some.

The women who benefited from the credit facilities under the revolving fund have used the loans to start up small businesses, generate income and improve their livelihoods. The types of business women are engaged in include hairdressing, petty trading, weaving and animal fattening, among others.

¹⁰ 3,400 (AR 2013) 2,530 (AR 2014) 3,280 (AR 2015) 2,205 (AR 2016) benefited from financial support.

¹¹ As Birr has a fluctuating exchange rate the USD equivalent is average and based on the exchange rate around the year 2015.

Box 1: Story of a woman benefiting from the JP GEWE supported revolving fund in Tigray

Azeb Aregawi of the Kola Temben Woreda in Tigray region is 27 years old with two kids and is a single head of household. She opened up a coffee and tea shop in her home with a loan from the JP supported revolving fund for 5,434 birr (USD \$ 250.00). In the beginning, she used to buy beer and cool it in river. Now she has bought a fridge with her loan that has helped her to expand her business. She received training on how to select and run a business, how to manage customers and how to save and handle money. She serves up to 30-40 people a day and on Fridays up to 150 people. Her loan has been repaid. In the future, Azeb would like to receive more training during the implementation of her business; not just at the beginning. She would also like the loan increased to be able to expand her business.

Output 1.4 Women have improved access to markets for their products/services



*Photo 4: Increased access to women vendors
(Photo credit: UN Women)*

Under this output, the JP GEWE facilitated better access to markets and created linkages through organization of exhibitions for women. With the support of the project, the Ministry of Women and Children Affairs (MoWCA) and regional BoWCAs have organised several exhibitions for women entrepreneurs to showcase their products and share experiences with other women vendors.¹² In some target regions, sustainable market linkage was created between women who are undertaking income generating activities (IGA) and business owners particularly for women engaged in animal fattening and dairy products. While in some areas linkages were initiated by beneficiaries themselves in other such as Amhara regional state, the targeted regional WWAO supported in creating the market linkage. Cumulatively 518 women entrepreneurs and 21 women associations were linked with markets.

OUTCOME 2: Rural and urban women and girls have increased opportunities for education, leadership and decision-making

As this outcome aims at increasing access to education, a notable contribution of the JP

¹² UNDP (2015). Report of the Administrative Agent of the Ethiopian One Fund for the Period 1 January to 31 December 2014

GEWE includes improved access to education, increased retention and attendance rate of the targeted girls thereby improving their participation in education. Also, girl forums, study circles and student councils in the 12 universities benefited from the support of the JP GEWE. These support measures have enhanced and improved the engagement of the sector in gender equality.

Output 2.1: Increased participation of girls and women in secondary and tertiary education in targeted areas

In the effort to increase the participation of girls and young women in secondary and tertiary level of education, various support was provided to them in forms of financial grants, tutorial classes, school uniforms, stationery and menstrual hygiene materials. Some of the key accomplishments include the provision of financial support provided to a total of 6,854 economically disadvantaged and vulnerable girls in upper primary and lower secondary levels in Gambella, Oromia, Tigray, Amhara, Somali and SNNPR. It should be noted here that regular class attendance and better achievements are among the criteria applied by targeted girls continuous benefit from the support which contributed to the improvement of retention of female students as well as their promotion to the next grade.



Photo 5: Young women beneficiaries of scholarship (Photo credit: UN Women)

Young girls from the Somali region who also benefitted from a scholarship

As one girl explained, “*without the scholarship I would not have passed 10th grade.*”

With the scholarship, young girls received a uniform, school supplies and books, counselling, psychological support and tutoring.

Moreover, girls’ academic achievements were noted to increase in the subject matters that they were previously weak on, such as science related subjects (chemistry, biology, mathematics and physics), and now competing with boys. Students supported with tutorials noted that the value added by the support comes because they get more attention and in-depth explanations for questions they pose in tutorial class as well as assist each other. Given that they are all female students, they are further encouraged to ask questions and participate in class. This resulted in them achieving better results and perform in class.



Photo 6: Young girls from the Somali region who also benefitted from a scholarship (Photo credit: UN Women)

Apart from financial support and provision of tutorial classes, female students were able to access life skills trainings with the support of the JP GEWE. The purpose of the trainings was to let female students cope with the challenges they face, such as sexual harassment, while in the universities. This was compounded with a life skill module, developed by MoWCA and 12 public universities for higher learning institutions, which was later cascaded, and 12,000 students benefited through life skills trainings. In order to cascade the same, the JP GEWE supported a two round TOT on life skills trainings for 240 lead youth trainers at the 12 public institutions.

Throughout the project life time, the JP GEWE benefited 23,495 female students through the different categories of girls' education support; surpassing its target. Also, due to the financial support for female students in eight universities (Addis Ababa, Haremaya, Jimma, Arba Minch, Hawassa, Gondor, Mekele and Bahir Dar) all of them improved their participation in school and have been promoted to next grades.

Box 2: Girls benefiting from tutorial support

Case 1: Monica Aman

Monica is an 11th grade student in Sheik Abdi-Selam School in Jijiga, Somali Region. She has been benefiting from the tutorial class given on mathematics, chemistry, English, physics and biology subjects. She started benefiting from the tutorial class when she was in 10th grade. Prior to tutorial class support, her grades were low especially on areas of mathematics and physics. She is currently one of the top students of her class and scored 3.7 in 10th grade school leaving exam. Explaining her achievements, she stated *'I've attended the tutorial class and took advantage of it, given that my effort was there too.'* She went on to say *'had it not been for this tutorial support, I would not have scored this grade.'* She explained the better attention and explanation they get in tutorial class since the students' in tutorial classes are smaller in number.

Case 2: Hanan Hassen

Hanan is a 16-year-old girl who is an 11th grade student. She also benefited from the tutorial support when she was in the 9th and 10th grade. She scored 3.6 in the 10th grade exam, making her amongst the best in her class. She noted that she was an average student prior to getting the support of the tutorial class. She previously used to spend weekends at home doing household chores like washing clothes and cooking and had little time for studying. But now, she spends it at school, attending tutorial class and studying, which contributed to her successes.

Output 2.2. Increased numbers of teachers who have knowledge and skills to provide a gender responsive pedagogy

The purpose of this output was to increase the knowledge and skills of teachers on gender responsive pedagogy. The JP GEWE supported the enhancement of gender-responsive pedagogy knowledge of 409 supervisors, school directors, gender focal persons and

university lecturers through successive capacity building trainings. The same training was provided for 30 education module writers followed by a production of a documentary film on female empowerment.

Output 2.3. Increased number of women and girls obtain basic functional literacy skills

The JP GEWE did not support any activity that would have led to achieving this output, which is partially attributable to the huge funding gap the programme had.

Output 2.4. Women have increased access to professional and leadership development opportunities

With the support of the JP GEWE, the transformative leadership capacity of 560 women leaders from Amhara region was enhanced through a Transformative and Inclusive Leadership training. During the training, a session was dedicated to bring on board accomplished women leaders and role models to share their experiences of being a women leader in their respective sectors, challenges they have faced and coping mechanisms, which highly inspired the participating women leaders as per the testimonials they gave after the training. The role model women were drawn from various walks of life including intergovernmental agency heads, a former ambassador/minister, former army leader, deputy speaker of the regional council and many more. The forum was also used to track on impact of previous Transformative Leadership Trainings by interviewing women who took part in the previous trainings.¹³



Photo 7. Transformative Leadership Training Amahara Region (Photo Credit: UN Women)

¹³ The Story of Mrs. Fikre Mulugeta of Ahmara Regional Council who took part in a Transformational Leadership Training supported by the JP was featured in UN Women Eastern and Southern Regional Office News Letter April 2016 issue. See for more information <http://africa.unwomen.org/en/digital-library/publications/2016/04/un-women-eastern-and-southern-africa-regional-newsletter-of-april-2016>

The JP GEWE also supported a panel discussion among women leaders¹⁴ where they came together to discuss the challenges of women leaders in Ethiopia and the way forward. The forum was used to present the findings of the draft study on the ‘Status of Women In Leadership in Ethiopia’ that was carried out by MoWCA. It was also used to document, in a video format, views of female leaders around challenges faced by Ethiopian women leaders, what can be done to improve the same and what Ethiopian women could do to excel. The short documentary video containing the interviews is expected to be used as an awareness raising and advocacy tool during similar trainings in the future.



Photo 8: Participants of the Meeting: in front from Left to Right, from Ethiopia Civil Service University, House of People Representative and UN Women (Photo credit: UN Women)

The JP GEWE further supported the leadership capacity building effort for 58 Civil Servants at federal level, 130 male and female leaders in Tigray region resulting in an increased leadership capacity and decision-making skills. The trainings were also used to create a common understanding between participants on the need to increase the participation and representation of women in leadership positions.

OUTCOME 3: Federal and local government institutions have strengthened their capacity to implement national and international commitments on gender equality

With the support of the JP GEWE, 22 sectors at the Federal level and all sectors in the nine regions begun to apply gender mainstreaming skills and knowledge to integrate gender into their programming. Tigray, Oromia, SNNPR and Afar regions have developed manuals and standardized checklist on gender mainstreaming, gender audit, gender analysis and gender responsible planning and budgeting to support sectors toward the institutionalization of

¹⁴ The panel was at the same time a follow-up on the support by the JP for women leaders to access higher leadership positions which started from JP Phase I and continued until now where the third batch of women leaders is studying their second degree. The panel brought together participants from all three batches of women leaders to discuss on pertinent issues related to the representation of Ethiopian women in leadership.

gender mainstreaming. For the first time also a gender levelling tool aimed at assessing the performance of sectors on GEWE was launched with the support of the JP.

Output 3.1. Coordinated mechanisms and structures at federal and local levels to monitor performance on gender related commitments

Under this output, the JP GEWE supported the mainstreaming of gender in the Growth and Transformation Plan (GTP) II where under the leadership of MoWCA a coordinated effort has been made by key stakeholders, including government gender machineries (line ministry gender offices and regional women affair bureaus), United Nations agencies and development partners, to integrate gender in the GTP through consultative and participatory process in 2014. This was followed by awareness creation sessions organized to follow up the adaptation of the identified indicators by the National Planning Commission (NPC). Furthermore, in 2015, with the support of the JP GEWE, MoWCA was able to conduct various consultative forums to promote the draft GTP II gender-sensitive indicators and collect inputs from stakeholders. These efforts resulted in the inclusion of gender and youth empowerment as one of the strategic pillars of GTP II.

A levelling tool which enables monitoring of gender related performance of GEWE commitments was developed by MoWCA with the support of the JP GEWE. After going through a revision process, a total of 17 senior experts from eight pro-poor federal sectors (Agriculture, Education, Health, Water, Labour & Social Affairs, Justice, Trade, Industry and Urban Development) were trained in the applicability to assess its user friendliness in February 2015. The tool was then used to assess the performance of these sectors. The levelling tool is owned by the government and is serving as an effective accountability tool.

The programme supported the production of the 8th Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) state report, which was submitted to the CEDAW Committee on November 2017, with a series of consultation held with sectors, parliamentarians, and regional bureaus. A national multi-sectoral steering and technical committees were involved in gathering input, drafting the report, and validating the final document.

The JP GEWE also supported MoWCA to establish a national gender database and Management Information System (MIS). Based on a review of literature and consultation with relevant sectors and MoWCA, gender indicators per domain, variables, sources of data and institutional responsibilities were identified and consolidated. Furthermore, a consultation with sectors at sub-national level was organized to identify and discuss indicators that MoWCA/BoWCA will be directly responsible for collection and consolidation. The African Development Bank (AfDB) supported the software development of the MIS and a parallel training for five staff from MoWCA and five from other Ministries was conducted to develop their knowledge and skills on querying, developing and administering Structured Query Language (SQL) server database. The MIS will ensure the availability of a comprehensive set of data on the gender profile of the country that could be periodically updated and utilized to track progress and report against national and global commitments on GEWE.

With the view to strengthening multi-sectoral coordination and tracking progress on the integration of gender in sector strategies, gender coordination and review forums were conducted at the federal and regional (Amhara, Oromia, Gambella, Afar, and Benishangul regions) where a total of 458 (255f) participants were represented from line ministries, regional bureaus, women parliamentarians and other government agencies. Identified actions and recommendations from the forums were incorporated in sector plans in the case of Amhara and in separate action plans for future implementation and follow-up in the other regions.

Capacity building trainings were also provided for 293 (178f) participants at federal level and in Oromia region. A TOT was held on systematic data generation, analysis and reporting for a total of 260 participants (122M/138F) drawn from regional Bureau of Education, Agriculture, Health and BoWCA, Zonal and Woreda gender experts in Amhara, Oromia, SNNPR and Somali regions.

With the support of the JP GEWE and in collaboration with the Ethiopian Civil Service University, five gender mainstreaming ToT manuals were developed by MoWCA on gender concepts, mainstreaming, audit, analysis and gender-sensitive Monitoring and Evaluation (M&E) were translated into Amharic and disseminated. This will help to standardize gender trainings throughout the country and support regional bureaus to strengthen their capacity to integrate gender in their plan and budget.

Delegates from MoWCA were also supported to attend the 59th and 61st sessions of the Commission on the Status of Women (CSW). Ethiopia had successful side events on the sessions and the sessions served as a platform to share Ethiopia's experience with regards to data generation, MIS, levelling tool and economic empowerment. The JP GEWE also supported a south-south cooperation exchange between the Rwandan Gender Monitoring Office (GMO) and MoWCA where the main objective of the experience sharing was knowledge exchange on approaches to gender monitoring and ensuring accountability, as well as expected challenges and learnings of the Rwanda GMO.

Under the purview of the JP GEWE, two experts from the Central Statistical Agency (CSA) were supported to take part in a two-round International Advanced Training on Gender Statistics, with the first taking place in Sweden while the second part took place in Cambodia from 22 April – 12 May 2017. Through the training, the experts increased their capacity and knowledge, which enabled them to provide further training for more experts engaged in data management at CSA. The end goal of the capacity building training was to enable experts to analyze, interpret and develop existing data and statistics into gender statistics. Following the training, the two experts started working on the development of a draft report on gender statistics for selected sectors in Ethiopia with data already available at CSA. The report will be launched in early 2018.

Output 3.2 Enhanced capacities of federal and local government institutions to integrate gender into planning and budgeting processes

With the support of the JP GEWE, the capacity of federal and regional government sectors was enhanced to integrate gender in their policies, strategies and budgets. The Ministry of Finance and Economic Cooperation (MoFEC) has been integrating gender into national policies, strategies, and budgets. Capacities were also strengthened at the regional level including Kebeles and Woredas and involving planning and budget experts in order to mainstream gender in both planning and budgeting to ensure that programmes and projects benefit both women and men. Gender-Responsive Budgeting (GRB) Guidelines have been developed and disseminated to over 1,000 individuals from key stakeholder institutions. Pro-poor sectors (Agriculture, Water/Energy, Urban Development/Construction, Health, Small and Medium Enterprises, Labor/Social Affairs and Justice) at the federal level and four regions (Amhara, Tigray, Oromia and SNNPR) have adopted the national GRB guideline and based on that, developed standardized checklist to guide their planning and budget process.

A series of ToTs and capacity building trainings have been conducted on gender concepts, gender mainstreaming, gender analysis and auditing, and GRB for a total of 871 participants drawn from federal, regional and city administrations' pro-poor sectors and other sectors, with the support of the JP GEWE. A training module on Gender Concepts, Gender Mainstreaming and Gender Auditing, Gender Analysis and Gender-responsive M&E have been prepared. A sensitization workshop on Adaptation and Implementation of Gender Mainstreaming was also conducted in SNNPR for a total of 114 participants (25 f/89 M) - heads and experts from various regional Bureau, Zonal and Woreda sector offices have attended the workshop to ensure its consideration in all sector plans, programmes and projects.

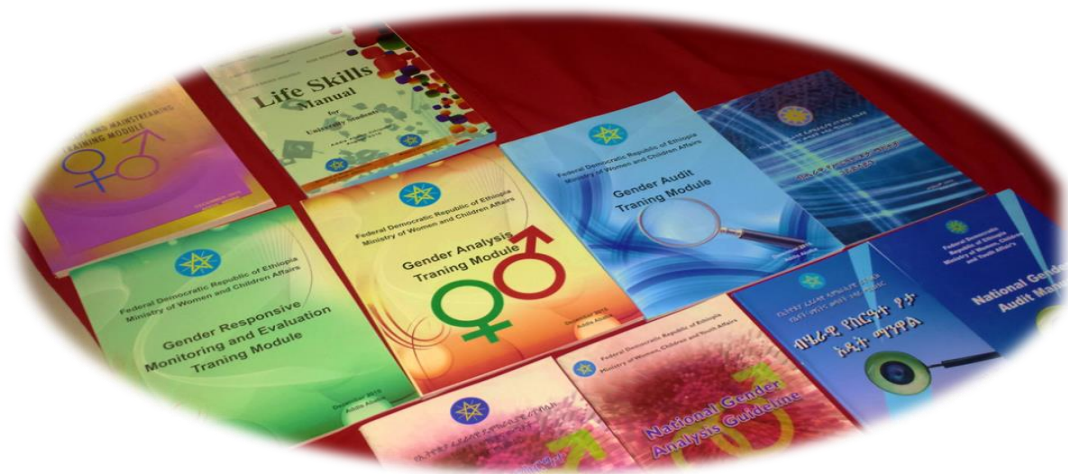


Photo 9: Some of the training modules and manuals produced with the support of the JP

Furthermore, GRB assessments have been conducted in SNNP, Amhara, Tigray, Oromia, Somali, and Benishangul Gumuz regional states, and Dire Dawa and Addis Ababa city administrations on the gender responsiveness of the plans and budgets of federal and regional sectors. The findings of the assessment were important to identify the best practice, lesson learned and challenges to inform future programming on GRB.

Output 3.3 Knowledge system & networks on gender equality and women's empowerment established/strengthened at federal and regional levels

The JP GEWE supported the establishment of two gender forums at the federal level and four government – non-governmental organization (Go-NGO) forums in four regions. These forums have terms of reference and a clear leadership and secretariat. The forums were held regularly (quarter, half year and annual) and have served as a platform to hearing regular reports from clusters of sectors and different strategic items were presented/discussed in the forum.

Gender Resource Centres were established in Tigray, in collaboration with Mekelle University, and Oromia regions which serves as a source of data and information to all stakeholders including research centres, academia and the media on gender related issues in the region. The centres received a financial support through the procurement of IT materials and installation of software. MoWCA was also supported to upgrade and update its resource centre which is being used as data and information source on gender related issues.

In addition, a training on systematic data collection, recording, analysis and reporting was delivered in SNNPR for a total of 54 (28 female/26 male) participants. A south–south cooperation between India and Ethiopia took place on economic empowerment where top governmental officials drawn from MoWCA, Ministry of Agriculture (MoA), Ministry of Education (MoE), Ministry of Health (MoH) and BoWCAs visited Kerala, India.

OUTCOME 4: Federal and local level institutions and communities have enhanced their capacity to promote and protect the rights of women and girls

Under this outcome, law enforcement to the response to VAWG and HTPs, community-based structures, and referral and coordination mechanisms were strengthened. The availability of comprehensive services to survivors of violence/HTPs increased. The JP supported 4 safe houses (1 in Hawassa, 2 in Addis Ababa, 1 in Beninshangul). 2493 survivors have benefitted from the comprehensive service provided by the 4 safe houses. In addition, material support was provided to the shelter/safe house in Dire Dawa through the JP. As a result of different community mobilization efforts more than 400 communities made public declarations against FGM. 2418 cases of planned child marriages were cancelled and 388 cases of FGM were identified and averted. The adoption of HTP Strategy and Action Plan on FGM/Child marriage and abduction in 2013 is also another result achieved under outcome.

Output 4.1 Coordination mechanisms for prevention and response to VAWG established /strengthened at federal and local levels.

The JP GEWE established and strengthened prevention and responses to violence against women and girls (VAWG) through various activities. At regional level, a coordination committee that brings together different bureaus including BoWCA, Bureau of Health and the Supreme Court, was established and chaired by Bureau of Justice (BoJ) to work towards a comprehensive prevention and response to harmful traditional practices (HTPs)/gender-based violence (GBV). These regional coordination structures are established in Afar,

Amhara, SNNPR, Benshangul Gumuz and Somali regional states. The ones in Amhara and SNNPR adapted and endorsed a regional strategy and action plan on addressing VAWG.

At the federal level, work has been undertaken by the Office of the Federal Attorney General (former Ministry of Justice) to strengthen the multi-sector response to GBV. More than 18 institutions are now working together on a multi-sector response, through the National Coordination Body on violence against women (VAWG) and Child Justice and 25 members of the Technical Working Group (TWG) are being strengthened in strategic planning to better coordinate prevention and response to VAWG. The National Coordination Body on VAWG at the federal level is playing a key role in ensuring the inclusion of relevant components for VAWG prevention and response in sector plans and reports based on the National Strategy on VAWG.

A safe city network is established in Addis Ababa through signed MoU with multi-stakeholder participation to develop and implement action plans on combating and preventing VAWG.

The JP GEWE supported the government technically and financially to publish the National Strategy and Action Plan on Harmful Traditional Practices against Women and Children in Ethiopia and also translated the document into local languages: Amharic, Oromiffa, Afar'af and Somali. Under the prevention and management of GBV component it was able to provide comprehensive services (physical shelter, psycho-social support, medical services, self-defence, legal aid and income-generating interventions) for 2,493 survivors of violence through the four safe houses. Model clinics established within selected government hospitals were able to reach out and provide services to 1,141 survivors of sexual violence. In addition, 450 women with fistula problem and 1,707 women with uterine prolapse problem have received appropriate services through partnership established with different organizations at different levels. A hotline service established in higher learning institution level reached out and provided information and counselling for more than 687 students of higher learning institutes.

With the support of the JP GEWE, MoWCA was able to produce a Male Engagement Guideline on Gender Equality and Women's Empowerment. The development of the guideline was highly participatory where United Nations agencies, civil society organisations (CSOs) and representatives of the gender machinery managed to provide inputs. After the guideline was validated, the translation to Amharic was carried out.

Output 4.2 Service providers have increased capacity to deliver gender responsive support to survivors of violence

The capacity of service providers has been strengthened through financial and technical support provided under the programme. The Dire Dawa BoWCA was provided with purchased materials that enable the One Stop Centre and Child Investigation Unit to provide effective rehabilitation and reintegration service for victims of violence, and 93 women and girl survivors have benefited from the psychosocial support provided at the centre. The centre has also improved its documentation system using the computers provided. Capacity building

training provided for staff members in 51 health centres and 227 health posts resulted in enhanced provision of care and support service for women and girls affected by GBV, female genital mutilation (FGM) and other HTPs.

With a view to put in place a standardized working procedure and better inform service provision at different levels, one of the intervention focus of the JP GEWE was standardizing service provision through guidelines. Accordingly, the majority of the service providers, especially the safe houses, have Standard Operating Procedure (SOPs) which improved the integration of services.

The JP GEWE also supported safe houses and shelters to have comprehensive services that seek to address the psychosocial, health and well-being of survivors of violence. For instance, in 2016 the JP GEWE provided support for two safe houses in Addis Ababa and Hawassa with comprehensive services such as shelter, meal, psychosocial support, medical, skill and self-defence trainings, legal protection, etc. for 972 survivors (673 women and girls and 299 children). OFAG and BoJs also received technical and financial support for the provision of comprehensive services (health, legal and psychological). Such services have been provided in Amhara, SNNP and Somali regional states. 7,289 (861 women and 6,428 children) survivors of sexual violence received service at the One-stop Centre in Addis Ababa since its establishment in May 2012. In addition, the JP GEWE supported the provision of skill trainings for survivors with the view of equipping them with livelihood skills that would be of use in their reintegration processes, in the aftermath of the shelter.

The JP GEWE also established referral mechanisms in regions such as Somali, SNNPR, Amhara and Dire Dawa city administration with the intention of providing comprehensive services to survivors of VAWG. The referral mechanisms established at the federal level have also been formalized by signing of MoU among the actors involved.

Output 4.3 Law enforcement agencies have enhanced their capabilities to promote and protect the rights of women and girls

Law enforcement agencies have enhanced their knowledge, skills and systems to promote and protect the rights of women and girls through trainings of law enforcement officers. Accordingly, 2,155 law enforcement officers and community groups including prison administration officers, police officers, public prosecutors, and correctional facility workers from Somali, Tigray, Amhara, Afar, Oromia, and SNNP regional states and Addis Ababa and Dire Dawa city administrations received technical training on the rights of women and girls.

The JP GEWE also technically and financially supported service deliveries in various regions including Dire Dawa city administration and Afar region. From 2013-2014, the JP GEWE strengthened the newly established child crime investigation unit at the public prosecutor office in Dire Dawa through the provision of materials. Four Woredas in Afar region were capacitated with training and office equipment. Community level surveillance systems were established in 40 kebeles of Afar region and were strengthened to identify and report track cases of child marriage and FGM.

In Oromia region, 99 GBV survivors have benefited from the Emergency Victim Support. The survivors were women coming from 18 Zones in the region and the support helped them to cover costs related to forensic investigation and treatment, medical costs as well as other basic necessity costs such as transportation cost, food and clothing, in 2015.

The JP GEWE supported OFAG to validate their gender audit in 2016, because of which, some gaps of integrating gender within the organizations' system and operations were identified. This will facilitate the strengthening of the office responsible for mainstreaming gender with in the Attorney General.

Dire Dawa police commission and a one stop centre found in the city administration were supported to strengthen their data management system on the investigation, prosecution and adjudication of VAWG cases through the designing of a GBV data recording and managing software. This will enable the institutions to improve women's access to justice by making evidence-based data and information available on VAWG. Dire Dawa BoWCA has also been supported to undertake a baseline survey on the status of GBV against women and girls within the city administration for eight rural and three urban kebeles in 2016. The survey has provided the prevalence rate of GBV cases in these selected kebeles. The generation of data in this regard will ensure effective policy and programme responses to prevent and respond to VAWG in the city administration.

As a result of the JP GEWE, special investigation and prosecution units to responding to VAWG were established in Afar, Amhara, SNNPR and Somali regions as well as at federal level with a mandate of promoting and protecting the rights of women and children. The establishment of this unit goes to the extent of Woredas in some regions, like Somali and SNNPR. The establishment of this unit enhanced the coordination between investigation and prosecution of survivor's cases as well as reduced the time spent in referrals.

Output 4.4: Increased community interventions/actions that promote and protect the rights of women and girls

Community Conversations (CCs) sessions focusing on HTPs and the rights of girls and women have been conducted throughout the programme implementation as a community mobilization tool. These sessions have taken place in all the targeted woredas and have covered key HTP topics of priority to the woreda ranging from early child marriage, FGM, abductions, VAWG and harassment, early girls' education and many others involving religious leaders, teachers, health professionals and the general population. These CCs have been very effective in lowering cases of child marriage, FGM and VAWG. For instance, as a result of the community mobilization effort that took place in 2014 in SNNPR, Oromia, Tigray, Amhara and Afar regional states, communities in 45 kebeles have adopted customary by-laws to abandon HTPs in their neighbourhood, 925 children protected from FGM and 75 circumcisers were brought to justice and 958 cases of child marriages have been identified and cancelled with strong involvement of communities.



Photo 10: Community Conversations in Arsi Sire Woreda, Oromia Region (Photo Credit/UN Women)

The community mobilization effort on HTPs also targeted women development groups (WDGs) in Oromia, SNNPR, Tigray and Amhara which resulted in an active role of WDGs in mobilizing women and other community members in addressing HTPs. Communities in these regions have been able to protect 1,340 girls from early marriage and 1,463 girls from undergoing FGM. In addition, as a result of sequential CC facilitated in different parts of the programme areas some of the targeted areas managed to develop by-laws on HTPs to provide legal support. The support given to the WDGs took various forms including a capacity building training and material support. Thus, capacity building was extended for more than 500 WDGs and they have been provided with stationery materials (books and pens).



Photo 11: Training of Women Development Groups, 24-26 October 2016 (Photo Credit/UN Women)

The JP GEWE also supported capacity building trainings and workshops on HTPs. In 2013, 235 members of HTP abandonment committee in Dire Dawa were trained while a workshop

was organised for a total of 239 participants (51 f & 188 m) in Amhara Regional State with influential individuals within the community. Similar training was provided in Somali regional state for a total of 100 (63 f & 37 m) participants in 2014. In 2015, in collaboration with the Amhara BoJ, more than 287,915 people participated in legal literacy sessions of which 80,000 were adolescent girls. The intervention has helped communities understand the existing legal frameworks in particular the family law which clearly sets the minimum legal age of marriage at 18 and the criminal code which shows the legal consequences of arranging marriage as well as available legal services. This has led to the reporting of more than 900 cases of child marriage to law enforcement bodies by the community. Training was also provided for 200 uncut girls on coaching, mentoring and psychosocial counselling to survivors of violence at Kebele level and in return they cascaded what they learned through mentoring, coaching, and counselling for survivors of FGM, and other forms of GBV in their respective community.

Consensus building, and sensitization sessions have been part of the programme where religious, clan and other traditional leaders come together to collaborate with the government and other actors to condemn the practice of HTPs. In 2017, for instance, one at national level, three at regional level, 154 at woreda level, and 314 at kebele level sessions took place.

One of the major strategies and intervention employed by the programme to eradicate HTPs was addressing the wider community through Annual Uncut Girls Whole body, healthy life Celebration. The event had established a ritual of wholeness as a new tradition that had been celebrated every year. The 2017 event took place in the traditional season where communities used to celebrate young girls' emergence into womanhood, as marriageable young women, after their "dirt" has removed, i.e. they had undergone FGM. This new celebration is to re-affirm the communities' commitment to "*not to hurt our daughters anymore*" and to ensure the new culture of wholeness and the right of girls and women to bodily integrity.

Other initiatives related to HTPs, GBVs and sexual reproductive health issues supported by the JP GEWE include: hotline services in higher learning institutions/universities (three in Tigray, two in Oromia, one in Amhara and one in Benshangul/Gumuz), media programmes on women and girls' rights in Amhara and SNNPR regional states, published articles dealing with issues of women and girls rights Amhara regional state; brochures on legal education on women rights and a documentary highlighting women's rights issues in SNNPR regional state, the commemoration of Zero Tolerance Day, March 8 and International Day of the Girl Child, the 16 days of activism against GBV advocacy initiative in Eastern Zone of Tigray Region, the establishment of out of school and in-school girls' clubs in Afar Mille, Chifra and Adaar districts, and support given to 46 secondary schools with mini-media materials. Furthermore, 30 billboards were developed with three types of strong messages on HTPs and GBV and erected in selected sites in SNNPR.

ii) Indicator Based Performance Assessment:

Programme Results Framework from the Project Document / AWP

	<u>Achieved</u> Indicator Targets ¹⁵	Reasons for Variance with Planned Target (if any) ¹⁶	Source of Verification
<p>JP Outcome 1. Rural and urban women have increased income for improved food and nutrition security, and livelihoods.</p> <p>Indicator 1a) Number of women who have started and expanded their business one year after receiving BDS and financial services Target: 5400 Baseline: 1700</p> <p>Indicator 1b) % increase of income of women's cooperatives/ groups who are linked to markets: Target: 15% by 2015 Baseline: TBD</p> <p>Indicator 1c) % increase of income of individual women who are provided with financial and BDS services: Target: 50% by 2015 Baseline: TBD</p>	<p>Indicator 1a) At the end of the programme, a total of more than 11,000 Women have started their business after receiving business skills training and seed money.</p>		

¹⁵ The lack of consolidated data has made reporting against some of the indicators under the outcomes difficult, especially outcomes I, II and III. The fact that the JP had a significant funding gap which contributed to lack of allocation of funds for monitoring particularly at Woreda level where the main part of the evidence collection takes place negatively affected reporting at all levels and every stage of the JP. The funding challenge also hampered the implementation of activities mainly particularly under Outcome II which negatively impacted reporting against both outcome and output indicators. See also Evaluation of Phase II: Joint Programme on Gender Equality and Women's Empowerment in Ethiopia (January 20, 2017) p. 18-31.

¹⁶ The main reason for the variance in target and achievement as elucidated in the JP GEWE End Evaluation is that the programme suffered up to 70 per cent funding gap which caused the failure to reach some of the programme targets and constrained the scope and depth of its impact. See further *Evaluation of Phase II: Joint Programme on Gender Equality and Women's Empowerment in Ethiopia (20 January 2017)*, p. 19 and 43.

<p>Output 1.1. Strengthened capacity of MFIs, Cooperatives and Associations and other relevant institutions to provide diversified financial products and BDS to women</p> <p>Indicator 1.1a) # of financial institutions implementing targeted service packages for women Baseline: 0 Target: 11</p> <p>Indicator 1.1 b) # of women who obtained information on BDS from cooperatives/Associations Baseline: 5700 (from phase I) Target: 18000</p> <p>Indicator 1.1 c) # of women who acquired knowledge on financial and management skills Baseline: 5700 Target: 18,000</p>	<p>Indicator 1.1a) 17 financial institutions provide targeted services for women</p> <p>Indicator 1.1b) In total 8,980 women have got BDS services.</p> <p>Indicator 1.1c) 11,415 women have training on financial management skills</p>		<p>Report from BoWCAs and field monitoring visit reports</p>
<p>Output 1.2. Women have improved entrepreneurship skills and access to women friendly technologies to initiate and run successful businesses</p> <p>Indicator 1.2 a) # of women who show improvement in the day to day management of their businesses (business plans, income and expenditure records etc.)</p> <p>Baseline: 1,700 Target: 5400</p>			<p>Report from BoWCAs and field monitoring visit reports</p>

<p>Indicator 1.2 b) # of women who increased productivity using energy and time saving women friendly technologies Baseline: 300 (from phase 1) Target: 1500</p>	<p>Indicator 1.2b) 310 women making use of such technologies.</p>		
<p>Output 1.3 Women in formal and informal businesses have increased access to financial services</p> <p>Indicator 1.3 a) No of women who received credit (disaggregated by formal and informal-not registered or not licensed) (disaggregated by new and existing businesses) Baseline: 5700 Targets: 23,000 women</p> <p>Indicator 1.3b) Number of women who are survivors of VAWG who benefit from financial and BDS services Baseline: 0 Target: 2,300</p> <p>Indicator 1.3c) No of women whose intra-household control and use of income has improved Baseline: TBD Target: 2,300</p>	<p>Indicator 1.3a) 11,415 targeted women accessed financial support</p>		
<p>Output 1.4: Women have improved access to markets for their products /services</p> <p>Indicator1.4a) Number of women who are linked to markets (through value chains, trade</p>	<p>Indicator 1.4a) 518 women entrepreneurs and 21 women’s associations were linked</p>		

<p>fairs, market outlets) Baseline: TBD Target: 2,300</p>	<p>with markets.</p>		
<p>JP Outcome 2. Rural and urban women and girls have increased opportunities for education, leadership and decision making¹⁷</p> <p>Indicator 2.1a % increase of girls GER at lower secondary in the JP targeted regions</p> <p>Baseline: GER (Addis Ababa 81.1; Benishangul Gumuz 48.4; Gambella 61.4; and Oromia 32.9) Target: GER increase every year by (3% for AA; 5% for Benishangul Gumuz and Gambella; and 3% for Oromia)</p> <p>Indicator 2.1b) % increase of girls qualified to join preparatory (grade 11 and 12) Baseline: GER (Addis Ababa 39.1; Benishangul Gumuz 8.4; Gambella 3.2; and Oromia 5.6) Target: 5% increase for the 4 regions</p> <p>Indicator 2.1c) % increase of women in senior level management in the civil service Target: TBD Baseline: TBD</p> <p>Indicator 2.1d) Number of women in leadership positions within local institutions (including</p>			

¹⁷ Evaluation of Phase II of the JP GEWE indicated the lack of result-based real time reporting and collated aggregate data for this outcome has limited the evaluation findings towards making an overall conclusion which resulted in lack of information to report directly to the indicators under this outcome. Evaluation of Phase II: Joint Programme on Gender Equality and Women’s Empowerment in Ethiopia (20 January 2017) p. 23.

<p>RUSACCOs, Local committees, etc.) Target: TBD Baseline: TBD</p>			
<p>Output 2.1. Increased participation of girls and women in secondary and tertiary education in targeted areas Indicator 2.1a) Number of women and girls who access remedial educational/capacity building support per category of service(as defined in standard package Indicator) Baseline: 2534 Target: 22,800</p> <p>Indicator 2.1b) number of girls who benefited from financial support in tertiary education Baseline: 818 (JP Phase I) Target: 720</p> <p>Indicator 2.1c) No of girls who received life skills training in tertiary education Baseline: 79 persons from 31 universities (JP Phase I) Target: 930</p> <p>Indicator 2.1d) Number of girls who benefited from tutorial support in tertiary education. Baseline: TBD Target: TBD</p> <p>Indicator 2.1.e) No of girls who have gained confidence and improved their results Baseline: TBD</p>	<p>Indicator 2.1a) 23,495 female students benefited from the different categories of girls education support; surpassing its target.</p> <p>Indicator 2.1b) A total of 505 girls have benefitted from financial support</p> <p>Indicator 2.1c) 12,000 students benefited from a life skills training in 12 universities</p> <p>Indicator 2.1.d) A total of 5,790 girls have benefited from tutorial support</p>		<p>Reports of partners from the implementing regions</p> <p>MoWCA, financial and physical progress report</p>

<p>Target: 1625</p>			
<p>Output 2.2 Increased number of teachers who have knowledge and skills to provide a gender responsive pedagogy</p> <p>Indicator 2.2 a) No of teachers who have knowledge and skills on gender responsive pedagogy Baseline: 14893 Target: 240</p>	<p>Indicator 2.2a) by the end of JP GEWE Phase II a total 519 individuals (supervisors, school directors, gender focal persons and education module writers) have knowledge and skills on gender-responsive pedagogy</p>		<p>Report from regional partners -BoE, BoWCA</p>
<p>Output 2.3. Increased number of women and girls obtain basic functional literacy skills</p> <p>Indicator 2.3.a. No of women that acquired functional literacy skills through Gender JP supported activities</p> <p>Baseline: Target:</p> <p>Indicator 2.3.b. Number of women entrepreneurs who benefit from functional literacy programmes Baseline:</p>			

Target:			
<p>Output 2.4. Women have increased access to professional and leadership development opportunities</p> <p>Indicator 2.4.a. Number of women and girls enrolled in higher education institutions of learning Baseline: 500 Target:500</p> <p>Indicator 2.4.b. No of women in the civil service supported to upgrade their professional skills</p> <p>Baseline: 108 Target: 108</p>			
<p>Output 2.5. Provide increased access to information promoting women's participation in leadership positions in selected sites</p> <p>Indicator 2.5.a. no of men and women that have access to information in selected sites Baseline: TBD Target: TBD</p>			

<p>JP Outcome 3. Federal and local government institutions have strengthened their capacity to implement national and international commitments on gender</p> <p>Indicator 3a) Number of sectors at federal and regional level applying knowledge, skills and tools to integrate gender into their programming Baseline : 0 Target: 14 sectors</p> <p>Indicator 3b) Number of sectors at federal and regional level that have increased financing for GEWE programmes Target: At Federal Level 3 sectors Target: At Regional level 3 (2 regional ,1 city administration) Baseline: 0</p>	<p>Indicator 3a) 22 sectors at federal level and all sectors at regional level are integrating gender into their programming</p>		
<p>Output 3.1. Coordinated mechanisms and structures at federal and local levels to monitor performance on gender related commitments</p> <p>Indicator 3.1 a) No of reports against the Action Plan to implement CEDAW Committee recommendations on the 6th and 7th State Report</p> <p>Baseline: National Action Plan in place Target: Adoption of Action Plan by at least 3 regions</p> <p>Indicator 3.1b) comprehensive Ethiopia periodic report on progress in meeting CEDAW commitments</p> <p>Baseline: 6th and 7th state CEDAW report</p>	<p>Indicator 3.1b) The 8th state report has been finalised and submitted in 2017</p>		

<p>Target: 8th state CEDAW report</p> <p>Indicator 3.1.c. Mechanisms in place for systematic collection of sex disaggregated data collection and analysis in selected sectors</p> <p>Baseline: 0</p> <p>Target: 10 sectors</p>			
<p>Output 3.2. Enhanced capacities and accountability of federal and local government institutions to integrate gender into analysis, planning, budgeting and implementation processes</p> <p>Indicator 3.2a) Number of line ministries and regional bureaus that have adopted detailed gender responsive planning (with M&E Plan) and budgeting tool</p> <p>Baseline: 1 (MOFED -GRB training manual and guidelines)</p> <p>Target: 14</p> <p>Indicator 3.2b) No of personnel who acquired knowledge and skills on gender responsive planning and budgeting</p> <p>Baseline: 40 (trained as ToT in Phase I)</p> <p>Target: 40</p> <p>Indicator 3.2c) No of ministries that have a gender sensitive performance mechanism</p> <p>Baseline: TBD</p>	<p>Indicator 3.2a) In total until 2016, 4 pro-poor sectors (agriculture, education, health, water), 5 regions (Amhara, Tigray, Oromia, SNNPR, Afar) and MoWCA have skills and tools to integrate gender into their programming and plans. 10 regional sector bureaus (Amhara, SNNPR, Oromia) have capacity on gender-responsive budgeting</p> <p>Indicator 3.2b) in total until 2017, 1,077 personnel have acquired knowledge and skills on gender-responsive budgeting and planning (Amhara, Oromia, SNNPR, Federal sector ministries)</p> <p>Indicator 3.2c) MoWCA has institutionalized the levelling tool and assessed the eight pro-poor federal sectors (Agriculture, Education, Health, Water, Labour & Social Affairs, Justice, Trade,</p>		

Target: TBD	Industry and Urban Development) in 2016.		
<p>Output 3.3. Knowledge management structures & networks on gender equality and women's empowerment established/strengthened at federal and regional levels</p> <p>Indicator 3.3 a) No of gender forum/networks established (the forum should have TOR, structure with clear leadership, secretariat and Work Plan)</p> <p>Baseline: One forum at federal level Target: establish forums in all regions</p> <p>Indicator 3.3 b) No of meetings and reports of multi stakeholder fora on gender equality</p> <p>Baseline: 0 Target: 24 (1 federal/year, 11 bi-annual for 2 years)</p> <p>Indicator 3.3 c) Comprehensive and consolidated data base of national sex and gender disaggregated information Baseline: 0 Target: 1</p>	<p>Indicator 3.3a) 2 gender forums (GO and GO-non-governmental organization (NGO)) have been established at federal level and 4 GO-NGO forums at regional level.</p> <p>Indicator 3.3b) the GO forum meets 4 times per year and the GO-NGO forum meets 2 times per year at federal level</p> <p>Indicator 3.3c) 1 national gender and sex disaggregated database and information was compiled and consolidated.</p>		
<p>Outcome 4: Federal and local level institutions and communities have enhanced their capacity to promote and protect the rights of women and girls</p> <p>Indicator 4a) Number of Woredas that have declared abandonment of practice of FGM/C, child marriage & abduction</p>	<p>Indicator 4a) 14 Woredas (6 in Afar, 3 in SNNPR, 5 in Somali) have declared abandonment of Female Genital Mutilation (FGM).</p>		

<p>Baseline:20 Target: 60 Woredas</p> <p>Indicator 4b) Number of women benefitting from the service centres that provide services for survivors of gender based violence</p> <p>Baseline:800 Target: 5000</p> <p>Indicator 4c) % of women and men who justify spousal violence</p> <p>Baseline: Women - 68% Men- 45% Target : 35% for both</p> <p>Indicator 4d) % satisfaction of survivors of violence on the services available/ provided</p> <p>Target: 75% Baseline: TBD</p> <p>Indicator 4e) % of cases of abuse, violence, and exploitation filed in courts, which have verdicts reached</p> <p>Baseline: TBD Target: TBD</p>	<p>Indicator 4b) A total of 4,173 women, survivors of gender-based violence, have benefitted from the comprehensive service provided by safe houses in Phase II. Additionally, 4,905 women and girls affected by FGM have received counselling services.</p> <p>Indicator 4c) 63% of women and 28% of men believe that a husband is justified in beating his wife (2016 EDHS).</p> <p>Indicator 4e) In 2015, 163 cases have been filed in courts and 49 have reached verdicts.</p>		
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<p>Output 4.1 Coordination mechanisms for prevention and response to VAWG established /strengthened at federal and local levels.</p> <p>Indicator 4.1 a) No of regions that implemented and reported against the HTP strategy Baseline: 0 Target: 5 regions</p> <p>Indicator 4.1 b) No of multi-sectorial coordinating systems is put in place for the prevention and response of VAWG (mechanism should have a TOR, structure with clear leadership, secretariat and Work Plan) Baseline: 1 Target: 9</p>	<p>Indicator 4.1b) 5 regional and 4 woreda level VAWG coordination bodies are in place. Furthermore, the safe city network has been established in Addis Ababa and there is a national harmful traditional practice (HTP) platform and one national coordination body on VAWG.</p>		<p>IPs' progress report</p>
<p>Output 4.2. Service providers have increased capacity to deliver gender responsive support (health, psycho-social support, social and economic reintegration) to survivors of violence</p> <p>Indicator 4.2 a) No. of service providers whose day to day standard operating procedures and practices reflect gender sensitivity. Baseline: 8 Target: 14</p> <p>Indicator 4.2 b) Increased number of facilities that provide services for survivors of VAWG Baseline: 8</p>	<p>Indicator 4.2a) 4 safe houses now have Standard Operating Procedure (SOPs). The Ministry of Justice has noted that SOPs have improved the integration of various services.</p> <p>Indicator 4.2b) 7 new facilities since 2014 which takes the total number of facilities to 15.</p>		

<p>Target:14</p> <p>Indicator 4.2 c) No of regions with established referral mechanisms for the prevention and response to VAWG Baseline: 0 regions Target: 5 regions</p>	<p>Indicator 4.2c) 4 regions (Amhara, SNNPR, Somali and Diredawa) have established referral mechanisms</p>		
<p>Output 4.3. Law enforcement agencies have enhanced their capabilities (knowledge, skills and systems) to promote and protect the rights of women and girls</p> <p>Indicator 4.3 a) Number of Federal and regional special investigation and prosecution units/ women and children's desks which adopt and use gender sensitive standard operating procedures for their day to day activities Baseline: 0 Target: 1 Federal, 6 Regions</p> <p>Indicator 4.3 b) Level of knowledge and skill of police, prosecutors & judges about women's rights and VAWG Baseline: TBD Target: 70%</p>	<p>Indicator 4.3a) there are special investigation and prosecution units under the Attorney General (federal level), and in 5 regions (Afar, Amhara, SNNPR, Somali and Diredawa)</p> <p>Indicator 4.3b) A total of 1,919 law enforcement staff have increased capacity to respond to VAWG cases</p>		

<p>Output 4.4: Increased community interventions/actions that promote and protect the rights of women and girls</p> <p>Indicator 4.4 a) Number of new cases of VAWG reported to law enforcement agencies and local administration by members of the community Baseline: 0 Target: 5000</p> <p>Indicator 4.4b) Number of Woredas which have intervention action plans to promote and protect the rights of women and girls Baseline: 0 Target: 60</p> <p>Indicator 4.4c) No of male leaders at Woreda level committing to promote and protect the rights of women Baseline: TBD Target: TBD</p>	<p>Indicator 4.4a) A total of 1,883 cases (in SNNPR, Oromia, Tigray, Afar, Benshangul Gumuz) have been reported by the community</p> <p>Indicator 4.4b) 68 Woredas (in Afar, Somali, Amhara) and 45 kebeles (in SNNPR, Oromia, Tigray, Afar) have established plans to eliminate HTPs</p>		<p>IPs' progress report</p>
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iii) Evaluation, Best Practices and Lessons Learned

A mid-term rapid assessment was carried out on the JP on February 2015 with the objective of assessing its achievements and progress made against planned results; the challenges that the program was facing, and document lessons learned in addition to generating recommendations for the remaining period of implementation. Below is summary of the findings of the assessment and reaction from government stakeholders:

- The geographical coverage of the program is very wide whereas the resource that is already mobilized is minimal. Accordingly, the targets identified in the Program Document of the JP are not compatible with the available funds. If the program is not revisited and scaled down the final evaluation of the program will have a negative conclusion. *The proposed revision never took place at program level rather steps were taken to ensure strict alignment of AWP's with available budget.*
- A recommendation of the rapid assessment was, reducing the geographic coverage of the program i.e reduce regional or Woreda coverage or reduce JP Outcomes that are to be implemented in one region. *These options were rejected out rightly since reducing Regions and Woredas who are already covered by the program will have political implication and selecting among Outcomes will negate the holistic nature of the program.*¹⁸
- The rapid assessment noted that the mainstreaming of the JP with in government structure which have made implementation administratively efficient negatively impacted on its effectivity. This observation based itself on the JPs' original plan for the recruitment of staff that is particularly mandated to follow up implementation of the program at all levels.
- The non-implementation of already prepared strategies towards resource mobilization has also negatively affected the fund pool of the program and the assessment suggested that such strategies must be implemented as soon as possible since time is running out. *These recommendations were not pursued.*

Following the rapid assessment, one of the significant changes made was on the process of Annual Planning where activities were made to correspond to available budgets leaving the practice of planning against unfunded budgets behind. Also, agencies were made to focus on specific regions based on the thematic areas they are highly involved in to cut the risks of spreading thin.

Similar challenges with the ones found by the Rapid Assessment were also highlighted by the End Evaluation of the JP. Particularly comments noting the need to plan according to available budget in the future, balance geographic focus vs national coverage and focused interventions on limited number of regions based on prevalence of GEWE issues; the need to have a strong M & E system that can systematically collect and report on outputs and outcomes and need for greater coordination both between agencies and implementing partners were gaps similarly identified by the End Evaluation of the JP.

¹⁸ These are the three options that they came up with i.e Reducing Region, Reducing Woreda, Reducing Outcome.

In total, the JP GEWE End Evaluation examined seven key topics areas: Relevance and Strategic Fit, Validity of Design, effectiveness, Efficiency, Sustainability, Coherence, Management and Coordination.

1. Relevance and Strategic Fit. The evaluation found the JP GEWE highly relevant and strategic, in line with government priorities, target requirements. United Nations Development Assistance (UNDAF) and mandates of United Nations (UN) agencies.

2. Validity of Design. The Joint Programme (JP) was well designed and the theory of change well-articulated. The following four main outcomes were identified to address key relevant issues: economic empowerment; girls' education; women's leadership and decision-making; and mainstreaming gender equality (GE) into government machinery and violence against women.

3. Effectiveness. The JP GEWE was able to achieve concrete outcomes in its four outcome areas. Details of results were provided for each outcome under the evaluation.

4. Efficiency. As the JP GEWE worked through government structures, there were costs savings. However, these were offset by the geographic and thematic dispersion of programme activities making the overall programme less efficient than it could have been. With total funding of USD 35,502,304, and a funding gap of USD 24,987,718 (70 percent), the JP GEWE overall impact was significantly constrained.

5. Sustainability. Many elements of the JP GEWE are sustainable despite the lack of an exit plan. As the programme has worked through government structures, many of the activities are already part of its mandate. The revolving fund will continue to benefit women as long as there is a high repayment rate and trained experts on basic business skills are available at the regional and *Woreda* level to continue providing training prior to disbursing the fund. The scholarships for girls' education at the tertiary level will discontinue without renewed funding. Support provided for Gender Responsive Budgeting and the use of the Gender Levelling Tool will require continued support to solidify the progress to date.

6. Coherence. The JP GEWE had six UN agencies participating in the process, making it challenging to achieve coherence. The four outcome areas were not systematically implemented in all regions and were for the most part implemented separately, resulting in missed opportunities for synergies between the outcome areas. While results-based management training was provided in the regions, it was required on a continual basis given the high turnover of staff.

7. Management and Coordination of the JP was complex. It was never able to achieve economies of scale or efficiencies due to pooled funding. Each UN agency continued to require that their own set of procedures, templates and formats be used. Rather than Delivering as One; the JP delivered as six separate UN agencies. Management and implementation capacities have been affected by inadequate staffing in the early years, high staff turnover, and low capacity at the *woreda* and *kebele* levels, which have made reporting and documenting best practices and lessons learned difficult. Annual joint monitoring has not always involved all stakeholders.

A key conclusion to the evaluation was that the JP should not be renewed in its current form. Rather, any future JPs should be both geographically and thematically focused and separate rather than amalgamated. This is because the JP GEWE was too cumbersome to be able to achieve the desired outcomes. Following the undertaking of the end evaluation in 2016, a management response to the Evaluation Recommendations was drafted and endorsed by the JP GEWE Programme Management Committee where six out of the ten Evaluation Recommendations were accepted while four were partially accepted.

Challenges

The following are challenges of the JP identified during various reports from implementing partners; monitoring mission reports and review forums held each year:

- Achieving synergies and inter-outcome collaboration has been a challenge.
- Lack of funding to support capacity building efforts especially at Woredas and Kebele level did not allow for these entities to effectively discharge their duties and responsibilities. The resource limitation has also seriously affected the regional BoWCA's supportive role to Woredas.
- Mismatch between resources mobilized and pledged and lack of a strong resource mobilization strategy coupled with the too wide intervention coverage both in thematic and geographic focus affected the impact of the programme.
- A series of delays that were caused by late liquidation of funds by implementing partners (IPs) which led to late release of funds by agencies. The reluctance to request funds by IPs, the lack of interface between BoWCAs and Bureaus of Finance and Economic Development (BoFEDs), BoFEDs at the regional level and technical difficulties that arise due to lack of capacity in terms of using (FACE) forms have also been challenges that were identified.
- High government staff turnover kept negatively affecting institutional memory throughout the implementation of the programme.
- Lack of results-based management capacity among IPs hampered reporting on results as opposed to activities. Hence there was less attention given to capture and document results, lessons and impact of intervention while reporting and attention given to substantive reporting was very low.
- The delayed transfer of the last tranche of donor funding was a challenge faced, as it led to a delay in the implementation of activities and issues with contractually defined periods for implementation.
- As identified by the evaluation of the JP GEWE, some of the indicators in the results framework lacked baseline data, while some indicators are found to be neither realistic nor appropriate. This coupled with the lack of a clear and comprehensive M&E framework for the JP GEWE made reporting against some indicators difficult.
- The funding gap also resulted in several activities not being implemented which made it difficult to progress on output and outcome indicators.

Challenges for each outcome area are as follows:

Outcome 1:

- In some regions, the loan amount was considered too low and the loan repayment period too short (i.e. one year in Oromia).
- The creation of market linkage for women engaged in IGA is not uniform and in some regions access by rural target women to potential markets is limited.
- Due to shortage of logistics such as a vehicle, it has been a challenge for WWAO experts to travel to rural Kebeles and provide targeted women BDS and mentorship. Similarly,

shortage or a total absence of budget for monitoring was a challenge. During monitoring visits, Woreda and Zonal level BoWCAs in some regions indicated that the budget that comes to them is only earmarked for the transfer to project beneficiaries. This challenge resulted in a limited monitoring and follow-up activities that was supposed to be undertaken by BoWCA experts.

- Delay in submitting reports at Woreda level usually created due to lack of capacity and IT equipment.
- Lack of uniform approach for credit modalities where in some regions channelling of funds through BoWCAs rather than credit associations resulted in failure where ensuring the continuous flow of the revolving fund proved difficult due to lack of capacity of the gender machinery to administer funds was an instance that can be taken lesson from.

Outcome 2:

- Discontinuity of financial support for girls that pass to preparatory school while some are forced to join Technical and Vocational Education and Training (TVET) although they have a very good result that could enable them to join preparatory and then university.
- Delay in releasing funds for female university students where in some cases they are given a lump-sum amount at one go at the end of the year.
- Since cost of living is rising, the money was found to be not sufficient.
- Due to financial constraints, there were interruptions between the provision of life skills training for girls despite high demand of the intervention.

Outcome 3:

- Inadequate human capacity for effective implementation and harmonization of gender mainstreaming especially at the lower level.
- Mismatch between allocated and the required budget to implement planned activities.
- Lack of institutionalization of GRB in the planning and budgeting system of sectors.
- The lack of accountability on institutions that are not performing well on levelling tool, given that MoWCA does not have the mandate to enforce anything with the line ministries.

Outcome 4:

- There is a demand from CC facilitators for some form of incentive for their effort.
- Outcome 4 should be complimented with the revolving fund to enable women survivors of violence to run IGAs.
- Although the community is strongly condemning abduction, it is being observed and even sometimes being arranged by close family members.

Lessons Learned

- Strengthen resource mobilization, geographic and thematic focus to maximize the impact of the JP GEWE; improve efficiency, and develop best practices that can be documented and replicated;
- Baseline and realistic targets are important to measure and report on results;
- More investments on data and evidence collection e.g. Management Information System (MIS), research to ensure strategic interventions and results-based reporting;
- Ensure that those who report and document reporting are those in capacity-building workshops and who also participate in review meetings otherwise reporting will suffer;

- Involvement of all relevant sectors e.g. education, justice (e.g. MoFEC, Agriculture, MFI, CSOs) is essential for substantial technical input and to complement the facilitation role of MoWCA depending on the thematic focus of future joint programmes;
- Use of government structures contributes to sustainability, efficiency and effectiveness;
- Working with community-based structures, religious leaders, faith-based organization and CSOs to address root causes of gender inequalities are effective;
- Use of financial institution for credit delivery has enhanced the effectiveness and sustainability of the revolving fund;
- Best to align activities with available budget so that expectations are not raised;
- Involving men in HTPs contributes to buy-in and helps to change attitudes around HTP.
- The issue of a continuum of delays during the implementation of the JP GEWE has been noted in the JP GEWE II End Evaluation and a Management Response committing to address the same in the upcoming joint programmes was included.
- The need to stream education related support through Ministry of Education and not MoWCA, as MoWCA as an institution proved to have neither the capacity nor the structures in place to monitor implementation by universities. Channelling support through the Ministry of Education ensured the ease of the implementation reporting process.

iv) A Specific Story

From 2014 Donor Report: Stories on a better livelihood gained under Outcome I

Masetewal Kassahun, is one of the beneficiaries of the economic empowerment support and she



Photo 12 Ms. Mastewal Kassahun discussing with the Monitoring team

mentioned that she took a six days training on business and vocational skills training and received Birr 4,000 to start her business of animal fattening. She used the loan to buy two cows and sold them after three months for Birr 5,000 each. She is grateful to the support of the WAO and the local Agriculture office support in advancing her business. She mentioned that she is now able to save Birr 100 per week in the rotating saving and credit scheme (Ekub) and has fully paid back her loans. The training has also helped her to properly record and monitor her incomes and expenses and enabled her also not to mix her private income and expense with the business purse. She appreciates the monthly experience

sharing event and the market linkage support organized by the WAO. Mastewal hopes to build her own house in the near future and add one more profitable business line and expand her business activities.

Another entrepreneur contacted by the JP GEWE Monitoring mission team is Ms. Sewinet Mihret who is running a restaurant business in the town, Tilili. She mentioned that before the support provided from the JP, she was struggling to get investment and working capital to

expand her business. After securing a loan of Birr 3,200 and the business management skill training from the MSE office, she was able to expand her business from a mere small snack to a restaurant providing affordable dishes to the community. She has now been able to construct her own residential house and saves Birr 500 a month in Ekub and plans to move out of the current rented business premises to her own place and further expand her business. She attaches a great value to the monthly meeting with her fellow women entrepreneurs, saying that “even my parents don’t give me such support and advice”.

From 2015 Donor Report: Empowered Woman Transforms Lives in Rural Ethiopia The Case of Kimiyaa Umar and her Group in the Oromia Region

For the middle aged energetic mother of six, Kimiyaa Umar, lack of capital and the basic knowledge on how to run a viable business constrained her from establishing a business and to improve hers and her family’s livelihood. This was until a year ago when she received the 3,000 Birr interest free loan equivalent of 140USD together with training on basic business skills and entrepreneurship through the UN Joint Programme on Gender Equality and Women’s Empowerment’s income generating activities, which has benefited over 19,500 disadvantaged women throughout Ethiopia.

Today Kimiyaa, a leader of a group of 13, who are benefiting from the programme, is improving her families and her group members’ life styles. This is by enabling herself and each of her group members to save and invest in labour, time and energy saving cooking stove technology cooperative targeting women in their village and beyond.

“Before receiving the loan we were given training on how to start and manage a business including how to save and the benefits of saving. Using the skills gained all of us started different businesses and now each one of us has finished paying back the 3,000 Birr loan, and saved enough to invest in a different cooperative business of labour, time and energy saving cooking stove technology. Each member uses this technology in her house. We also sell the stoves in different villages to benefit more women,” explained Kimiyaa, who added that currently the stove technology cooperative, which began a year ago has sixty members with a total capital of 40,000 Birr an equivalent of about USD 2000.



Photo 13. Kimiyaa explains on use of the time and energy saving



Photo 14. Kimiyaa (left) receives a certificate of recognition for

cooking stove that her group assembles and sells. (Photo Credit/UN Women)

her successful leadership from her district office (Photo Credit/UN Women)

“We were selected to benefit from the programme for being the neediest and had no capital or the knowledge on how to deal with business. Today, we are the model in our village and many women have started to organize themselves by self-initiation,” said Kimiyaa whose leadership style has influenced for the success of the group as she strictly applied the rules the group established in timely paying back of the loans and saving for expansion. Kimiyaa, who got public recognition for this achievement by the district’s Children and Women Affairs Bureau, has also changed hers and her family’s life style using the loan.

A year ago Kimiyaa’s children’s educational materials were not provided in full. They didn’t even have the chance to study in the evenings as their house had no sufficient light to use since the only available source of light was a small locally made Kerosene lamp. The goats fattening and selling business she started first using the 3,000 Birr loan is making a difference as she used part of the profit from it to purchase a solar lamp, which her children today use to study longer with enough light. *“When I first got the 3,000 Birr loan, I purchased 2 female goats and one male goat. I fattened the male goat, which I bought for 600 Birr and sold it for 1,500 Birr. Each of the two female goats gave birth to two ToTaling the goats to six. I sold the 3 goats and paid back the 3,000 Birr loan. From this business I have profited three goats and the solar lamp I purchased for 500 Birr in addition to the 260 Birr saved in a bank according to the group’s regulation,”* explained Kimiyaa who added that each member of her group has changed hers and her family’s living condition for better as a result of the support from the program. Kimiyaa is convinced that the benefits they all got is enormous and the potential to make a difference at community level is great. *“Over 200 women in our village got influenced by us and started saving the little they have by self-initiation. They also come to us for some advice. If more is invested in such women, we will make a lasting change.”* Kimiyaa is appreciative of the support by the Joint Program especially of the interest free loan, which she said assisted them to benefit more in short time and motivated them to keep working hard. Kimiyaa believes that investing in women benefits the whole community.



Photo 15. Some of the group members with the goats and sheep they purchased for income generating using the 3,000 Birr loan that each received. (Photo Credit/ UN Women)

The Gender Levelling Tool: Institutionalizing accountability towards GEWE

Though there are remarkable achievements in advancing gender equality and women's empowerment, there is still clear gaps between the laws and their actual implementation and translation into concrete results that contributed to changing the status quo. It was with this background that, the Ministry of Women and Children Affairs (MoWCA) with support of the JP developed a 'Gender Levelling Tool' to assess how government is mainstreaming gender/empowerment of women (policies, resources and implementation) in different sectors and regional level bureaus. The tool was applied to assess the performance of 8 pro poor sectors in Ethiopia (Agriculture, Water/Energy, Urban Development/Construction, Health, Small and Medium Enterprises, Labour/Social Affairs and Justice) to ensure that concrete actions are taking place to change the status quo, beyond the rhetoric. The sectors were identified by the Government of Ethiopia as priority sectors with accompanying resources and attention, with the goal of eliminating poverty in Ethiopia on its way to become a Middle-Income Country by 2025. In the GTP II period the tool will be applied to assess the performance of other sector 8 sectors which will be followed by tailored technical support to those which are not performing well on GEEW. (See the rating /100 points and the criteria used for grading) below. The 'Gender Levelling Tool' was developed by experts from government, UN agencies and development partners, with leadership of MoWCA.

As a way of institutionalizing the 'Gender Levelling Tool', the Ministry of Women will be presenting the Tool to the National Council led by the Deputy Prime Minister, H.E. Demeke Mekonnen set up to give oversight role on all GEWE related interventions for approval and adopted as an executive accountability tool for the Government of Ethiopia and in particular for the tracking of GEWE within the Growth and Transformation Plan II (2016 – 2020).

Level -3 (Gender Responsive) National and International commitments on gender equality and empowerment of women implemented and institutionalized, Apply the twin track approach systematically (>75 points/100)	Level -2 Gender Sensitive Track record on achievements on GEWE Effort to mainstreaming gender in policy, programme and project level (46-75 /100points)
Level -1 (Gender Aware) Some initiatives contributing to GEWE (at policy, and programme level) (10 - 45 /100 points)	Level 0- Gender Blind No effort towards ensuring GEWE and no initiative to mainstream gender at any level (< 10 points /1000)

From 2016 Donor Report: Where there is determination there is a way

Afambo, Afar Region in Ethiopia: Fatuma Ahmed was first married five years ago when she was just 13. She got pregnant not long afterwards under very bizarre circumstances. The scar on her genitalia which she sustained from the Female Genital Mutilation (FGM) that was performed on her when she was a child has not been opened when she got pregnant. It was cut open when she gave birth to her daughter – an excruciating experience which haunts her to this day. She also suffered a number of complications after the childbirth. To make matters worse, she was deserted by her husband.

The suffering only increased Fatuma’s resolve to face challenges in life head-on. Raising her daughter as a single mom on the one hand with the support of her parents, she continued her education and completed school up to the 8th grade in her locality. Since the past three years, she has found an additional inspiration strengthening her determination. She is participating in the married girls’ club which is part of the integrated programme on the fight against child marriage and FGM “Now I got a chance to interact with married girls many of whom passed through an experience similar to mine and we discuss on how we could contribute to ending these harmful practices,” Fatuma says.

Infibulations – one of the worst forms of FGM – is practiced in the Afar Region. The region has the second highest prevalence of FGM after the Somali region. A girl in the Afar region is prone to circumcision as early as from her 7th day of life as is especially the custom in the Afambo area. But the practice is a lifetime ordeal as women go through it even after marriage and giving birth. Infibulations involves the entire removal of the clitoris, the labia minora and labia majora,

followed by sealing of the wound allowing only a small hole through which the woman can urinate and menstruate. This hole has unfortunately also led to the impregnation of Fatuma.

The intervention in the Afambo District is contributing its fair share to the promising efforts being exerted in the Afar region over the past decade in the fight against FGM. The effort at abandonment of FGM has later added the earnest fight against child marriage, an equally formidable challenge in the region violating the rights of girls.

Fatuma is very grateful for being empowered. As opposed to the arranged marriage she was forced into at her tender age, she is married to her second husband for love. Her husband, who is himself a student going to the 11th grade, is very supportive of her to continue participating in the married girls' club and to further her education. The only challenge she has on this is the newborn she has with her husband. She can only continue her education in the 9th grade at Asayta, the nearest town to her locality which is 20 km away. She cannot afford to commute to and from the high school every day leaving her two months old child behind. This has forced her to drop out.

But Fatuma says the fight against FGM and child marriage is one which she can ill-afford to drop out of. It is a fight which she takes as a personal cause since she has suffered a lot because of these harmful practices. "I am a living witness on the unspeakable harms of FGM and child marriage and I will continue to teach my community to spare their daughters the ordeal," says Fatuma with some bitterness.

Inshallah (if Allah wills it), says Fatuma, she is hopeful that she would continue her education one day and aspires to become a medical doctor, especially to assist pregnant women of her community to deliver safely.

Comprehensive safe-house services brought the life of a hopeless young girl back on track

My name is Selam. I am 16 years old. I don't know my biological parents. I was raised by a foster family since I was three. I did not know they were not my parents until I was 13. They have two children and they both go to school. I was never given a chance. I once asked them why I wasn't going to school. They told me that they found me on the street and raised me. They always tell me that they gave me everything I needed and that they could not afford to send me to school. I used to wake up early in the morning and do almost all the household chores. I started to feel neglected and alone. I wanted to go to school like any child my age but I did not know what to do and where to go. Since they were the only family I had, I stayed there.

One day, the son of my foster parents was at home. He told me to clean his room and make his bed. I obliged. I never thought he would do me any harm. I always thought of him as my brother. I felt him forcing himself on me from behind. He covered my mouth with a cloth, raped me and left me there. I stayed there and cried for long time. I was scared and did not know what to do. One of the neighbours happened to come to the house right about that time and found me. She screamed when she saw me covered in blood and took me to the police.

The parents were called immediately and the mother said her son would never do such a thing accusing me of lying. I stayed at the police station for a few days. The police told me that I didn't have evidence showing that I was raped by him. Since I did not have any choice I went back to their home. I continued to live a terrible life there. I was always sick. One day the mother asked me what was wrong and I told her I was sick. She touched my belly and said I was pregnant. She threw 100 birr on my face and told me to leave immediately. I was on the streets of Hawassa for a few days. A woman I met told me that Addis Ababa was better and that I should go. She gave me 100 birr for transportation. I came to Addis Ababa and was on the street again. Some people gave me food and money for accommodation. I was eventually taken to the Women's Affairs Office which referred me to the safe house run by the Association of Women's Sanctuary and Development.

When I came to the safe house I was confused and hopeless. I was treated with respect. I was provided with meals, counselling, and medical service. I safely delivered my baby in a health institution. The basic literacy class that I took in the safe house enabled me to read and write. After that I was enrolled in skills training in bamboo works. I am a changed person now. I feel happy and hopeful. Association of Women's Sanctuary and Development is my family now. The safe house gave me my life back and when I leave the safe house I want to work with the skills that I got and earn an income to support myself and my daughter.

My message to all: 'Don't give up on your life. Tomorrow is another day so keep up the hope!'