



United Nations Entity for Gender Equality  
and the Empowerment of Women

**UN Women Ethiopia**  
Changing the lives of women and girls

**2018**

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COVER PHOTO: UN Women/Fikerte Abebe

#### COVER

Adi Aliyi, one of the women's cooperative members from Wabi Burkitu Village in the Oromia region inside the cooperative's farm land.

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#### PHOTOS:

P.1 UN Women/Glenn Shaw;

P.2 UN Women/Fikerte Abebe;

P.3 UN Women/Fikerte Abebe;

P.6 UN Women/Fikerte Abebe;

P.8 (left top) UN Women/Faith Bwibo;

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P.20 (top) UN Women/Helen Yosef;

P.20 (middle) UN Women/Fikerte Abebe;

P.20 (bottom) UN Women/Helen Yosef.

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# Welcome to UN Women Ethiopia

Way back, in 2007, the late Madame Atsede Zefrua, an assistant, driver and messenger, planted seeds for the small UNIFEM project which grew into the flourishing UN Women Ethiopia Country Office we find today. With a small budget generously contributed from the European Union Commission, the diminutive office served as what Ms. Zefrua often referred to as a 'Think Tank on GEWE', and which provided oversight and quality assurance on the first strategic document for UNIFEM. From 2010, UNIFEM operated the tiny country programme office, while also facilitating a separate Liaison Office to the African Union Commission (AUC) and United Nations Economic Commission for Africa (UNECA). Later, in 2012, the two merged and metamorphosed into what is now UN Women Ethiopia, and was officially recognized by the Federal Democratic Republic of Ethiopia (FDRE) as a bona fide United Nations Agency for which I had the honor of serving as its first accredited Representative. The subsequent long-term agreement, 'The UN Joint Programme on Gender Equality and Women's Empowerment (GEWE) – 2012 to 2017', brought six UN Agencies together, was led by our key ministry, the MoWCY, and would cement UN Women Ethiopia's permanence in the country, thus continuing the story.

Over this remarkable past, UN Women Ethiopia has led and contributed a good measure of accomplishments on behalf of women and girls in Ethiopia, and around Africa. This work has been expansive and broad, from the production of a virtual library of policy documents and knowledge products, to numerous capacity building ventures with Governmental and CSO partners. Among these accomplishments, the long-term support in training a host of Ethiopian women in transformative leadership which has opened doors for female role models. Yet, the organization's partnerships with both the AUC's Agenda 2063, and other policy frameworks, as well as continuing efforts with UNECA, further speak to our high level of commitment to advance GEWE. Certainly the innovative African Girls Can Code Initiative (AGCCI) demonstrates the often creative approach UN Women Ethiopia utilizes to furthering GEWE in Africa. I am proud that UN Women has led and supported the Government to roll out the 'Leveling Tool', the first ever Gender Statistics Report, as well as our contribution to the Government Management Information System (MIS). In this publication of UN Women Ethiopia's accomplishments, I believe you will be impressed with our results in furthering UN Women's global mandate in Ethiopia, and indeed in Africa.

While we celebrate our successes, we also recognize that these amazing results are achieved with the support and collaboration of partners. We are deeply indebted to our Governmental partners including, the Ministry of Women, Children and Youth (MoWCY); the Ministry of Finance (MoF); the Ministry of Agriculture and Natural Resources; the Ministry of Justice; the Planning and Development Commission (PDC); the Central Statistics Agency

(CSA); the Federal Urban Job Creation and Food Security Agency; our sister United Nations agencies; and our UN Women family including our Regional Office, Headquarters and colleagues in other UN Women Country Offices, for their invaluable support, guidance and contributions. We are also privileged to work and collaborate with talented CSO partners who reach millions of women and girls across Ethiopia and Africa. Furthermore, UN Women Ethiopia is grateful to all our donor partners for your continued support and belief in our ability to deliver for women and girls. In particular, our gratitude goes to Australian Aid; the Austrian Development Agency (ADA); the Royal Danish Embassy; Cooperación Española; Irish Aid; the people of Japan; the Royal Norwegian Embassy; the Swedish International Development Cooperation Agency (SIDA); and UK Aid. And of course, accolades are deserved by our very own extremely committed staff – you are a force to be reckoned with, and I am proud of your excellent work and commitment to making sure that no girl nor woman in Ethiopia is left behind! Through these rich collaborations, UN Women Ethiopia has known both hard work, and won authentic successes.

Finally, I am pleased that today, Ethiopia is making enormous strides on promoting women's leadership. I only wish Ms. Zefrua was alive to see how the seeds she sowed back in 2007 have taken the country to higher heights. While UN reform, resource insufficiencies and the huge need for our work present genuine challenges, I know together we will continue to make meaningful change for women and girls. Colleagues and friends, thank you for your support, and our accomplishments. Let us continue this great endeavor!

*Letty Chiwara*

Letty Chiwara,  
Representative to Ethiopia, AUC and ECA,  
UN Women Ethiopia



# An introduction to UN Women Ethiopia



**UN** Women's Ethiopia Country Office is a vibrant and multidimensional initiative fulfilling a multitude of functions since 2007. Primarily, the country office's foremost directive falls under UN Women's global mandate of realizing gender equality and women's empowerment (GEWE) for Ethiopia. However, with a regional perspective in mind, the organization also serves as an advocating liaison office with both the Africa Union Commission (AUC) and the United Nation's Economic Commission for Africa (UNECA).

Central to the organization's national operating strategy are the enhancement of collaborative partnerships, which in turn facilitates joint programming, builds capacity and grows resources – all to directly impact the lives of Ethiopian women and girls. As such, UN Women Ethiopia works closely with the Federal Democratic Republic of Ethiopia (FDRE), local civil society organizations (CSOs), NGOs/INGOs, sister UN organizations, and of course, the Ethiopian people. In order to ensure harmonization of these efforts, UN Women Ethiopia plans initiatives around the guiding framework for socio-economic development in Ethiopia, the Growth and Transformation Plans (GTP) – a series of five-year initiatives that foster broad-based, equitable sustainable development, and in a manner which clearly speaks to women and youth's empowerment. As such, and in close collaboration with the FDRE's corresponding ministries, UN Women works to ensure that GEWE commitments are implemented in GTP II.

To further contribute to Ethiopia's GTP II, the organization's implementing framework also draws from UN's Sustainable Development Goals (SDGs). As a United Nations agency, the UN Women Ethiopia jointly programs under the auspices of the United Nation Development Assistance Framework's (UNDAF) specific pillars, which exist to respond to the United Nation's goal of supporting the FDRE's achievement of the SDGs.

## Equitable and sustainable development for Ethiopia



*Above: UN Women Ethiopia's directive conceptual framework for GEWE – which stems from Ethiopia's UNDAF, vis-a-vis the SDGs, and which contributes to the FDRE's GTP II.*

# UN Women Ethiopia's triple mandate

## UN Women's global triple mandate

As with all UN Women Country offices, UN Women Ethiopia serves a triple mandate which assigns the organization the distinct responsibilities of: (i) *supporting the strengthening of global norms and standards*; (ii) *promoting more effective coordination, coherence and gender mainstreaming across the UN system in support of commitments for gender equality and women's empowerment (GEWE)*; and, (iii) *supporting the FDRE, upon request, to collaborate in the translation of global norms and standards into Ethiopian legislation, policies and development plans at both national and local levels as part of its operational activities.*

From the normative perspective, UN Women Ethiopia works to support national and local efforts in the acceleration of progress towards normative GEWE, while also advocating for systematic integration of gender-focused approaches within various sectors the organization interacts with. Examples of UN Women Ethiopia's work in the field of normative gender change may be found in its work with the introduction of the Leveling Tool; a number of initiatives focusing on women's economic empowerment (WEE) – particularly in the fields of agriculture and livelihoods; and, a strong Women in Leadership and Political Participation programme currently tackling issues surrounding gender equity in Ethiopia's representation.

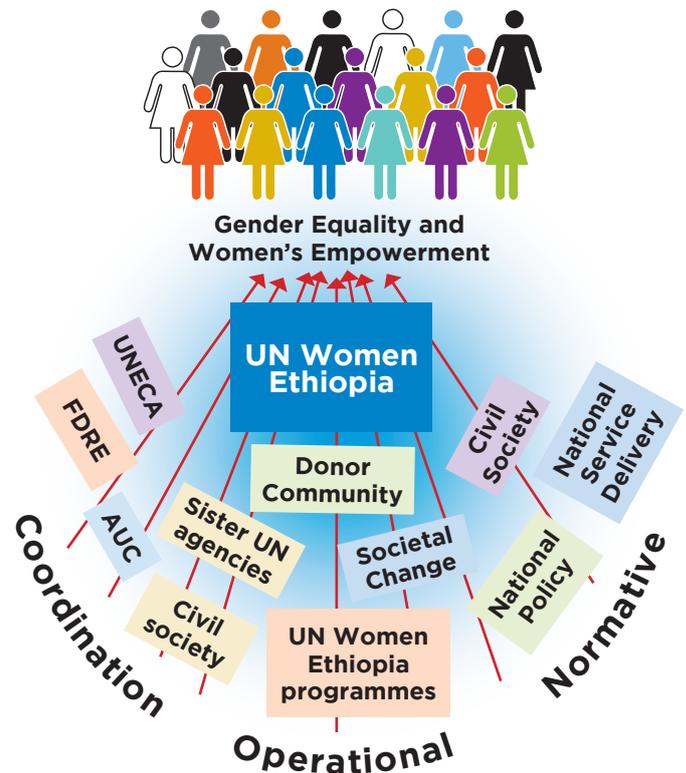
In support of the Women, Peace and Security agenda, UN Women Ethiopia works to promote greater cooperation and complementarity between development, disaster risk reduction, humanitarian action and sustaining peace initiatives. UN Women Ethiopia's country programme fosters UN-wide partnerships as GEWE thematic areas with the most UN joint programmes. The important role UN Women Ethiopia plays in the sphere of coordination may be observed in the country office's Liaison work with the African Union Commission (AUC) and the United Nations' Economic Commission for Africa (UNECA), as well as serving as a critical member of the United Nations' family in Ethiopia.

Below: Safaya Kabatok, a beneficiary of the Joint Programme of Rural Women Economic Empowerment in Oromia region, with her bank book to be used for the first time after training in the programme.



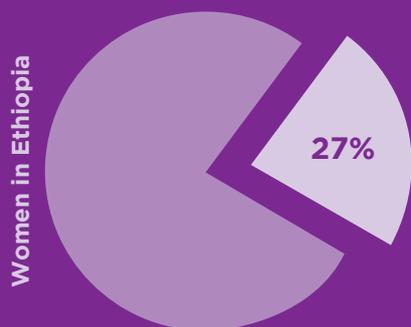
In terms of operationalizing the organization's efforts, UN Women Ethiopia acts to further gender equality and women's empowerment. The organization focuses on six types of support in its operational activities: i) normative support; ii) UN coordination for gender equality and women's empowerment; iii) integrated policy advice; iv) capacity development; v) advocacy and social mobilization; and vi) technical assistance for essential services. However, it should be noted that UN Women does not participate in large-scale operational support, such as the provision of commodities. Examples of UN Women Ethiopia's operational work are found throughout this document, and are clearly demonstrated in all of the organization's sectoral approaches including efforts made in *National Planning, Coordination, Liaison, the African Girls Can Code Initiative (AGCCI), Ending Violence Against Women and Girls (EVAWG), Women's Economic Empowerment (WEE), and Women in Leadership and Political Planning (WILPP).*

Below: UN Women Global's triple mandated approach to the enhancement of gender equality and women's empowerment: Normalization; Coordination; and, Operationalization.

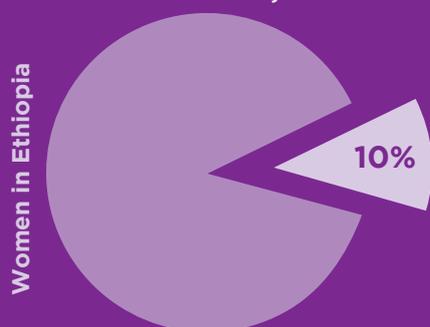


# Ethiopia: A nation at change

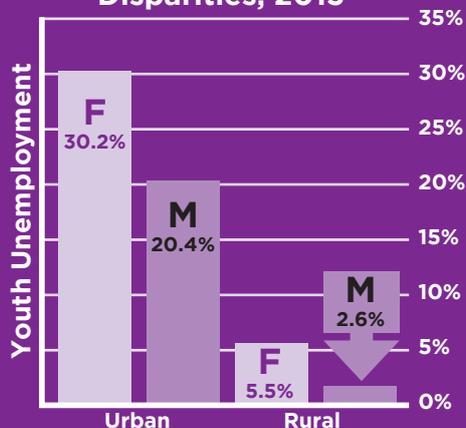
**Incidences of Domestic Violence, 2016**



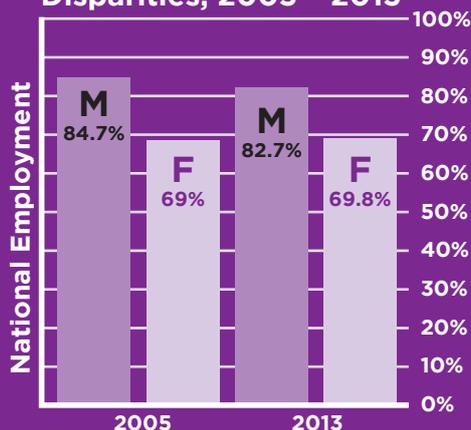
**Incidences of Sexual Violence, 2016**



**M/F Youth Employment Disparities, 2013**



**National Employment Disparities, 2005 - 2013**



Over the last decade, Ethiopia has made significant developmental improvements by reducing the national poverty rate by half. More Ethiopians may now access free education, healthcare and other basic social services. From 2006 to 2013, the country increased working health posts by 159 per cent, with health centers also expanding by a noteworthy 386 per cent. Likewise, net primary education enrollment increased from 82.9 per cent in 2009/10, to 95.2 per cent in 2014/15. And strikingly, child mortality undertook a steady decrease in under-five mortality per 1,000 live births, from 140 in 2000 to 68 in 2015, while maternal mortality also dramatically regressed from 873 in 2000/01 to 420 in 2014/15. With such change, it should come as no surprise that between 2000 and 2014, Ethiopia's human development index (HDI) rating improved at an annual average of 3.2 per cent, from 0.284 in 2000, to 0.4442 in 2014, making the country one of the fastest enhancers of human development globally since 2000.

In terms of gender equality and women's empowerment, the Government of Federal Democratic Republic of Ethiopia (FDRE) is working to implement remarkable transformation in the spheres of girls' and women's empowerment through the bridging of gender gaps; and significantly increasing women's political participation. The FDRE has passed a number of progressive national laws, seeking to genuinely endorse the gender principles addressed within international laws and conventions such as, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), and the Beijing Platform for Action (BPfA).

Despite these accomplishments, serious challenges remain in terms of improving the quality of service delivery across social sectors, strengthening gender-sensitive governance structures, implementation of innovative gender policies and laws, and reducing inequalities related to income and gender. For example, gender disparities in employment remain notable, and land-holdings remarkably unbalanced. Although great strides have been made at the earliest levels of girls' education, graduation rates for women at post-secondary institutions are not yet equitable. Issues around gender-based violence – including both sexual and domestic violence – continue to be a serious problem for Ethiopian society. Clearly progress is happening, but a great deal of more work is required. As such, and in partnership with the FDRE, and in particular MoWCY, UN Women Ethiopia will continue to work for the equality and empowerment of Ethiopian women and girls today, and in the future.

*Left and top of right page: All statistics drawn from Population Statistics Abstract, Central Statistical Agency, 2014; Draft Growth and Transformation Plan, (GTP II), Planning and Development Commission, (2015/16-2019/20); Ethiopia National Labour Force Survey 2013, Central Statistical Agency and Ministry of Finance and Economic Development; or, Gender Statistics Report, Central Statistical Agency, 2014.*

# The state of Ethiopia's women

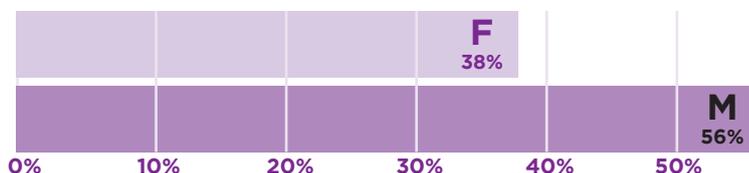
Proportional Share of Undergraduate Enrollment, 2015 - 2016



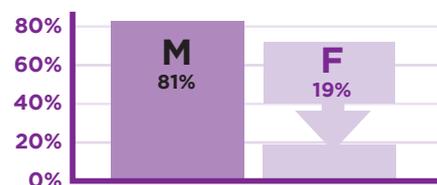
Trends in Maternal Mortality, 2000 - 2016  
Deaths per 100,000 live births



Male/Female Literacy Rates, 2013



Distribution of Land by Sex, 2015 - 2016

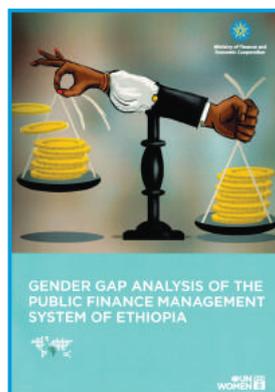


## UN Women Ethiopia: A knowledge hub

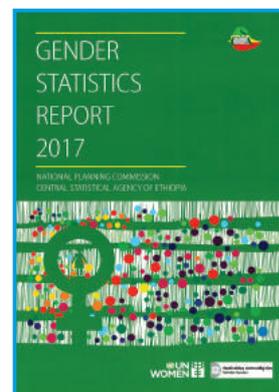
### A GEWE thought leader in Ethiopia

In the organization's role as a national thought leader on gender equality and women's empowerment, UN Women Ethiopia regularly produces research, policy and advocacy materials for both national and international awareness. Often specific to emerging data and information, these materials are useful tools for journalists, policy-makers, researchers, advocacy and civil society organizations working in the sphere of equality and empowerment for women. Better yet, they are free of charge, and may be accessed 24/7 through the following web link. Check-in for our latest products.

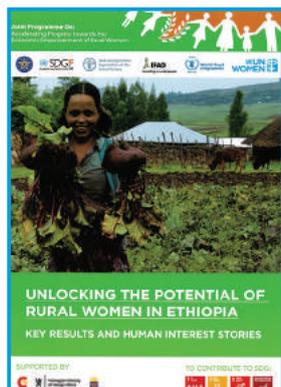
<http://africa.unwomen.org/en/digital-library/publications>



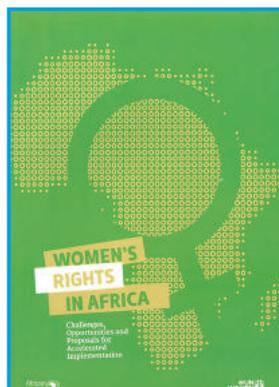
Gender Gap Analysis Public Finance Ethiopia



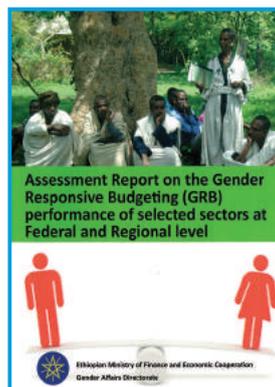
Gender Statistics Report, 2017



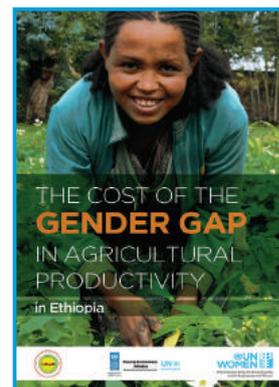
Unlocking the Potential of Rural Women in Ethiopia



Women's Rights in Africa



Assessment Report on the Gender Responsive Budgeting



The Cost of the Gender Gap in Agricultural Productivity

# Building entrepreneurial leaders

Maria Mohammed grew up in Afar, northern Ethiopia, arguably considered the ‘hottest place on earth.’ With such a challenging climate, life in Afar can be extremely difficult. Adding to the daily trials of relentless heat and drought, Maria married at only 16 years of age, and quickly had five children. However, her former partner lost employment, could no longer financially care for the family, and eventually left. Subsequently this tenacious mother took her children to the larger town of Semera, and earned a meager living by brewing and selling coffee in the local market. Yet, while her daily income averaged only \$4 USD a day, Maria’s quick wit and quality service impressed a growing clientele. She was ultimately offered a lucrative catering contract from a nearby government office. Through Maria’s hard work, opportunities arose, however, this entrepreneur’s difficulties were not quite over.

Unfortunately, Maria held genuine – and realistic – fears concerning her capacity to deliver product consistently over the long haul. *“Having come from only informal business on the street, I thought I might not be fit,”* reflected this proud businesswoman. Fortunately, as a recent participant of the UN’s Joint Programme for Rural Women’s Economic Empowerment (JP RWEE), Ms. Mohammed received essential trainings on business skills, cooperative management and leadership. And Maria clearly considers these trainings as the catalyst for her now thriving businesses success. Beyond trainings, Maria also received a small loan of 15,000 ETB (\$555 USD), which she used to procure a refrigerator, and further diversify business by supplying cold water for children for 1 ETB (\$0.04 USD) a liter at the local primary school.

And in addition to the prospering enterprises, Maria became a community business leader. Over the past two years she acted as Chair of her local saving and credit cooperative, and so now has access to greater market chains. In fact, only recently, the cooperative received milk collecting and processing equipment offering yet another strong business opportunity, while Maria sees further potential in breeding cattle for local dairy supply.

And it has been this vital combination of capacity growth, access to capital, and enhanced confidence that has developed a community business leader, and changed Maria and her children’s lives for the better. *“As the leader of the cooperative, I often provide technical support to members after attending various JP RWEE workshops. And because I developed a successful business, I have become a role model for women in my community.”*

Like Maria, 2,500 women have participated in the JP RWEE trainings, gaining not just technical expertise and capital in the process, but more importantly, a sense of confidence. Undoubtedly a key component for building a better business leader, and a better way of life.

*Left: JP RWEE participant and business leader, Maria Mohammed, in Afar, northern Ethiopia, with her new dairy products processing equipment.*

## Notable Achievements

- Average annual income grown from a baseline of 9,460 ETB (\$344 USD) to 12,000 ETB (\$436 USD);
- 53 per cent (1,335) of targeted participants equally sharing in critical household decisions with spouses;
- Enhanced access to resources, markets, and financial services for 10 cooperatives with 2,500+ women;
- 767 women in 11 groups accessed time/labor-saving technologies, enabling them to rise in the value chain;
- Abdi Boru Women’s cooperative in Dodola district of Oromia region increased production using technologies provided – earning \$13, 000+ USD per season;
- 15 per cent of participants engaged in local leadership positions such as RUSACCOs;
- National Network for Gender Equality in Agriculture (NNGEA) cascading to several regions;
- Gender-sensitive additions to the ‘Cooperative Strengthening Manual’ of FCA.



# Women's Economic Empowerment

A Joint Program on Rural Women Economic Empowerment (JP RWEE) between UN Women, Food and Agricultural Organization of the United Nations (FAO), World Food Programme (WFP), the International Fund for Agricultural Development (IFAD), and the FDRE has been among the organizational cornerstones for addressing the many economic disparities currently affecting Ethiopian women.

Launched in 2014, the programme targets rural women and their families in Afar and Oromia regions, and strategically considers numerous challenging realities such as that of rural female farmers who are often considered socially lower due to patriarchal norms; rural women have limited access to skills, information, technology, financing and resources such as land; due to inequities, rural women hold extremely limited resilience when coping with climate change; and, existing institutional support for rural women which remains weak. Yet, as noted below, and in close partnership with our UN partners and the FDRE, gains are being made, and life has begun to change for the 2,500 rurally poor women and the families participating in the endeavor. UN Women's strong advocacy work is also instituting positive change at the national level.

Increased income and secured livelihoods for rural women is one of the key areas where remarkable results have been achieved in partnership with participating agencies and bureaus of women and children affairs, cooperative promotion agencies, and livestock and agriculture bureaus and local/district counterparts in Oromia and Afar and Society for Women and Aids in Africa-Ethiopia (SWAA-E). Additionally, UN Women Ethiopia's specific support on access to land, technologies and market and Business Development Services (BDS) for women has resulted in remarkable changes in the lives of targeted women.

## Access to technologies, market and BDS

UN Women Ethiopia has focused on increasing women's access and control over productive resources and business development services. The interventions to achieve this result included, creating greater market linkages; providing time and labour saving productive technologies, capacity building trainings and access to necessary business development services (BDS) for rural women. National and regional level market exposures were also created for women from three targeted districts of Oromia region. This was achieved through the partnership with the Federal Urban Job Creation and Food Security Agency and SWAA-E.

An additional result from the JP RWEE's efforts was that participating enterprises and cooperatives brought to Government's attention the existing input supply challenges and inadequacies. The rural women have also enhanced entrepreneurship skills through business development services (BDS), adding value, improving packaging, and promoting products for better market opportunities.

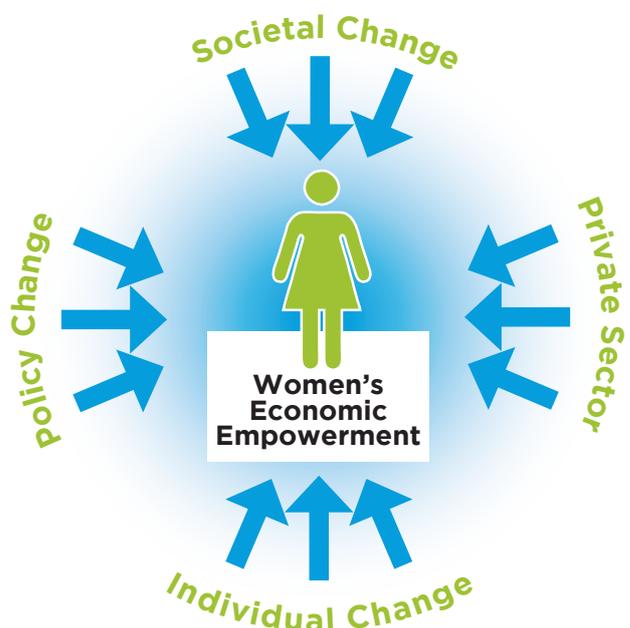
## Greater voice in household decision making for rural women

Comprehensive in approach, the JP RWEE made sustainable social change in communities and households a fundamental priority. For example, in 53 per cent of targeted participants, women are now equally sharing critical household decisions with spouses, such as the trade of assets or rental of land. Moreover, 15 per cent of participants are engaging in leadership positions in rural institutions such as RUSACCOs and women's associations – a significant result when considering the previous baseline of zero women's participation in these areas.

## Gender responsive policy for women's economic empowerment

While the JP RWEE focused on building capacity with programme participants, as well as undertaking critical research, another component of the initiative was to promote a gender responsive environment for WEE. Subsequently, based on UN Women Ethiopia's collaborative efforts with the Gender Directorate of the Ministry of Agriculture (MoA), the Agricultural Transformation Agency (ATA), MoWCY and partnering international organizations, a National Network for Gender Equality in Agriculture (NNGEA) is now operational and cascading regionally. Likewise, to facilitate a gender responsive agricultural sector, UN Women Ethiopia negotiated to include gender-sensitive components in the Agriculture Sector Policy and Investment Framework (PIF) (2010- 2020). Furthermore, gender-sensitive recommendations were made for enhancement of the FDRE's National Agriculture Investment Framework (NAIF).

*Below: UN Women Ethiopia's holistic approach to WEE, a critical component for human development. By focusing on all environments impeding women's economic opportunity, greater likelihood exists for significant economic change for women, and the communities they live in.*



# Technology for a brighter future

## Notable Achievements

- AGCCI was launched on 24 August, 2018 at the AUC Headquarters in Addis Ababa;
- 88 participants from 32 African countries received technical and soft-skill trainings;
- Trainings included Girls and Leadership; Financial Literacy; Youth and Human Rights; Design Thinking; Animation; Robotics and Internet of Things; Gaming; Fashion and Art; and Turtle Stitch;
- 3 national coding camps, and another regional camp planned for 650 girls.



### Building confidence through technology

Despite their differences, Khayrath Kombo and Colleen Chibanda have much in common. For example, while Khayrath is aged 15 and from Dar es Salaam, Tanzania, Colleen is 19 and grew up in Harare, Zimbabwe. Ironically, however, what they and their 86 female colleagues have in common is a rarity throughout Africa. You see Khayrath and Colleen share a love for technology, and for coding in particular. An uncommon trait amongst African girls these days. Yet, the two – with the aforementioned 86 peers from 32 different African countries – converged in Addis Ababa, Ethiopia, in August, 2018, to attend the first round of training for UN Women Ethiopia’s African Girls Can Code Initiative (AGCCI), all to learn technology fundamentals such as Scratch programming, animation, graphic design and other essentials.

Respectively, both Khayrath and Colleen’s groups produced animation projects which spoke of gender inequities, and the two faced the everyday challenges of collaborating in multiple languages, and with people from different cultures and countries. Both reflected on their time in the camp as being one of intense learning, worthwhile efforts, and fascinating from a technology perspective. Yet, beyond their captivation with the ‘nuts and bolts’ of coding and technology, Khayrath and Colleen found other training modules to be particularly edifying.

“I have learned a lot of things,” shares Khayrath, “I have learned to defend and stand for myself as a girl coder, because when I came here I couldn’t use Scratch... Now I know how to use different programmes, like animation gaming and storytelling. It’s a lot fun of, I loved it! And I really liked the motivational speakers because they had also encountered challenges in their lives – the same as me, but advised us how to overcome these challenges. I really learned a lot!” Similarly, Colleen noted how it was the inspirational components of the camp which truly touched her, “The most inspiring thing for me was the talk we had with Teresa (a camp role model speaker), because her story hit home, not just because we are from the same country, but I felt like I had walked in her shoes. As an ambitious woman, with the whole world against you, eventually it can all work out. That gave me hope, that all the hard work I have been doing will pay off, and opportunities will pop up, it seems like a miracle. Eventually, everything I set out to do I can achieve. She gave me hope!”

So, it would seem that for a new breed of young coders, the miracle of technology is not only found in the binary of ‘1s’ and ‘0s’, but rather the excitement of personal development and building one’s own confidence. A truly unique innovation which AGCCI plans to build on.

Left, top: 15 year old Khayrath Kombo from Dar es Salaam, Tanzania, attended the AGCCI event to learn to code, but left inspired.

Left, center: 19 year old Colleen Chibanda grew up in Harare, Zimbabwe, and grew in confidence during her experiences in Addis Ababa, Ethiopia.



# The African Girls Can Code Initiative

## AGCCI's approach to developing young female business leaders

The African Girls Can Code Initiative (AGCCI) officially launched on 24 August, 2018, and was brought together through a number of collaborating partners including UN Women Ethiopia, the AUC, the International Telecommunications Union (ITU), and strong support from the Danish Embassy in Ethiopia. This initiative seeks to convene policy makers, donors, the private sector, academia and other stakeholders, who wish to facilitate an environment where African girls would be comfortably immersed in the world of coding and information technology.

In essence, AGCCI aims to empower young African women and girls by exposing and equipping programme participants with critical skills needed in today's emerging job markets. On offer are valuable professional skills including basic concepts around digital literacy and coding fundamentals, and included coding essentials such as Scratch & Scratch Deep Diving, Computer Science and basic Graphic Design skills.

However, recognizing the importance of soft-skills the pilot initiative also works at building business-savvy confidence of participants, as well as furthering leadership and personal development. To do this, the initiative included soft-skill curricula such as Girls and Leadership; Financial Literacy; Youth and Human Rights; Design Thinking; and, Fashion and Art.

All tolled, the AGCCI's ultimate goal is to comprehensively build young women and girls who are ready to participate in – and lead – the digital economy in Africa. To begin the AGCCI, the first coding camp was conducted in Addis Ababa, Ethiopia, August 2018. This effort brought together 88 female participants from 32 different African countries.



*Above and top right: AGCCI participants working hard to develop a digital project as they endeavor to change the narrative that girls cannot code, Addis Ababa, Ethiopia, August, 2018.*



For future plans, UN Women Ethiopia is planning three national coding camps in the country under the AGCCI, with an estimated 600 girls, scheduled for implementation in summer, 2019. A sub-regional coding camp with 50 participants is scheduled for April, 2019, planned to be held in South Africa.

Furthermore, AGCCI is currently working to develop a comprehensive ICT, coding and gender strategy which will be distributed into the national curricula of African countries. To complement the strategy national media campaigns involving role models (for example, women in ICT, female teachers in schools) will also be implemented in the participating African countries with the expectation of growing interest in coding and technology amongst girls across the continent. Finally, to ensure sustainable results of this work, AGCCI is working to develop and maintain an 'on-line platform' which will allow the participants attending the coding camps to stay connected, and further collaborate, discuss and inspire their peers.

## How AGCCI works

African Girls Can CODE Initiative (AGCCI) 2018 – 2022 strategically identifies two areas critical for the achievement of girls and women's empowerment and development in Africa through the following concepts:

### I) Bridging the technological divide

By providing tangible programmes to increase women's access to modern technology, AGCCI offers valuable tools for robust participation in the ICT sector, and ultimately for economic self-determination.

### II) Empowerment through access to Education and Employment

AGCCI is working to develop a cohort of female youth prepared for economic participation on the continent. To do this, the four-year programme trains young girls and women to become programmers, creators and designers, and places them on track to realistically seek higher education and careers in ICT. And through the development of these ICT skills, these young women are guided down a clearly marked pathway for meaningful participation in Africa's digital innovation, industrialization and growth.

# Providing services that change lives



Above: UN Women Ethiopia staff commemorating 'Orange The World: 16 Days of Activism', 30 November, 2018, Addis Ababa, Ethiopia.

## Notable Achievements

- A 'Zero' Draft Bill for Somali Family law introduced, and aligned with international standards;
- Manual and curriculum on 'Policing response on VAWG' developed;
- Inclusion of a violence-against-women module and indicators surrounding physical, sexual and emotional violence added to the 2016 EDHS for the first time;
- Establishment and support of three shelters in Ethiopia supporting approximately 4,000 women and girl survivors of violence and their children;
- First National Assessment on women's shelters mapping availability, accessibility, quality and demand for rehabilitative and reintegration services for survivors of violence in Ethiopia – findings of the assessment utilized for setting of national standards for rehabilitation centers in GTP II and MoWCY sectoral plans;
- Establishment of Ethiopian Network of Shelters, the first and only network of its kind in Ethiopia;
- Adaptation and implementation of the SASA! Approach in two regions in Ethiopia.

Despite that much work exists at regional and national levels, UN Women Ethiopia also facilitates GEWE efforts at the grass roots. In particular, the country office's Ending Violence Against Women and Girls (EVAWG) Unit frequently partners with CSOs to directly affect Ethiopian women and girls' lives. For example, only recently a life was saved through collaborations with the *Association for Women's Sanctuary and Development (AWSAD)* – a local CSO supported by UN Women Ethiopia.

Since opening in 2015, AWSAD has delivered critical services through its largest shelter situated in Oromia regional state. Many of the services offered include, food, shelter, psycho-social counseling, legal aid, skills training, and health services for victims of gender-based violence, as well as conducting police and prosecutor trainings, and working with local communities and students to build capacity. And in order to ensure a holistic intervention, AWSAD also regularly consults with parent-teacher committees and communities at-large, where it is made clear that violence against women and girls is no longer tolerated. Moreover, the increased awareness raising means communities themselves take a leading role in the prevention of violence against women and girls.

Getting back to the saving of a life, is the story of Hawa, Amane, Rehima and Dawit, 14 years old students at Batu Primary School in Ziway town, Oromia region. The tenacious girls are active members of a 'Girls School Club', where they regularly participate in awareness raising activities concerning girls' rights. Last December, the four spent a weekend attending an AWSAD training, and it wouldn't be long before the training would come in handy.

The four had a classmate whose family was pressuring her to marry early, despite that their friend was clearly disinclined to do so. *"Her brother wanted to give her hand in marriage,"* shares Amane. *"Reluctantly, she told us about what was going to happen, and we convinced her to tell the teacher who leads our girls' club. When the teacher was informed, she went to the family and spoke with them, and said they had to allow the girl to stay in school. She told them that if they refuse to stop plans to marry off the child, she will inform the authorities."* Subsequently the family relented, crisis was averted, and the girl continues to happily attend to her studies.

Reflecting on the training's impact, it is not hard to draw a line from the intervention to saving one girl's life. AWSAD trainer Hilina Tilabachew agrees as to the value of this work, *"Trainings give [the students] not just awareness but also skills needed to exercise their rights. They learn about gender-based violence, why it's wrong and what to do to stop it if it happens. It is about opening their eyes to the issue plus empowering them,"* she articulates. Obviously more work is required, and at all levels, for gender-based violence to be a matter of the past in Ethiopia. And UN Women Ethiopia will continue to make robust efforts at confronting this serious issue, and promoting a safe environment for Ethiopian girls and women.



# Ending Violence Against Women and Girls (EVAWG)

In Ethiopia, 1 of every 4 women has survived domestic violence at some point in their lives, and 1 in every 10 has survived sexual violence. Subsequently, UN Women Ethiopia's *Ending Violence Against Women and Girls* (EVAWG) programme is a primary component of the organization's man-date for the furthering of GEWE. The organization works closely with the FDRE to advocate for better policies and laws surrounding violence against women and girls; strives to end and respond to violence against women and girls; and, liaises with the United Nations and African Union systems to advance the gender agenda. To realize these valuable goals, UN Women Ethiopia utilizes three strategic pillars to meet the urgent need of ending and responding to violence against women and girls in the organization's programming and are found below.

## Pillar I: Protection of women's rights in laws, policies and development agendas

Only by advocating for violence against women and girls as a primary national agenda, will this grave social norm be changed. Consequently, at the heart of the **protection** pillar lies normative and functional change in the FDRE's national policy, legislation, planning and service delivery. To do this, UN Women Ethiopia's EVAWG Unit works at the highest levels to affect the national agenda.

For example, modest data collection and under-reporting of violence against women and girls in Ethiopia has been a direct challenge to implementing evidence-based programming, policy interventions and monitoring of progress. Thus, after extensive consultations and technical support between UN Women Ethiopia, central statics agency and MoWCY, violence-against-women module/ indicators on physical, sexual and emotional violence were included in the Ethiopian Demographic Health Survey (2016) for the first time in the country's history. Moreover, ending violence against women has also been included as a priority area in the second Growth and Transformation Plan (GPT II) – Ethiopia's primary development strategy document. Likewise, the organization commissioned a national assessment on the availability, accessibility, quality and demand for shelters for women and girl-survivors, and which ultimately influenced the MoWCY to plan construction and support for shelters.

Finally, despite sound legal and policy framework surrounding the issues of violence against women and girls, poor capacity and limited awareness diminishes enforcement. As such, UN Women Ethiopia works closely with the Ministry of Justice, regional Bureaus of Justice, and other law enforcement bodies to enhance capacity for improved implementation of legislations. Fortuitously, emerging evidence suggest that this work is making a considerably positive impact.

## Pillar II: Prevention of violence against women and girls

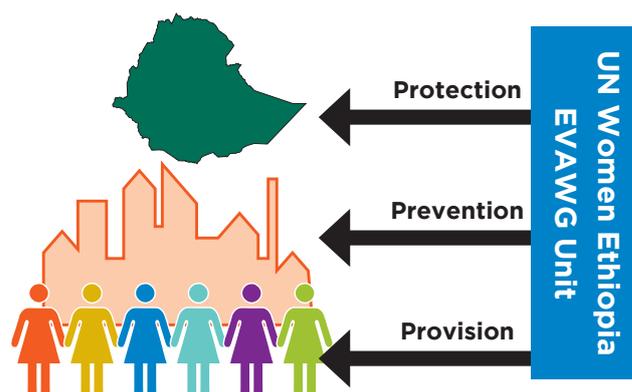
At times, young women and girls in Ethiopia face child marriage, termination of education, and psychological, economic and health problems. Many fleeing social problems migrate to urban centers where they become vulnerable to gender-based violence and other risks. As such, UN Women Ethiopia collaborates with religious leaders and CSOs to build community capacity for the mitigation and **prevention** of violence against women and girls.

By engaging grassroots-level structures, UN Women Ethiopia facilitates capacity-building trainings for CSOs for better understanding of women's rights; the root causes of violence; harmful traditional practices; and enhancement of leadership and decision-making skills. Furthermore, this work supports monitoring and evaluation frameworks, thus creating referral mechanisms for victims, with the goals of a violence-free community in mind. Since 2016 UN Women initiated the adaptation and implementation of the SASA! – an innovative community mobilization approach in two regions of Ethiopia.

## Pillar III: Provision of services to survivors of violence

When fleeing gender-based violence, many women and girl survivors find themselves in crisis. They often have no accommodations, may require immediate medical care, are often with young children and in need of legal support. Such women require survivor-friendly comprehensive services to help with these immediate needs, as well as support their long-term transition to self-reliance. To aid in these difficult transitions, with both financial and technical assistance, UN Women Ethiopia supports the Association for Women's Sanctuary and Development (AWSAD), and Agar Ethiopia, who since 2015 have made **provisions** for more than 4000 survivors received services.

Beyond supporting CSOs, UN Women Ethiopia established the *Ethiopian Network of Women's Shelters* (ENWS) in 2017. The objective of establishing the network is to facilitate coordination, referral and sharing of practices and experiences amongst shelter providers. In 2018 the ENWS developed a 5-year strategy to fulfill these objectives.



# Relationships promoting GEWE

## Notable Achievements

- Finalization and publication of the Gender Gap Analysis of Public Finance Management System;
- In partnership with IMF, research study analyzing the impacts of gender inequality on economic growth of Ethiopia;
- Developed and implemented parliamentarian toolkit;
- Budget tracking tool development initiated;
- UN Women Ethiopia links with PFM Donor Working Group.



A correlated line between governmental budgeting and planning, and Ethiopian women's capacity to engage in the employment market as equals, hold equitable power in their households, or remain safe from gender-based violence, be productive as male farmers is not a particularly easy stroke to draw. Yet, from the researcher or policy specialist's perspective, the line is both bold and clear. For instance, it is an irrefutable fact that how a government plans, spends and implements resources directly affects GEWE in the country. Moreover, the greater commitment to any country's GEWE, the higher the ceiling for human development.

With the above facts in mind, UN Women Ethiopia works to nurture a close relationship with the FDRE's Ministry of Finance (MoF) to offer technical guidance and other support as required. The relationship has grown close over the past several years, and UN Women Ethiopia's presence has been seen as making significant impacts.

As an individual working at the partnership's core, Ms. Neteru Wondwosen, MoF's Gender Directorate Director, lucidly articulates the scope of this bond, *"The Ministry of Finance has been working with UN Women Ethiopia since 2012, in developing gender responsive budgeting (GRB) Guideline and training manual, training of Parliamentarians, training of planning and budgeting experts at regional, zonal and woreda levels. Due to this work, the Ministry of Finance has a strong relationship with UN Women Ethiopia at the technical and financial levels."* Director Neteru continues to note how the cooperation between the two organizations is making a difference in the FDRE's bottom-line decisions in terms of Ethiopia's growth and direction, *"[UN Women Ethiopia] is creating an impact on Government's gender responsive planning and budgeting, and has played a great role in assisting with the gender responsiveness of governmental approaches."*

And evidence of the relationship's effects is found in a plethora of outcomes. From distribution of research the two organizations have collaborated on, such as a comprehensive gender gap analysis of the public finance management system, to integrating gender issues at the programmatic, output and indicator levels of sectoral plans; or building parliamentarian capacities, budgetary institutions at the federal, regional, zonal and district levels, and even MoF itself. The relationship is one which is connecting national mandates to Ethiopian women's needs, and so making a brighter future for Ethiopia.

*Left, top: Official handover of the joint publication on Gender Gap Analysis of the Public Finance Management System. Left, UN Women Country Representative, Letty Chiwara, right, His Excellency Mr. Ahmed Shide, Minister of Finance.*

*Left, bottom: UN Women Ethiopia's Planning and Budgeting team, Misrak Tamiru and Enat Shiferaw (left/right respectively) meet with the Ministry of Finance's Gender Directorate Director, Ms. Neteru Wondwosen (middle), Addis Ababa, Ethiopia*



# National Planning and Budgeting

## GEWE in the bottom line

As a country, Ethiopia maintains a host of laws and policy in support of GEWE. For instance, the country's constitution legally guarantees that women are to enjoy equal economic, social and political rights. Similarly, National Women Policy clearly stresses the issues of women's rights and the need for participation and benefit of women in socio economic development of the Country also being backed by the Women, Change and Development Strategy. Furthermore, Ethiopia has adopted international human rights instruments and global commitments on the rights of women such as, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), and the Beijing Platform for Action, to name a few. And to facilitate implementation of these laws and policies, a number of institutions are mandated to do so, in particular the MoWCY. Perhaps, another FDRE entity which now works for GEWE is the Ministry of Finance (MoF).

Working closely with the MoF's Gender Directorate, UN Women Ethiopia's Planning and Budgeting Unit undertakes advocacy and capacity building initiatives in order to ensure women and girl's rights, needs and obligations are not forgotten when public funds are being dispensed. For example, in collaborations with UN Women Ethiopia, MoF conducted sectoral performance assessments on GRB, scrutinizing programmes for ineffective data collection systems; monitoring budget allocations – particularly expenditures from a gender perspective; accountability mechanisms; and, partnerships among key GRB stakeholders. Evidence produced from this analysis clearly demonstrated that more efforts were required to ensure that a GRB system is established in Ethiopia.

In response to this, in 2017 UN Women Ethiopia developed a programme entitled Transformative Financing for Gender Equality and Women's Empowerment, which is to be implemented with MoF leadership, and in partnership with MoWCY, and relevant sectoral Ministries and Agencies. The aim of the programme is to ensure that sufficient resources are allocated to achieve national and international commitments on GEWE addressing the different needs of men and women, boys and girls.

## Key initiatives and results

### Toolkit for Parliamentarians

One of the key recommendations of the gender gap analysis has been the development of a specific toolkit which enables Parliamentarians to review sectoral plans from an informed gender perspective, and so make cognizant proposals for potential interventions. The toolkit was developed in partnership with MoF in 2018, and with inputs from MoWCY. As a follow up to the toolkit development, capacity building exercises are to be conducted by early 2019, which will utilize and monitor the toolkit for effectiveness.

### Publication of Gender Gap Analysis of Public Finance

Aiming at building institutional capacity of MoF to implement gender-responsive public finance management, this analysis was produced in 2017, and published in 2018. Moreover, recommendations were shared amongst stakeholders in the public finance management system

### Research on gender inequality impacts to Ethiopia's economic growth

Using the recommendation of the gender gap analysis, and in partnership with IMF, UN Women Ethiopia sought to address a very real need for quantitative analysis on the impact of gender inequality on the economic growth of the Country. As a result, a study has been done by IMF in partnership with UN Women Ethiopia and is finalized for widely sharing early December, 2018. In early 2019, UN Women Ethiopia's Planning and Budgeting Unit will collaborate with IMF to facilitate high level dialogue and request for commitment of the FDRE in increased financing for GEWE.

### Budget tracking tool development initiated

A primary component of SDG 5 is SDG 5.c.1, which insists countries to develop a comprehensive budget tracking system. In response to this obligation, and with leadership from MoF and strong engagement of MoWCY and selected sectoral Ministries, a budget tracking tool is now in Ethiopia. Furthermore, South/South experience sharing has been conducted, so as to learn from experiences of Rwanda and Uganda, and concerning the dissemination of evidence in terms of GEWE-related allocation of Governmental resources. Consequently, a draft proposal will be presented for endorsement by MoF no later than January, 2019, and it is expected that, in the immediate future, the Government will take initiative to start piloting the budget tracking tool for enhancing resource allocation for interventions that promote GEWE.

### UN Women Ethiopia links with PFM Donor Working

Following the development of the gender gap analysis, UN Women Ethiopia has been invited to participate in the donor working group on PFM. Using this platform, the organization is creating interest surrounding the integration of gender in the upcoming Public Expenditure and Financial Accountability (PEFA) assessment to be conducted nationally in 2019 where the proposal is highly accepted by the PFM donor group and the details are being discussed with the World Bank which leads the PEFA process.

# The value of women in leadership



## Women's equal representation in Ethiopia

Despite proven abilities in leadership, and clear right to participate equally in democratic governance, women are underrepresented in leadership and decision-making positions in Ethiopia, whether in elected or appointed positions within government or civil service, private sector or academia. Yet, the 2011 UN General Assembly Resolution on women's political participation noted that, "Women in every part of the world continue to be largely marginalized from the political sphere, often as a result of discriminatory laws, practices, attitudes and gender stereotypes, low levels of education, lack of access to health care and the disproportionate effect of poverty on women." Despite the barriers women often face, some do manage to overcome numerous obstacles undermining equal representation largely to the benefit of society. However, for women generally, Ethiopia still requires leveling to ensure opportunities are possible for all.

However, with change in mind, Ethiopia is experiencing substantive gender reform, and great strides have been made in women's political participation. For instance, in 1995, only 2 per cent of Ethiopia's parliament were women. However, by 2010, the number grew to 22 per cent, and is now at 38.8 per cent female parliamentarians. Ethiopia also achieved gender parity in cabinet, and in 2018 is only the second African country to benefit from a sitting female head of state. Despite these encouraging changes implemented by Ethiopia's Prime Minister, representation of women in many decision-making positions remain low while many working sectors continue to be male dominated. Similar challenges are noted at regional and grass-roots levels where women's representation in leadership is scant. Obviously, further transformation is necessary to ensure women's full and effective participation as decision-makers in Ethiopia.

So, transformation is indeed taking place in Africa's second most populous country, and UN Women Ethiopia is working to support this trend. As the national leader in women's empowerment, the organization's programme on leadership and participation is underscored by a decade-long tradition of commitment to women's representation. In terms of guidance, the organization is steered by international and national legislation, such as the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW) – which upholds women's right to public participation; the *Beijing Platform for Action* – which calls for removing barriers to equal participation; the *Sustainable Development Goals (SDGs)* – which continues to foster and measure gender equality progress; the FDRE's own *Constitution* – which guarantees right of women's participate in politics rights; and, the *Growth and Transformation Plan II (GTP II)* – which targets increased women's participation in decision-making as a core strategy. Guided by these agreements, conventions and legislation, UN Women Ethiopia continues to advocate for women's fair access to political spheres in the country.

## Notable Achievements

- Leadership and decision-making capacity of 531 women leaders enhanced at federal and regional level in Amhara regional state, in collaboration with MoWCY, and regional counterpart, Amhara Bureau of Women and Children Affairs (Amhara BoWCA);
- Establishment of 'Transformative Leadership for Gender Equality Training Centre' to be hosted at Bahir Dar University;
- Completion of KAP study, *Community Perception towards Women Leadership and Political Participation in Amhara National Regional Stat.*

Above: Kebela Gure, an African Women Leaders Network Forum participant representing women leaders from rural Ethiopia at the African Union Headquarters.



# Women in Leadership and Political Participation

## The Women's Leadership and Political Participation Programme

Launched in 2017, UN Women Ethiopia's programme on Women's Leadership and Political Participation aims to contribute to increasing the effective participation and equal representation of women in leadership and decision-making positions. To bring the desired change, it currently focuses particularly on the legislative and executive branches of Government at both national and regional levels, and further seeks to impact communities at grass-root levels by creating an enabling environment for women to hold leadership and decision-making positions.

Towards these ends, the programme employs evidence analysis surrounding the status of women in leadership, and strategically disseminates this knowledge to prompt dialogue. The programme also raises public awareness of women's right to participate fully and effectively in public life, while working to build the confidence and capacity of existing and future women leaders. To do this, UN Women Ethiopia facilitates for opportunities for intergenerational leadership and mentorship of women leaders at lower and middle-level leadership positions.

Additionally, UN Women Ethiopia programmatically collaborates with gender machineries at the federal level, like MoWCY; and, legislative bodies including, the House of Peoples Representatives – particularly the parliamentary women's caucus, as well as the parliamentary standing committees and their counterparts at the regional level. The programme further targets regional bodies such as the Amhara Bureau of Women, Children Affairs (BoWCA). Other partners comprise the Ethiopian Broadcasting Authority, and higher-level educational institutions such as Addis Ababa University's Center for Human Rights, and Bahir Dar University, as well as grass-roots community organizations, and the media at-large for mobilization and sensitization.

## Key Achievements

In 2017 UN Women Ethiopia partnered with Ethiopian Broadcasting Authority (EBA), a media licensing and regulatory body of the FDRE, on a project titled "Enhancing the Role of Media in Promoting Gender Equality and Women in Leadership Project." The initiative's focus is to harness the capacity of the media to promote positive portrayal of women, particularly those in leadership and decision-making positions. Furthermore, efforts were placed on greater partnership with the media, so as to promote gender equality as a social goal.

Under this project 45 Journalists from broadcast and print media, and 65 radio programme producers and volunteer journalists from community radio were trained on gender equality and gender-sensitive reporting, report writing and news coverage. Furthermore, after realizing women are generally not portrayed as aspirational or in

leadership positions, and that a majority of advertising often sustains negative gender stereotypes, the project worked with 41 advertising and media monitoring professionals to raise awareness on positive gender sensitive advertising. In design the trainings addressed a wide variety of stakeholders, reaching out to a total of 39 print and broadcast media outlets, 48 community radio programs, and more than 20 organizations engaged in producing and broadcasting advertising promotions in Ethiopia. Feedback from the training sessions indicated that the trainings indeed enhanced gender awareness, and provided a new lens to media professionals who participated in the sessions. In fact, many participants noted that the events provided new, tangible skill sets which could be used to employ more appropriately gender-responsive programming and content.

An excellent example of how these trainings will affect future programming may be observed through particular challenges the project is currently addressing. In exercises media professionals conducted as part of their training, it was noted that almost all media houses failed to address the issue of gender equality in editorial policies, as well as within internal procedures. Accordingly, EBA – in collaboration with UN Women, has begun the process of developing Gender Responsive Media Guidelines which aim to ensure the gender sensitivity/responsiveness of media houses, both within their own structures, as well as in public reporting and programming. Consequentially, it is expected that these guidelines will also impact further EBA engagements with national and local media, and, ultimately, influence the normative frameworks surrounding gender-sensitization reform in Ethiopia, thus instituting sustainable results in the project.

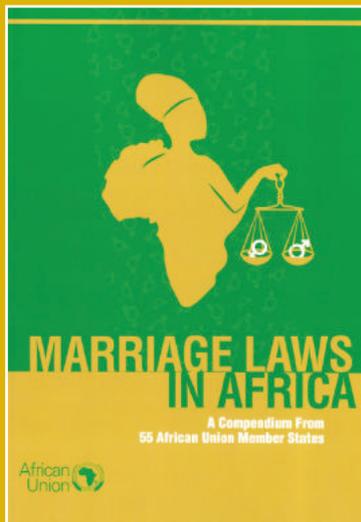
*Below: A critical partner in facilitating a sustainable backstop to women leaders to climb the leadership ladder, Bahir Dar University, Bahir Dar, South Gondor*



# Forging continental advocacy for GEWE

## Notable Achievements

- Knowledge products including, *Marriage Laws in Africa: A Compendium from 55 African Union Member States*, and, *Women's Rights in Africa: Challenges for Implementation and Proposals for Accelerated Implementation*;
- Facilitation of the *Africa Pre-CSW Ministerial Consultation Meetings*, February, 2018;
- Technical support of the *African Women Mediators Network's (FemWise) 2nd Executive Steering Committee meeting*, May, 2018;
- Establishment of the *African Women Leaders Network (AWLN) for Africa's Transformation*, including the *2nd African Women Leaders Forum for Africa's Transformation*, April, 2018, under the theme 'Women Working Together for the Africa We Want: From Commitment to Action.'



UN Women Ethiopia, through representation to the African Union (AU) and the UN Economic Commission for Africa (UNECA), aims to support a gender responsive development and implementation of policies and legal frameworks for the African continent. Furthermore, the organization's regional level mandate enables UN Women Ethiopia's Liaison Unit to develop and strengthen strategic partnerships for the promotion of women's rights, gender equality and women's empowerment in regional policy processes and programming.

A key component of the Liaison Unit's work is the development and dissemination of knowledge products, so as to provide pertinent information to AU Member States on GEWE initiatives. In this regard, UN Women Ethiopia collaborated with the AUC's Department of Social Affairs and the INGO, Plan International, to publish, "*Marriage Laws in Africa: A Compendium from 55 African Union Member States*", launched at the 2nd African Girls' Summit, in Accra, Ghana (November, 2018). Furthermore, UN Women Ethiopia partnered with the AUC's Department of Political Affairs to publish and disseminate the report, "*Women's Rights in Africa: Challenges for Implementation and Proposals for Accelerated Implementation*" in September, 2018.

Additionally, in partnership with the AUC, UNDP and UNECA, the Liaison Unit co-led the coordination of the *Africa Pre-CSW (Commission on the Status of Women) Ministerial Consultation* held in Addis Ababa, Ethiopia in February, 2018, attended by over 200 participants from 44 countries. The meeting was trailed by an outcome document outlining the common Africa position on the theme of CSW 62. As follow up, the Liaison Unit led the African Task Team at the global CSW62, held in New York in March, 2018, in support of African Ministers' advocacy for the integration of the key Africa messages into the global outcome document, "*Agreed Conclusions*".

Furthermore, the Liaison Unit technically supported coordination of *Network of African Women in Conflict Prevention and Mediation (FemWise Africa) 2nd Executive Steering Committee meeting*, May, 2018, in Addis Ababa. The contribution aimed at strengthening management of FemWise membership, outreach, capacity building, quick impact projects, and the 2018 Annual Workplan.

Similarly, as part of the operationalization of *The African Women Leaders Network (AWLN) for Africa's Transformation*, the Liaison Unit provided technical, and logistical support for the coordination of the 2nd African Women Leaders Forum in April, 2018, in Addis Ababa, Ethiopia, under the theme "*Women Working Together for the Africa We Want: From Commitment to Action.*"



Left, top: UN Women Ethiopia's latest knowledge product from the Liaison Unit, "*Marriage Laws in Africa*", November, 2018;

Left, bottom: 2nd African Union (AU) Femwise-Africa Steering Committee meeting, 29 May 2018, AUC Headquarters. Photo credit: Paschal Chem-Langhee, Communication Officer, AUC.



# Communicating & Partnering for change

## UN Women Ethiopia Communications

When thinking of issues surrounding gender equality and women's empowerment, matters of knowledge, capacity and attitude are often primary impediments to change. As such, UN Women Ethiopia regularly utilizes a variety of knowledge products, as well as communication and advocacy tools and/or campaigns to support programming initiatives. Over the past several years the organization has published over 40 separate documents, ranging in content from data and research, event briefs, success stories, to that of policy and advocacy work. For example, in the past year the Country Office has a number of formally published documents. In collaboration with partnering ministries, a few of the knowledge products delivered include, *The Cost of Gender Gap in Agricultural Productivity*, the Ministry of Agriculture and Natural Resources; *Gender Gap Analysis of the Public Finance Management System*, MoF; and, *Ethiopia's Gender Statistics Report, 2018*, Central Statistics Agency.

Likewise, the organization's work in advocacy and public awareness campaigning frequently shines much needed light on the serious dilemmas of gender inequality, gender-based violence and the value of women's economic empowerment. For example, some of the organization's flagship events include, "16 Days of Activism Against Gender-based Violence", 8 March – the International Women's Day, 2018; the launch reception of the "African Women Leadership Network"; the reception of the "Pre-Commission on the Status of Women (Pre - CSW62)"; the facilitation of the regional workshop on "Women's Land Rights and Tenure Security in the Context of the SDGs"; the "HeForShe" recommitment ceremony in Addis Ababa; the "Women in ICT, 2018" commemoration event at the AUC; and the launch of "African Girls Can Code Initiative."

Furthermore, UN Women Ethiopia takes a leadership role in United Nations' communications initiatives. For example, Letty Chiwara, UN Women Ethiopia Country Representative, serves in a leadership role with the UN Communications Group. And over the past several years, UN Women Ethiopia has made great efforts in affecting how media communicates issues of GEWE through the *African Women Changing the Narrative Initiative*. These important efforts have included training workshops in Dar es Salaam and Addis Ababa, thereby training 35 journalists on how women are reported on, and represented in the public media. As a result of the trainings and network, a roster now exists for gender-sensitive journalists who promote and work to change the narrative of African women.

## UN Women Ethiopia's Partnerships

UN Women Ethiopia's partnership strategy has focused on deepening the partnership with traditional donors, while also diversifying the donor base.

In line with the above, the organization has worked towards creating closer partnerships with existing and potential donors, where these donors are not only seen as funders, but also as partners that can provide valuable inputs in the development and implementation of programmes and projects. Subsequently, UN Women Ethiopia has begun approaching potential donors at an early stage, based on concept notes, where there is still room for adjustments that could harmonize the planned programme to fit both with UN Women and the donor's priorities.

The Ethiopia Country Office views nurturing donor relations at a high level of professionalism as a means to promote continued funding from existing donors and ensure funding from new donors. Comprehensive reporting, field visits and continuous follow-up with funding partners has therefore been regarded as a central part of the organization's resource mobilization strategy.

UN Women Ethiopia seeks funding both for specific programmes and for the Ethiopian Country Office's Strategic Note – with the latter funding providing a high degree of flexibility in allocating resources for UN Women Ethiopia's programmes.

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*Below: Exhibition of rural women's products and communications materials at the Africa Ministerial Pre-Consultative Meeting on the Commission on the Status of Women Sixty-Two (CSW 62nd), Africa Union Commission.*



# Connecting stakeholders for GEWE

## Notable Achievements

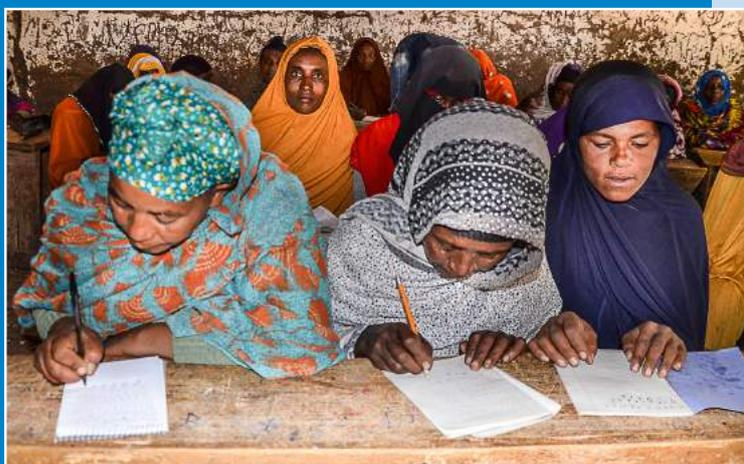
- Institution of 'Leveling Tool';
- Supported the FDRE's submission of the 8th State Report to CEDAW committee;
- Ongoing support for consecutive production of Annual Progress Reports on Growth and Transformation Plan (GTP II);
- Established CSO Advisory group;
- Supported 2018 Gender Statistics Report;
- Coordination achievements across committees, task forces and working groups to promote gender mainstreaming across policies and programmes.

### The importance of UN Women Ethiopia's coordination efforts

The Government of Ethiopia has made large strides in terms of realizing gender sensitive policies and programmes which address the interests of Ethiopian women and girls. Unfortunately, national planning, civil services, and public institutions, at times, fail to appropriately consider gender commitments when budgeting, planning, recruiting or drafting policies and laws. These shortcomings may lead to insufficient results for Ethiopians. Yet, considering governance in terms of gender equality necessitates reconsidering traditional assumptions and practices. Obviously, change is never an easy idea to implement. However, through consistent, evidence-based and coordinated dialogue change can happen.

In Ethiopia the United Nations Entity for Gender Equality and the Empowerment of Women researches and supports various aspects of governance which positively affect the enhancement of national gender equality. By doing so, UN Women Ethiopia works to bridge the disconnects between national development strategies and gender equality plans. As such, the organization supports initiatives which influence the attitudes of public officials and politicians so as to integrate gender equality measures in plans and budgets, ensure fair and appropriate resources decisions, and take note of important performance indicators for oversight and revision. Furthermore, UN Women Ethiopia actively advocates for more transparent and gender-responsive budgeting, which channels sufficient resources to programming for both women and men. Likewise, engagement with gender equality advocates in Ethiopia plants seeds which ultimately influence public decision-making and holds public works more accountable. At the federal level, and elsewhere, UN Women Ethiopia plays a central role in supporting a stronger normative framework for enhancing gender equality, and building a public sector with greater accountability and capacity.

For over a decade, UN Women Ethiopia's work in coordination has yielded concrete results. Strategic partnerships have been established with various levels of Government, including the Central Statistical Agency (CSA), Planning and Development Commission (PDC), and MoWCY, as well as with local government, parliamentarians, women's CSOs and other civil society groups, and academic institutions. While not easily recognized, UN Women Ethiopia's coordination work is changing lives in a very meaningful way.



*Left, top: Beneficiaries of the UN Joint Programme on Rural Women Economic Empowerment sell vegetables in Yaya Gulele district market;*

*Left, bottom: Women in the Oromia Region attend an adult functional literacy training as an activity under the UN Joint Programme on Rural Women Economic Empowerment;*



# Coordination

## Collaborating together

Pervasive in need, gender-focused planning, policy-making and (perhaps most importantly) thinking, is the primary motivation for UN Women Ethiopia's Coordination Unit. Whilst focusing directly on gender issues within Ethiopia, the section partners with a host of United Nations, governmental and civil society organizations to further the Sustainable Development Goals from a gender lens. To name but a few, UN Women Ethiopia's Coordination Unit facilitates, or works in close contact with the *Donor Group on Gender Equality; the Strategic Partnership Dialogue Forum* with the FDRE; *the Civil Society Organization (CSO) Advisory Group; the United Nations Development Assistance Framework Results Groups; the Sustainable Development Goals (SDGs) Taskforce*; and, the Gender Working Groups (GWGs) within Government (such as the *Disaster Risk Management Commission (DRM)*). All so as to ensure that gender is a priority when decisions are made.

In harmony with the above, UN Women Ethiopia partnered closely with MoWCY for greater GEWE, to create a working group for regular dialogue on pertinent issues. Co-chaired between the two, the platform frequently meets to discuss strategic policy issues and possible areas of collaboration. Among key outcomes are the Management Information System (MIS) developed in partnership with the African Development Bank (AfDB) and UNICEF, as well as institution of an award winning performance leveling tool on GEWE.

Furthermore, UN Women Ethiopia supports the FDRE to meet obligations surrounding international commitments related to gender. For example, with the support of UN Women Ethiopia, the FDRE's submission of *the 8th State Report to the CEDAW committee*; and ongoing support for drafting of the Annual Progress Reports (APR) on the implementation of the Growth and Transformation Plan (GTP II).

Likewise, UN Women Ethiopia also established a *CSO Advisory Group* which brings CSOs together, and provides space for sharing and learning. In this work, the CSO Advisory Group continues to grow membership and reflect on the gender challenges Ethiopia currently faces. Additionally, and playing a role as a national think tank for gender, UN Women Ethiopia regularly contributes to cross-cutting issues surrounding gender statistics, while fostering a long-standing partnership with the Central Statistical Agency (CSA) so as to ensure gender mainstreaming in the national statistical system. Of late, this collaboration resulted in a benchmark *2018 Gender Statistics Report*. UN Women Ethiopia also developed a prescriptive document, *Making Every Women and Girl Count in Ethiopia*, which aims to support the availability, accessibility and quality utilization of gender statistics. Finally, work has been done in partnership with the PDC to build the gender expertise of the organization.

## Ethiopia's innovative GEWE Performance Leveling Tool

Ethiopia's noted achievements in the drafting of policy favorable to women and girls, which bridge gender gaps, has been clearly demonstrated in the political, social and private sectors. Yet, despite a strong commitment to gender equality, gaps continued to exist between law or policy, and implementation and concrete results. What was missing between theory and practice was an accountability mechanism that held duty bearers responsible from a GEWE performance perspective. In light of this, and in close partnership between MoWCY and UN Women Ethiopia, a performance leveling assessment tool was produced, and which assists in the rating of sectoral ministries and regional bureaus' delivery in GEWE. For the tool's development, an expert team led by MoWCY identified a rating criteria list applicable to assessing a public sector's performance from a gender specific lens, and with respect to gender mainstreaming policies, programmes, projects, HR policy, and development of tools, guidelines and manuals.

Initially, the leveling tool was applied to evaluate performances of eight pro-poor Governmental sectors. Lessons learned during the pilot assessment were then evaluated, and enabled the refinement of the tool. Later in 2017 the tool was further utilized to assess the performance of all 28 federal sector ministries, as well as one city administration (Dire Dawa) on GEWE performance. Based on the rating, UN Women Ethiopia undertook strategic dialogue with the PDC to assign a Gender Directorate Director, to provide leadership for GEWE. As a result, duty bearers now understand they are accountable for ensuring greater GEWE. In further application of the tool, UN Women Ethiopia is introducing the instrument to numerous CSOs.

## Sustainable Development Goals (SDGs)

In order to contribute to the realization of the SDGs in Ethiopia, UN Women Ethiopia is acting as a collaborative partner with the FDRE, as well as with other UN entities and civil society. For example, a national workshop targeting the achievement of SDGs in Ethiopia was held in 2016, with the establishment of a National Taskforce, all to support planning, implementation, monitoring and financing of the SDGs. Subsequently, UN Women Ethiopia is supporting the PDC towards the implementation and monitoring of SDGs in Ethiopia.

Furthermore, UN Women Ethiopia is delivering technical and financial support for various research being conducted by the PDC to inform the *15 Years Perspective Plan* – including the SDGs costing need assessment which has only recently been finalized.



# UN Women Ethiopia applauded

**UN** Women launched the Planet 50-50 Team Excellence Awards in August, 2017, to acknowledge the extraordinary efforts and

exceptional achievements of the organization’s employees. The selection committee consists of nine UN Women employees from around the globe, representing various offices, nationalities, functions, ages and genders. The awards are nominated and selected confidentially without approval from supervisors or their head of office. This year, 36 nominations were received for six different categories including, Transformative Impact; Inclusive Collaboration; Innovation; Operational Excellence; Leadership; and, People Management – with five separate teams selected for award. UN Women Ethiopia enjoyed both an award winner, as well as two honourable mentions.

The Ethiopian award winner, the Coordination Unit, was recognized in the ‘Leadership’ category, and for development and implementation of ‘The Leveling Tool.’ This ‘selective criteria’ allows governments to ascertain the relevant GEWE effectiveness of the on-the-ground implementation of existing legal and policy frameworks – thus holding political leadership accountable for actualization of gender approaches. Ms. Yelfigne Abegaz, National Programme Coordinator, notes the value of the Leveling Tool in implementation, *‘Now that an accountability tool is in place, commitment towards ensuring gender equality and empowerment of women will not go unnoticed, and Ethiopian women will be able to clearly see who is delivering for them, and who is just paying lip service. In Ethiopia, there will not be any excuse not to mainstream gender.’*

Earning Honourable Mention in the Transformative Impact section, was the country office’s EVAWG Unit for their tireless work to ensure comprehensive and essential services are regularly made available to women and girl survivors of violence. Through the EVAWG Unit’s efforts, more Ethiopian women than ever are able to access the support that supports in rehabilitation and reintegration. A valuable contribution if one ever existed.

Likewise, the country office’s WEE Unit earned Honourable Mention in the Inclusivity category for their outstanding achievements in partnering with civil society, the FDRE and sister UN agencies, on a joint programme to accelerate progress towards economic empowerment for rural women. Touching over 2,000 women, this initiative has built capacity, and ensured independence through livelihood for the initiative’s participants. UN Women Ethiopia is immensely proud of this work, and wishes to congratulate the award recipients. Well done teams!



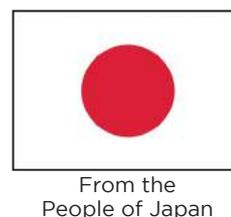
*Top: Leadership Award winners (left to right): Desset Abebe, Yelfigne Abegaz and Yodit Hailemichael;*

*Middle: From left to right: Desset Abebe, Heran Ayele, Yelfigne Abegaz, Luwam Zenebe and Etsehiwot Equale;*

*Bottom: Fikerte Abebe, Simegn Kuma and Etagegnehu Getachew.*



# UN Women Ethiopia would like to offer a special thanks to our partners in development



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Planet 50-50 by 2030  
Step It Up for Gender Equality