



# UN Women | Ethiopia 2019

Changing the lives of women and girls



@ UN Women 2019. All rights reserved

Produced by the Communications, Advocacy and Knowledge Management Unit, UN Women Ethiopia

**Editors:** Letty Chiwara, Anna Parini, Marie Goretti Nduwayo and Fikerte Abebe

**Copy and Design:** Glenn Shaw

**Production Coordination:** Fikerte Abebe

---

**COVER PHOTOS:** UN Women/Fikerte Abebe and Bethlehem Negash

---

**COVER CAPTIONS (left to right):** Women beneficiaries demonstrate time and labor-saving milk processing technology introduced through WEE Program; African Girls Can Code Initiative participants in action at one of the coding camps; A beneficiary of the Joint Program Rural Women Economic Empowerment with her bank book to use for the first time after receiving a training through the program.

---

## **PHOTOS**

P.1 Nebeyou Firdu

P.3 UN Women/Fikerte Abebe

P.5 UN Women/Fikerte Abebe

P.6 UN Women/Fikerte Abebe

P.7 Association for Women's Sanctuary and Development (AWSAD)

P.9 UN Women/Fikerte Abebe

P.11 UN Women/Bethlehem Negash

P.13 UN Women/Fikerte Abebe

P. 15 UN Women

P. 17 UN Women

P. 19 UN Women/Rasha Elamin

P. 20 UN Women/Fikerte Abebe.





## Foreword

Over the 2019 period UN Women Ethiopia experienced remarkable successes, and a few unfortunate lows. It was especially painful that we bade farewell to our National Planning and Budgeting (NPB) Unit's wonderful Programme Specialist, Misrak Tamiru, who passed away mid-year. Misrak was not just central to our work, but often shared her lovely smile and warm heart. She will be missed, and forever a presence at UN Women.

Although this farewell leaves us grieving,

our programmes have broken new ground, and so brighter days are ahead.

For example, Misrak's own NPB Unit led the charge in collaborating with the Ministry of Finance (MoF) and IMF to publish results from a 1-year study, *Women and the Economy in Ethiopia*. The study holds great potential for women's empowerment in Ethiopia, as well as the nation's economy – a fitting legacy for Misrak indeed. Similarly, our Women in Leadership and Governance (WILG) Unit established the *Transformative Leadership for Gender Equality Programme (TLGE)* at Bahir Dar University ensuring young women are suitably prepared to meet these future opportunities and needs. Not to be overlooked, the Women's Economic Empowerment (WEE) Unit commenced implementation of the Global Compact's *Women's Empowerment Principles (WEP)* in Ethiopia. This initiative is making quick progress, and bringing gender equality and women's empowerment (GEWE) into Ethiopia's private sector.

While the above goes a long way to supporting Ethiopia's GEWE agenda, UN Women also focused on planting new seeds of equality. For instance, the Coordination Unit built capacities at the Central Statistical Agency (CSA) for better GEWE-informed governmental planning and programming. By institutionalizing gender-focused research and analysis, the Government of the Federal Democratic Republic of Ethiopia (GoE) can now stay better abreast of existing gender disparities in Ethiopia going forward, and so is equipped to meet these challenges. Likewise, Coordination launched the *African Women Leaders Network (AWLN)*, Ethiopia chapter. AWLN's mandate is for engaging African women leaders to enhance leadership continentally, and is in line with *Africa Agenda 2063* and the *2030 Sustainable Development Goals (SDGs)*. Similarly, Liaison Unit's regional work with the African Union (AU) convened

stakeholders for dialogue which highlights GEWE's importance in Africa. Yes, Liaison was busy in 2019, and facilitated gatherings such as, *UN Women Africa's Symposium on Continental Advocacy*; the *Africa Regional Consultations on the 25th Review of the Beijing Declaration and Platform for Action*; and, even an exceptionally well received continental trade show, *'Boosting Intra-African Trade: African Women Taking the Lead!'*

Lastly, some seeds continue to grow while reaping abundant harvests. This is never more apparent than when considering anniversaries for the *Beijing Platform for Action*, 25 years; the *United Nations*, 75 years; and, *UN Women*, 10 years! Similarly, UN Women Ethiopia's Ending Violence Against Women and Girls (EVAWG) Unit continue to march on by working towards institution of Family Law legislation in Somali and Afar regions. Additionally, EVAWG implemented other critical efforts including, studies on violence against women and girls (VAWG) in Hawassa Industrial Park; advocacy campaigns, such as the *16 Days of Activism Against Violence*; and, support for the *Yellow Movement* at Hawassa University. Perhaps most importantly, EVAWG provides regular support to several survivor organizations nationally. Likewise, EVAWG's Humanitarian component co-chairs and regularly contributes to the *Ethiopian PSEA Network* in Oromia, SNNPR and Somali, through development of a *Prevention of Sexual Exploitation and Abuse (PSEA)* awareness campaign and reporting mechanism. Keeping IDPs free from sexual exploitation and abuse is a primary goal for the United Nations and all humanitarian actors. And lastly, UN Women Ethiopia had great pleasure in hosting UN Women's Executive Director, Dr. Phumzile Mlambo-Ngcuka, who made her first official visit to the Ethiopian Country Office, and demonstrated great leadership in the organization's advocacy and convening initiatives.

Looking to 2020, UN Women Ethiopia will review our own country programme framework, continue to work closely within the *Delivering as One* UN initiative, and consider other important efforts, such as innovative, gender-based financing within the GoE. I welcome all to join us in our work to further GEWE in Ethiopia, Africa and globally. We strongly believe this is a worthy initiative!

Letty Chiwara,

Representative to Ethiopia, AUC and ECA,  
UN Women Ethiopia

# Introduction

In the organization's work for Ethiopia, the African Union Commission (AUC) and the United Nations' Economic Commission for Africa (UNECA), UN Women utilizes three separate approaches for furthering gender equality and women's empowerment (GEWE), and what are often referred to as the 'triple mandates'. The first pillar seeks to facilitate *'normative change'*. For instance, UN Women Ethiopia's interventions are often designed to collaborate with Government and/or the African Union (AU) to integrate GEWE-focused national or regional normative frameworks within development planning, resourcing and reporting. These efforts include advocating for the normalization of gender-focused approaches at all levels of Ethiopian and African civil society. Examples of UN Women Ethiopia's normative work include the organization's Coordination Unit capacity building efforts with the Government of the Federal Democratic Republic of Ethiopia's (GoE) Central Statistics Agency (CSA), or the *Beijing 25+ National Report* which provides an overview of the 'rights progress' of women and girls over the past five years.

The second pillar relates to *'coordination'*. Despite enormous gender inequalities in Ethiopia, numerous actors are working to level the gender playing field, and in a variety of ways. From Government, to donors, UN agencies, INGOs, and grass-roots organizations, GEWE-focused research, advocacy and interventions abound. As such, strong needs exist for productive coordination and convening – notable strengths of UN Women. Instances of coordination include the Liaison Unit's facilitation of the *Africa Regional Consultations on the 25th Review of the Beijing Declaration and Platform for Action*, as well as the Coordination Unit's work in launching the *African Women Leaders Network (AWLN), Ethiopia chapter*.

UN Women's third pillar falls under the *'Operational'* sphere. In detail, this pillar includes work facilitated by four key organizational units, Women's Economic Empowerment (WEE); Ending Violence Against Women and Girls (EVAWG); National Planning and Budgeting (NPB); and, Women in Leadership and Governance (WILG).

# Change for the better

Women in Ethiopia face significant challenges from a human development perspective. Despite noteworthy gains made in senior governmental and parliamentary representation over the past years, 80 percent of the country's female population continue to experience high rates of early childhood marriage, female genital mutilation, domestic and sexual violence, and significant disparities when compared with males. Supporting these assertions, Ethiopia was assigned a ranking of 148<sup>th</sup> out of 166 countries globally within the 2019 Gender Development Index – a 'gender-sensitive extension' of the United Nations Development Programme's (UNDP) Human Development Report.<sup>1</sup>

Nonetheless, change for the better, for Ethiopian women, is happening in the country, and at a promising pace. Many of the above (and other) GEWE-related issues are trending positively, and the GoE has been methodically overseeing a variety of GEWE-friendly pivots in budgeting, programming and administrative policy, all with equality in mind. And reasons beyond ethics are driving these changes. Putting aside obvious normative questions surrounding inequality, researchers have long been correlating that gender disparities directly inhibit business, economies, and a country's wellbeing. For example, in consultation with UN Women Ethiopia, the International Monetary Fund (IMF) released a late-2018 study which demonstrated that if Ethiopia was to make substantive investment towards the narrowing of gender gaps, the country would enjoy an estimated 24 per cent increase in annual gross domestic product (GDP). Sizable growth for Ethiopia's burgeoning economy.<sup>2</sup>

Yet, accomplishing the national goal of GEWE requires concerted efforts. The GoE, international community of donors, United Nations agencies, NGOs and civil society will need to continue to engage in a sizable and collective project to realize this worthy purpose. And UN Women Ethiopia is well equipped to contribute to the GEWE agenda. Whether at the continental, national, regional or community level, the organization holds capacity to deliver the necessary support required. And with expertise in convening, disseminating critical research, or offering technical know-how, UN Women Ethiopia is a partner of choice for GEWE programming.

<sup>1</sup> United Nations Development Programme. *Gender Development Index (GDI). Human Development Reports. 2019.*

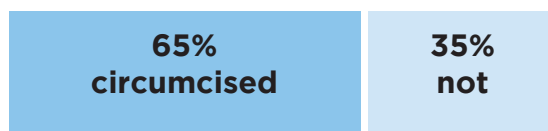
<sup>2</sup> World Bank Group. *World Development Indicators. 2019*



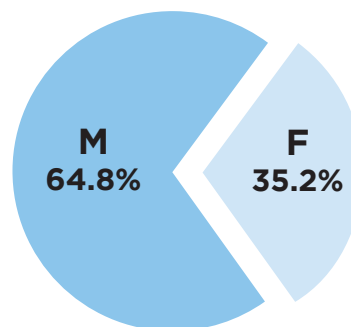
# Women's status in Ethiopia

All illustrated statistics are drawn from the Ethiopia Demographic and Health Survey 2016, Central Statistical Agency, unless otherwise noted.

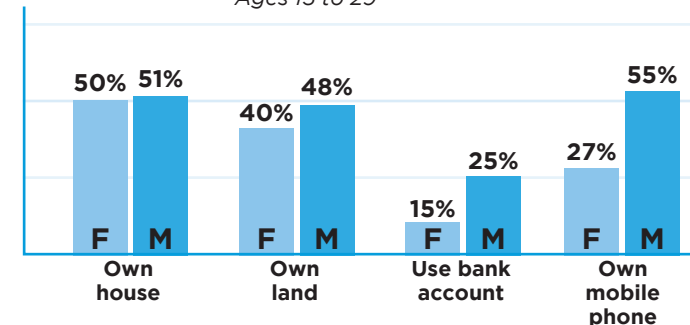
Percentage of Ethiopian women circumcised, 2016



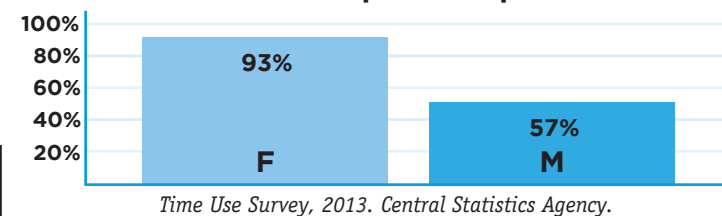
Public services employees by sex, 2015 - 2016



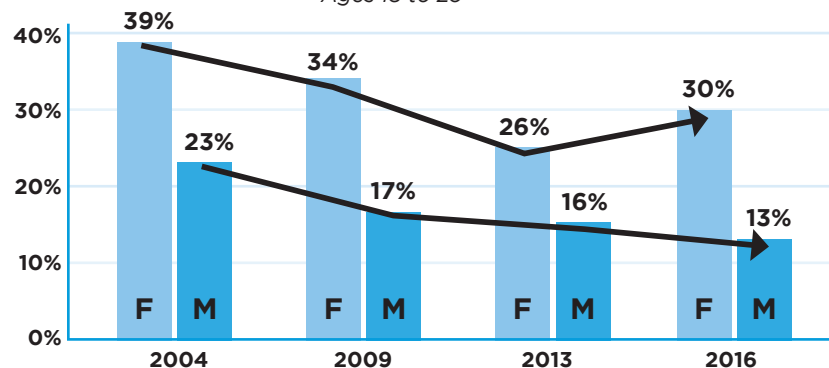
Percentage of asset ownership by sex, Ages 15 to 29



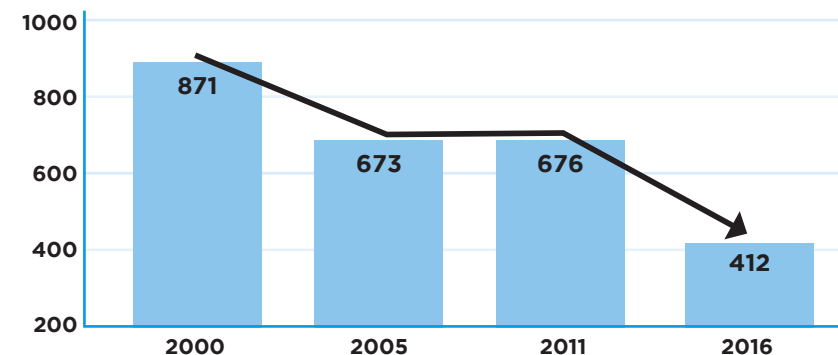
Percentage of women and men engaged in domestic or personal production



Trends in unemployment by sex, 2004 - 2016  
Ages 15 to 29



Trends in maternal mortality ratios, 2004 - 2016  
Deaths per 100,000 live births





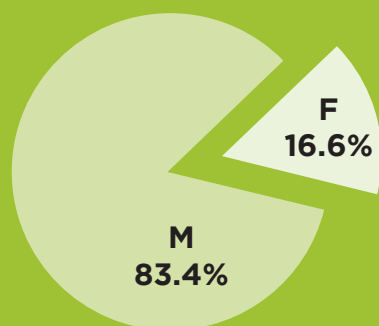
# Women's Economic Empowerment

It is now generally accepted that efforts which target women's economic empowerment (WEE) lead directly to realizing goals of gender equality, poverty eradication and economic growth – for families, communities, and nations. And understanding why WEE is important to realizing both GEWE and lifting national economies is not complicated. Despite that females are predominant contributors to economies everywhere – through basic labor, private business, and domestic work – women remain significantly underpaid for their contributions. Moreover, the majority of women globally do not work in meritocracies, and so rarely have opportunity to improve their status socially, politically or economically. As such, 51 per cent of the world's population are disproportionately more vulnerable, susceptible to poverty and so, often exploited.

Mandated through numerous international commitments such as the *Beijing Platform for Action*; the *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*; and International Labour Organization conventions surrounding gender equality, UN Women Ethiopia's Women's Economic Empowerment (WEE) Unit actively supports gender equality through their work within the country. Many of these efforts include vital work such as, growing Ethiopian women's leadership, entrepreneurial skills and financial literacy; convening and building entrepreneurial networks; facilitating access

to financial services, land and other resources; economic research; commenting on economic policy; and, programmatic interventions which work to better position women for substantive economic participation in the country. Subsequently, WEE collaborates with numerous stakeholders, from women most in need, to civil society organizations, the private sector, and the GoE, all for higher incomes, better access to and control over resources, and greater security and protection.

**Percentage of Business Owned by Women in Ethiopia's Private Sector, 2016**



Government of the Federal Democratic Republic of Ethiopia. *Ethiopian Demographic and Health Survey (EDHS)*. 2016.

## 2019 Goals Realized

Over 2019, the WEE Unit's work incorporated several approaches to empowering women economically. However, primarily, WEE began implementation of UN Women Global's *Women's Empowerment Principles (WEP)* through discussions with Ethiopian private sector actors. As a notable milestone, the *Kombolcha Textile Share Company* became the first signatory, with another four companies pledged to sign in the coming year.

Another of WEE's 2019 strategies was to introduce *Climate Smart Agriculture (CSA)* practices to women-led and owned agribusinesses. Through WEE's efforts working premises were donated from local Government, and multipurpose plant seedlings subsequently provided to Hunde Guddina Cooperative. WEE also organized best practice sharing on CSA and agribusiness for local participants. A third initiative for WEE in 2019 was that of agricultural capacity development which saw rural women trained in improved agricultural practices, and included topics such as, crop management, business development, fish production, livestock fattening, dairy production and marketing. Likewise, a number of women-owned agribusinesses benefited from WEE facilitated public exhibitions, and so were linked to market opportunities. WEE also supported women's cooperatives through the granting of land from Government, managed through joint efforts between the WEE Unit and the district's Women's Affairs offices.

Lastly, WEE aided in the granting of secured working premises and sensitization on issues of gender and livelihoods for 400 internally displaced people (IDPs). The unit also generated several studies and assessments including, and in partnership with the Ministry of Agriculture (MoA), a policy brief on *Gender and Agricultural Mechanization in Ethiopia*; a *Rapid Gender Assessment for Women Economic Empowerment in Climate-smart Landscapes*; in collaboration with CGIAR/CAFS, a *Gender Assessment for Women's Economic Empowerment in Climate-smart Landscapes in Doyogena District, SNNPR, Ethiopia 2018/2019*; in partnership with Women's Strategic Development Centre (WSDC) and ECA, a study on *Women's Empowerment in Pastoral and Agro-Pastoral Areas of Ethiopia: Challenges and Opportunities*; and, the unit produced a report on *Climate Smart Agriculture Exchange Visit – Kenya - 2019* for further learning and sharing by national stakeholders.



## The WEP Initiative

Above: WEE Programme Analyst, Simegn Kuma, and Kombolcha Textile SC Manager, Mustefa Jemal, share the first signed WEP agreement, September, 2019.

In Addis Ababa, April 4, 2019, notable representatives from the country's private sector, Government and civil society convened to discuss gender, macroeconomics, and most significantly, UN Women's approach to leveling the playing field for women in business, the *Women's Empowerment Principles (WEP) programme*. As a global initiative, stemming from the Global Compact, WEP is a set of seven entrepreneurial values which calls on signatory participants to honor agreements that empower women in business. Rooted in *Calvert Women's Principles*, the concept emphasizes the following practices for partnering businesses,

- Principle 1: Establish high-level corporate leadership for gender equality;
- Principle 2: Treat all women and men fairly at work;
- Principle 3: Ensure the health, safety and well-being of all women and men workers;
- Principle 4: Promote education, training and professional development for women;
- Principle 5: Implement enterprise development, supply chain and marketing practices that empower women;
- Principle 6: Promote equality through community initiatives and advocacy;
- Principle 7: Measure and publicly report on progress to achieve gender equality.

## Notable Achievements

- Kombolcha Textile Share Company first signatory to WEP initiative;
- Working premises and innovative plant seedlings donated to beneficiaries;
- Rural women trained for improved agricultural practices;
- Women-led agribusiness linked to market;
- Granting of secured working premises and sensitization for 400 Internally Displaced People (IDPs);
- Policy brief on Gender and Agricultural Mechanization in Ethiopia; a Rapid Gender Assessment for Women Economic Empowerment in Climate-smart Landscapes;
- Gender Assessment for Women's Economic Empowerment in Climate-smart Landscapes in Doyogena District, SNNPR, Ethiopia 2018/2019.

## Impact Story

Aligned with the organization's 2017 - 2020 *Strategic Note*, UN Women Ethiopia's Women Economic Empowerment (WEE) Unit is spearheading WEP, as the organization's mandate focuses on the realization of GEWE by creating opportunities for women through the promotion of, access to, and control over productive resources. As such, WEE's programming interacts with, among others, private sector entities to promote economic opportunities for women, particularly in business settings.

To commence the WEP initiative, the April two-day seminar hosted 49 participants from the GoE, private sector, and organizations such as the National Bank of Ethiopia; the Ministry of Industry and Trade; the Industrial Parks Development Corporation (IPDC); the Ethiopian Investment Commission; the Development Bank of Ethiopia; and, the Commercial Bank of Ethiopia, as well as other banks, insurance companies, micro-finance institutions, chamber of commerce representatives, and the manufacturing and agricultural industries.

Essentially, the purpose of the workshop was to enhance awareness about GEWE, increase knowledge of how gender disparities often adversely affect macroeconomics, and introduce the private sector as to how utilizing WEP philosophies has been implemented beneficially in other countries. For her part, WEE Programme Analyst, Simegn Kuma, views WEP approaches as not simply an ethical thing to do, but rather more a profitable approach to managing one's business, *'Of course women should have equal access to senior jobs, economic opportunities, or gainful employment,'* quipped the specialist. *'But smart businesses should also have access to women's minds and capabilities. We women can be excellent managers and entrepreneurs given opportunity,'* Ms Kuma continued, *'If you don't want to support women in your business because it's the right thing to do, then support women in your business because it's the lucrative thing to do.'*

And Ms. Kuma is correct. Abundant research supports the notion that the more women involved in a society's economic sector, the more successful that society. And Ethiopian businesses are waking up this. For example, from April's seminar, Kombolcha Textiles officially became a signatory to the WEP programme in September, 2019, and other businesses – including several banks – are in process to also sign. Women's Empowerment Principles – not just a good thing, but a good thing for business.

# Ending Violence Against Women and Girls

Ending violence against women and girls is one of UN Women's six strategic areas of focus, and a key strategic area of UN Women Ethiopia, contributing to its outcome, 'women and girls live a life free of violence'.

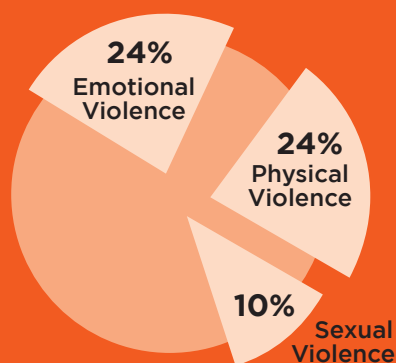
In Ethiopia, violence remains a major treat against women and girls where more than 1 of 3 women is a survivor of spousal violence, and 1 in 10 women in the country experiences sexual violence. As such, the Ending Violence Against Women and Girls (EVAWG) programme is implemented in collaboration with Government, as well as local and international organizations to advocate for improved policy and legal frameworks surrounding VAWG. Acting not just at the highest levels, EVAWG collaborates with grassroots and faith-based organizations and researchers to respond and prevent gender-based violence (GBV); support survivors seeking access to justice and human rights-based protection services; better understand VAWG's root causes; and, consider how to change social acceptance of VAWG. Moreover, the programme works to support Civil Society Organizations (CSOs) and support assistance to survivors, thus aiding in the rehabilitation of surviving women and children's lives.

To realize these goals, the programme utilizes three strategic pillars. *Pillar I: Protection of women's rights in laws, policy and development agendas*, speaks to normative and functional change in Ethiopia's national policy, legislation,

planning and service delivery. *Pillar II: Prevention of violence against women and girls*, directs close work with religious leaders and CSOs to build community capacity for the mitigation and prevention of violence against women. And, *Pillar III: Provision of services to survivors of violence*, determines UN Women delivers both financial and technical assistance to survivors in crisis, and so provide immediate medical care and legal support at grassroots levels.

Women in Ethiopia, ages 15 to 49

## Prevalence of VAWG, 2016



Central Statistical Agency.  
Ethiopian Demographic and Health Survey (EDHS). 2016.

## 2019 Goals Realized

Over 2019 EVAWG realized a number of achievements under pillar I, 'protection of women's rights, laws, policies and development agendas'. For instance, implementation of a pivotal study, *Assessment of the General Socio-Economic Status of Women and Girls and Barriers Hindering the Adoption of Family Law in Somali and Afar Regions*. Following up, the organization partnered with the Somali Bureau of Women and Children for adoption of family law within the region. UN Women in partnership with UNFPA and UNICEF supported MoWCY and the National Alliance against Child Marriage and FGM to launch, *the First National Costed Roadmap on FGM and CM* – a document focused on Ethiopia's commitment to end child marriage and FGM by 2025.

To meet the objectives of pillar II, 'prevention of violence against women and girls', EVAWG supported communities to work on attitudinal change regarding VAWG through implementation of SASA! – a gender transformative community mobilization approach – with community and faith actors for advocacy campaigns. This initiative involved more than 30 participants from Amhara and Oromia. Furthermore, the programme partnered with MoWCY for production of the *Gender Equality and Women's Empowerment Training Manual for Women Development Groups (WDGs)*. EVAWG also conducted a protection assessment in Hawassa, and further analysis of findings on VAW from the *2016 Ethiopian Demographic and Health Survey (EDHS)*, and developed a subsequent brief to inform VAWG methodologies for the upcoming 2021 EDHS. Through UN Women's support, a new chapter of the *Yellow Movement*, was established in Hawassa University, October 2019.

Lastly, guided by pillar III, 'provision of services to survivors of violence', in October, 2019, EVAWG led the first workshop on the *United Nations Joint Global Programme on Essential Services Package for Women and Girls Subject to Violence Workshop*, for 170 service providers from pivotal Government sectors, CSOs and EVAWG coordination platforms. In 2019 EVAWG also launched the *UN Women Global Programme of Safe Cities and Safe Public Spaces* programme in Hawassa and Addis Ababa. UN Women Ethiopia continues to provide financial and technical support to three rehabilitation and reintegration shelters for women and girls' survivors of violence in Oromia and Amhara. Additionally, in 2019 a new shelter opened in Hawassa, SNNPR, with capacity for 70 survivors. These services resulted in the rehabilitation and reintegration of 322 women and girl survivors of violence, as well as their 57 children.





Above: Deputy Inspector Senatayhu Botula, Adama Woreda.

As Adama town's Police Inspector for Women and Children, Senatayhu Botula, has seen it all. With 25 years in policing, and 13 in the Women and Children Division, her job took a toll professionally, personally, and on family as well. Beyond the obvious challenges of day-to-day work dealing with child neglect and domestic violence, Inspector Senatayhu was often also frustrated by systematic limitations which inhibited the appropriate management of VAWG, particularly in terms of finding beneficial solutions. *'Often there were few answers to the problems we dealt with,'* lamented the experienced law enforcement officer. *'It was depressing, and I often felt like I was professionally incapable,'* concluded Inspector Senatayhu.

As a means of strengthening Ethiopia's multi-sectoral response for survivors of GBV in the country, the EVAWG Unit supported the workshop initiative as a strategy for confronting numerous gaps in Ethiopia's VAWG response systems. And need clearly exists for such an intervention, as of the 2016 EDHS, 34 per cent of married women reported having experienced either emotional, physical or sexual spousal violence, and a further 10 per cent reported experiencing sexual assault. Subsequently, the objective was to strengthen national response mechanisms by bringing together the country's criminal justice, legal and legislative bodies, with civil society organizations

## Notable Achievements

- Assessment of the General Socio-Economic Status of Women and Girls for the Adoption of Family Law in Somali and Afar Regions;
- The First National Costed Roadmap on FGM and CM launched;
- Supported community mobilization through implementation of the SASA methodology;
- Opening a new shelter in Hawassa, SNNPR;
- Gender Equality and Women's Empowerment Training Manual for WDG;
- Analysis of finding VAWG from 2016 EDHS;
- New chapter of the Yellow Movement established in Hawassa University, October, 2019;
- First United Nations Joint Global Programme on Essential Services Package for Women and Girls Subject to Violence workshop;
- Safe Cities and Safe Public Spaces in Hawassa and Addis Ababa;
- Supported rehabilitation and reintegration of 332 women, girl survivors of violence.

## Impact Story

operating around VAWG. As such, attendees included representatives from the Ethiopia Federal Courts, Federal Attorney General, Federal Ministry of Health, Ethiopia Network of Women Shelters (ENWS), National Coordinating Body (NCB) on VAW and Federal Ministry of Women, Children and Youth affairs – 170 participants from every region and two city administrations in all.

Strongly supported by Irish Aid and the Danish Government, many of the workshop's activities focused on enhancing key stakeholders capacities in harmony with the launch of *The Essential Service Package for Women and Girls Subject to Violence Ethiopia* – a comprehensive programme seeking to better link stakeholders, while enhancing service provision to GBV survivors. As such, participants shared achievements and lessons learnt from stakeholder experiences; were introduced to implementation tools; and, getting comfortable with accompanying guidelines for essential services in Ethiopia. The collaboration further considered what the next steps might be for additional multi-sectoral collaboration, particularly from the UN.

From Inspector Senatayhu's perspective, the rolling out of essential services offered valuable information, and has demonstrated immediate impacts in both her professional work and personal life, *'Now I understand the system much better, and I know where to go for answers – I can offer first steps and immediate solutions to many of the problems I experience in my work with survivors,'* notes Senatayhu. *'But I didn't just learn about the system and networks surrounding EVAWG, I learned how to listen, how to assess, and I learned how to NOT judge,'* she expresses with passion. *'I feel better in my professional life, and I feel better in my personal life now too. I can really help survivors.'* Bringing together those that work with survivors of GBV makes good sense, and is work clearly paying off. While there is a long way to go in building a robust and comprehensive prevention and treatment service delivery system for VAWG in the country, UN Women Ethiopia's *Programme on Essential Services Package for Women and Girls Subject to Violence* presents a sound foundation to work from. And arming those like Inspector Botula with the information and skills required to provide survivors the necessary support is an excellent first step.

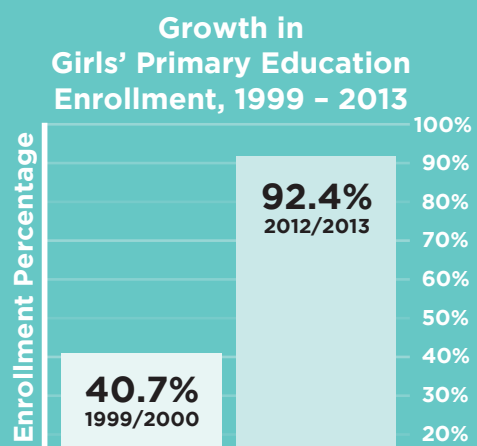
# National Planning and Budgeting

In consideration of Ethiopia's long-term growth, UN Women's National Planning and Budgeting Unit (NPB) works to deliver technical assistance to the GoE surrounding issues of economic planning and national policy development – and largely with Ethiopian women in mind. To do this, the organization partners closely with the Ministry of Finance (MoF) and MoWCYA in order to provide technical trainings, offer critical commentary surrounding budgetary decisions and implementation, and share an objective, analytical perspective concerning how Government ensures GEWE remains in the country's future plans. Ultimately, working closely with the MoF's Gender Directorate, UN Women Ethiopia's NPB 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, as a country, Ethiopia maintains laws and policies in support of GEWE, such as constitutional guarantees that women enjoy equal economic, social and political rights. As such, the NPB Unit maintains a 'seat at the table' so as to encourage continued support for these issues. Likewise, in championing the National Women's Policy, UN Women emphasizes issues concerning women's rights, while pressing for enhanced participation and benefits for women in socio economic development.

Finally, as Ethiopia is an obligated member of a number of international

human rights instruments and global commitments surrounding the rights of women, the NPB Unit serves as a collaborating partner who advocates for meeting these ongoing responsibilities. Some of these agreements include, *the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)*, and *the Beijing Platform for Action*, to name but a few.



Government of the Federal Democratic Republic of Ethiopia. *Ethiopian Demographic and Health Survey (EDHS)*. 2016.

## 2019 Goals Realized

It would be very fair to state, that over the 2019 period, UN Women Ethiopia's National Planning and Budgeting Unit experienced a disparity of highs and lows, yet still produced excellent programming results. While mourning the passing of the section's Programme Specialist, Misrak Tamiru, efforts progressed as Ms. Tamiru would have wanted (and expected), and her final year's legacy is an impressive body of work.

For instance, in collaboration with the MoF, the development and production of *the Gender and Aid Effectiveness Training Manual* was completed in 2019. Furthermore, this capacity building document was disseminated to 32 MoF experts, particularly focusing on those in the *External Resource Mobilization Directorate*. Moreover, as a follow up to the manual, a *Gender and Aid Effectiveness Toolkit* is planned for 2020, and will serve as a guide for conducting gender responsive external resource mobilization. Likewise, is the development of the *Toolkit to Support Ethiopian Parliament to Better Implement Gender Responsive Budgeting*, an aid for enabling Parliamentarians to review sectoral plans from gender perspective and make proposals on possible interventions. Following up on this toolkit, Parliamentary capacity building efforts will be conducted in 2020.

Additionally, NPB assessed the capacity needs of regional bureaus in SNNPR and identified 280 high-level officials and experts from 44 sectors for training in *Gender Responsive Budgeting*. Reportedly, directly after the training officials immediately began working closely with the gender and planning directorate to mainstream gender into sector plans. Furthermore, and in collaboration with IMF, UN Women enhanced the capacity of 35 experts on tax and expenditure policies from gender perspectives.

Finally, after lengthy negotiations with MoF and UN Women, and implementation of research, the IMF released a pivotal working paper, *Women and the Economy in Ethiopia*. The paper's significant findings observed that, among other important conclusions, '*...eliminating gender gaps in both educational attainment and the rate of formal employment could increase [GDP] output in Ethiopia over time by over 24 percent.*' Subsequently, in March, 2019, a high-level meeting was organized by UN Women NPB Unit and the MoF, and which was attended by both donors and senior GoE officials. Key findings and recommendations were shared, and ultimately endorsed by Ethiopia's Prime Minister, Dr. Abiy Ahmed.





Above: Participants from Uganda, Rwanda and Ethiopia attend the South-South Experience Sharing Forum on budget tracking from gender perspective, Debra Zeit Town, Oromia, Ethiopia.

In July, 2017, UN Women's NPB Unit hosted a validation workshop focused on better understanding a previously conducted *National Gender Gap Analysis*, and invited, among a number of other stakeholders, the International Monetary Fund (IMF). Recommendations stemming from this analysis sought to illuminate and quantify the impact of gender inequality on Ethiopia's long-term economic growth. As a consequence of the meeting, further discussions were held with the IMF Country Office to discuss conducting a joint study exploring these issues. By November the IMF formally proposed that UN Women begin sharing data surrounding the state of women in the country, and so that IMF researchers might fully develop a detailed outline for a comprehensive study of gender inequality in Ethiopia. Nearly a year later, in September, 2018, the IMF Article IV mission team

## Notable Achievements

- Gender and Aid Effectiveness Training Manual;
- Parliamentarians Toolkit;
- South-South Experience Sharing;
- 280 high-level officials and experts from 44 sectors capacitated;
- Collaboration with IMF to produce *Women and the Economy in Ethiopia* research paper.

formally proposed that UN Women begin sharing data surrounding the state of women in the country, and so that IMF researchers might fully develop a detailed outline for a comprehensive study of gender inequality in Ethiopia. Nearly a year later, in September, 2018, the IMF Article IV mission team

## Impact Story

presented a draft research paper to UN Women, the MoF and National Bank of Ethiopia.

Primary to the study's findings – which utilized a number of various statistical and theoretical approaches – were the potential quantifiable macroeconomic returns that might be realized if the country worked to close existing gender gaps in both female labor force participation and education levels. Moreover, the findings suggested that by eliminating gender gaps in both educational attainment, as well as rates of formal female employment, Ethiopia's gross domestic product (GDP) could increase by an astounding 24 per cent. Needless to say, these results caught eyes throughout the GoE, and particularly at the MoF.

As the Gender Director for the MoF, Ms. Neteru Wondwosen had spent enormous effort facilitating the research partnership between the IMF and the GoE, and further worked tirelessly to promote the study findings. As such, the seasoned bureaucrat shares with pleasure how the analysis was not simply absorbed by her ministry, but was indeed met with a sense of enthusiasm and urgency, *"After reviewing and endorsing the IMF research, Both the Minister [of Finance] and the Prime Minister proposed ongoing changes to budgeting, and asked all Government to incorporate gender equality components in their work, in terms of both targeting and cost estimating."* Needless to say, the research was demonstrating immediate impacts to how the GoE would consider national budgetary planning in the future.

Yet Ms. Wondwosen is quick to portion credit to her working partners, and notes that the initiative was successful in no small part due to UN Women, and the organization's NPB Unit, *"UN Women provided strong support to the MoF, and particularly in their collaborations with the IMF"*, she articulated. *"In fact, UN Women has played a great role in building capacity at the MoF, in terms of research, training and facilitating discussions which speak to gender inequalities in the country, and with national budgeting in mind. They have been a very good partner"*, concludes Ms. Wondwosen.

And with a 24 per cent bump in Ethiopia's GDP as real incentive for ending gender inequality in the country, the GoE is clearly intent on doing so. Such an economic boost would undoubtedly propel Ethiopia from one of the world's poorest countries, to the middle-income status they are intent on achieving. Moreover, such targeted budgets would lift the country's women to a place they have long deserved to be – to that of genuine equals.

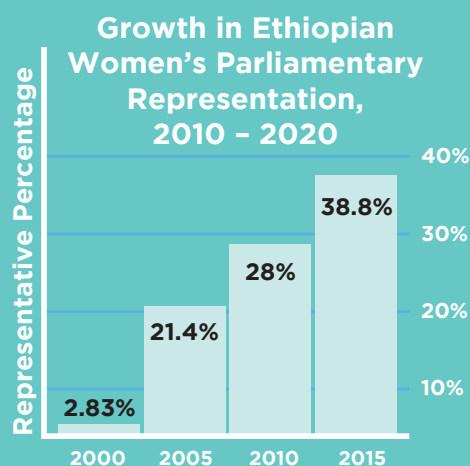


# Women in Leadership

Despite making up half the world's population, women remain underrepresented at all levels of decision-making in virtually every country. And rapid progress of the past few years notwithstanding, women in Ethiopia remain underrepresented in leadership and decision making positions. This is particularly unfortunate as empirical research demonstrates that the more equal a society, the better quality of life it is likely to offer for all. Globally, women's participation rights are guaranteed by international and national agreements. Prominent among these are the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) – which guarantees women's right to public participation. Likewise, the Beijing Platform for Action calls for removal of obstacles that hinder gender equality in public spheres, while the Sustainable Development Goals measure GEWE advancements partially by observing women's parliamentary participation.

With the above mandates in mind, UN Women Ethiopia's Women in Leadership and Governance (WILG) Unit facilitates programmes in order for women to realize their right to political participation in leadership and decision making at all levels. To do this, WILG works closely with key stakeholders to enable a favorable environment for Ethiopian women seeking leadership roles. For instance, in the past UN Women has worked closely with the Ethiopian Broadcasting Authority on awareness raising interventions, and to

encourage the positive portrayal of women leaders in media. WILG's efforts also focus on capacity building interventions and mentorship programmes which enhance the capabilities of junior and mid-level women leaders hold higher leadership positions. And with ongoing and concerted effort amongst UN Women and collaborating partners, women are beginning to attain leadership roles while preparing to make the best of these prospects.



Inter-Parliamentary Union (IPU). *Organizational website, Ethiopia country page*. Accessed February, 2020. [available online: <https://www.ipu.org/parliament/ET>]

# 2019 Goals Realized

Since 2017, UN Women Ethiopia's WILG Unit has focused directly on their *Women in Leadership and Political Participation Programme* so as to facilitate a sustainable capacity building opportunities for aspiring Ethiopian women leaders. To accomplish this, the unit partnered with the Amhara Bureau of Women, Children and Youth Affairs (BoWCYA), and launched a *Transformative Leadership for Gender Equality Training Programme* at the University of Bahir Dar (UBD).

To this effect a Memorandum of Understanding (MoU) was signed between UN Women, Amhara BoWCYA and UBD, August 2019, which led to the securing of facilities that will serve as a training facility and offices for the project. Furthermore, a requirement of the initiative was institutionalization of a *Transformative Leadership curriculum*. Subsequently, UN Women Ethiopia supported the UBD Curriculum Development Committee, to develop curricula approved by both the Curriculum Standard Committee in January 2019, and later by the UBD Senate in August, 2019. Similarly, Facilitator Guides and Learner's Handouts were also drafted by the Curriculum Development Committee with direct technical and material support from UN Women Ethiopia. These guides were consequentially piloted in October 2019 in Bahir Dar.

To expand a pool of trainers for the Transformative Leadership and Gender Equality Training Programme, a ToT on adult learning skills was organized with the first batch of 20 trainees between December, 2019 to January, 2020. A standard Mentorship Manual for Women in Leadership was also developed in collaboration with both Amhara and Oromia BoWCYA. The manual was validated in November 2019. To date, 913 women leaders have participated in the *Transformative Leadership Capacity Building Programme*.

## Notable Achievements

- MoU signed between UN Women, Amhara BoWCYA and UBD August, 2019;
- Transformative Leadership for Gender Equality (TLGE) Curriculum approved, August;
- TLGE Facilitator and Learner's guides piloted October, 2019;
- ToT on adult learning skill carried out December to January, 2020;
- Mentorship Manual for Women in Leadership developed, November, 2019;
- 913 women have participated in TL training to date.

# The Women in Leadership and Political Participation Programme



Above: Representatives from UN Women Ethiopia; the Amhara Bureau of Women, Children and Youth Affairs; and Bahir Dar University conclude signing the MoU for the Women in Leadership and Political Participation Programme.

The *Transformative Leadership for Gender Equality Training Programme* has been the result of long collaborations between UN Women Ethiopia's WILG Unit, the Amhara Bureau of Women, Children and Youth (BoWCYA), and Bahir Dar University (BDU), and was crystallized in a Memorandum Of Understanding (MoU) signed August 22, 2019. The aim of the 3-year agreement was to facilitate a framework for collaboration amongst the signatory parties. In detail, the primary goal is to promote transformational leadership development for women, and so enable the meaningful engagement of Ethiopian females in politics, governance and leadership, with a long-term goal of empowering women across the region and country. As such, one of the agreement's immediate needs was to establish the *Transformational Leadership for Gender Equality Training Center*.

During the MoU's signing ceremony at BDU, Anna Parini, Deputy Country Representative of UN Women Ethiopia noted that, *'Despite significant political will to enhance the representation and participation of women in leadership and decision making in Ethiopia, and in the Amhara region in particular, participation of women in the country's leadership continues to remain low, especially at regional and local levels, as well as in local governance structures. However, it is expected that by providing an environment such as the Transformational Leadership for Gender Equality Training Programme, a cohort of able women leaders will be prepared to meet Ethiopia's future head on and offer equal representation and contribute to the country's leader-*

## Impact Story

*ship needs.'* Ms. Parini additionally remarked that UN Women Ethiopia is further partnering with both federal and regional gender machineries, media outlets and academia to continue fostering women's participation in leadership and decision making. *'Realizing the full potential of women's leadership in the public sphere, as well as equipping women leaders with capacity to transform gender inequalities in governance systems is at the heart of this programme,'* shared Ms. Parini.

In harmony with the above, Ms. Asnaku Deres, Bureau Head of Amhara BoWCYA, observed that, *'In Government's prosperous partnership with the organization, UN Women Ethiopia and the BoWCYA collaborated to build the capacity of more than 1,430 women leaders at all levels in the Amhara region since 2016.'* Ms. Deres further thanked Bahir Dar University and UN Women Ethiopia for contributing to such a worthy vision, and for sharing a mutually beneficial relationship with the BoWCYA, all in order to realize this common goal of women's equal representation.

Finally, representatives from two sister training institutes, the *National Transformative Leadership Training Institute (NTLI)*, of the *University of Juba*, and the *African Centre for Transformative and Inclusive Leadership (ACTIL)* of *Kenyatta University*, were also part of the signing ceremony. Both institutions expressed their congratulations and shared their own organizational experiences which led to the establishment of similar centers, as well as achievements to date, and major challenges faced. Ultimately, both organizations commended the process of the programme's launch.

# Coordination

**U**N Women has a triple mandate of coordination, normative and operational roles. And in this vein, the Coordination Unit works to affect change for Ethiopian women in terms of providing coordination amongst all Ethiopian stakeholders, facilitation of operational mechanisms which pro-actively promote GEWE, and positively affect normative attitudes surrounding GEWE.

In the unit's coordination role, the team works to facilitate regular strategic policy-level dialogue platforms which convene a diverse group of actors including Government (Strategic Dialogue Platform of Senior Officials), United Nations agencies, INGOs, CSOs (CSO Advisory Group) and other development partners (Donor Group on Gender Equality). The team also leads and co-leads coordination structures that enable access to information sharing, learning and avoid duplication of efforts. Additionally, the unit also facilitates financing for joint programmes and advocacy surrounding GEWE.

In the context of the Sustainable Development Goals (SDGs), the unit works to manage *the SDG Task Force* by conducting strategic dialogue on GEWE-related policies. Furthermore, Coordination focuses on enabling gender responsive national domestication and monitoring of SDGs in terms of finance and policy.

Other Coordination-based assignments include, facilitation of the *10 Years Perspective Plan*, and strengthening gender statistics production to enable national policy monitoring and reporting commitments, thus ensuring informed research, advocacy, and policy.

Considering the unit's normative role, the team provides technical and financial support to the GoE through the MoWCY, so as to facilitate implementation and reporting on national and global GEWE commitments. These commitments range from *the Bill of Women*, i.e. *the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)*, and *BDPfA*.

# 2019 Goals Realized

2019 saw a number of noteworthy accomplishment for UN Women's Coordination Unit. For instance, the *Ethiopia Beijing +25 National Review Report* was officially launched by the President of the GoE, H.E. Sahel Work Zewdie, on May 17, 2019. Technically and financially supported through the Coordination Unit, the MoWCY led preparation and submission of the document, which also collaborated with consultative stakeholders.

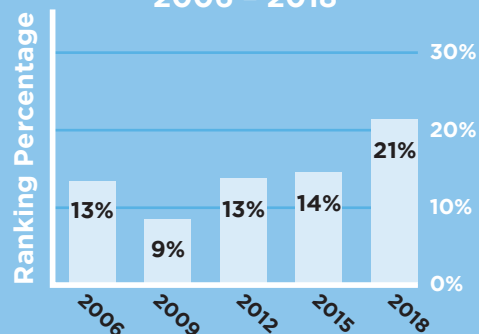
Additionally, the Coordination Unit found great success launching the *African Women Leaders Network (AWLN), Ethiopia Chapter*. The mandate for the AWLN is a noteworthy movement of African women leaders who aim to enhance the leadership of women in the transformation of Africa, and is in line with *Africa Agenda 2063*, as well as the *2030 Sustainable Development Goals*. The Ethiopian Chapter of the AWLN launched October 21, 2019, by the President of Ethiopia and AWLN pioneer, H.E. Sahle-Work Zewde; the UN Deputy Secretary-General, Ms. Amina J. Mohammed; UN Women Executive Director, Dr. Phumzile Mlambo-Ngcuka; the AU Special Envoy for Women, Peace and Security, Mme Bineta Diop; other dignitaries and women leaders. Likewise, the Coordination Unit led development of the *Roadmap on the Political, Social and Economic Participation of Women*, aimed at informing national strategies, including, the *10 Years Plan*, the *Minimum Set of Gender Indicators* and the *Annual Progress Report*. Likewise, UN Women has worked at building capacity of the Planning and Development Commission (PDC), as well as has championing the 'twin track approach' with the PDC, and resulting in GEWE prioritization.

Finally, Coordination worked closely with the Civil Society Organization (CSO) to afford CSOs freer working spaces to advocate for women's rights. The establishment of the CSO-AG allows for CSOs to convene, share experiences and strategize. Moreover, the CSO-AG provided a forum for UN Women to enjoy strategic dialogue with civil society partners focused on GEWE.

## Notable Achievements

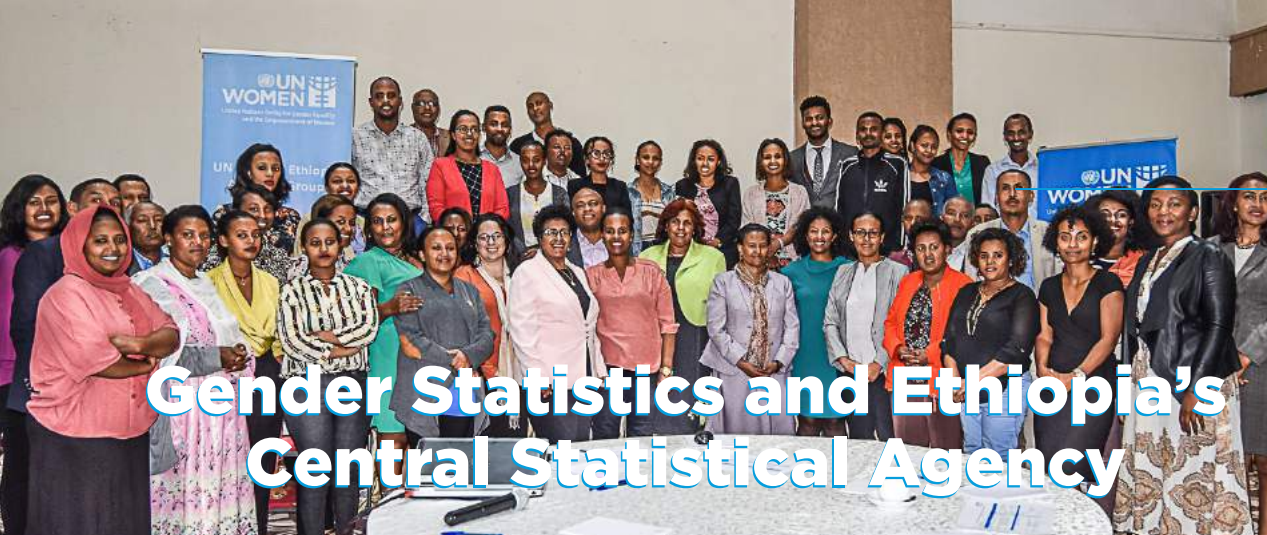
- Ethiopia Beijing +25 National Review Report launched May 17, 2019;
- African Women Leaders Network (AWLN), Ethiopia chapter launched October 21, 2019;
- Capacity building with PDC Gender Directorate;
- 'Twin track approach' with PDC;
- Continuation of the CSO-AG.

**Ethiopia's Global Gender Ranking by Percentile, 2006 – 2018**



World Economic Forum. *Gender Gap Reports*. 2006 to 2018.





Above: Participants of the Coordination unit's Annual CSOs Forum gather for a photo during their meeting December, 2019, Addis Ababa, Ethiopia.

In the world of humans, a truth exists that total sums are generally greater than an assortment of individuals. Yet, it is important to note that when acting as the primary agency for informing a Government which represents 110,000,000+ people, it is not just how much you count, but also how you count. And at the GoE's Central Statistical Agency (CSA), an organization responsible for the production and dissemination of the nation's official statistics in a wide range of areas, such philosophical notions can directly affect enormous changes in your population's quality of life. For example, if CSA fails to observe distressing trends in the Ethiopian public health system or society, how can Governmental ministries or departments be appropriately informed to make adequate plans for rectifying the harmful drift? In short, they cannot.

Ms. Sorsie Gutema, Director of Gender Mainstreaming Directorate for CSA, very well understands that how you count makes a difference, and so acts as an advocate from within by selling the value of 'gender statistics' at the agency. For those unaware, as a statistical specialty, gender statistics cut across traditional counting disciplines such as economics, agriculture and health, and define important information-gathering characteristics such as, ensuring data is collected with sex disaggregated; presenting data that reflects particular gender issues, such as considering both females' and males' specific needs, opportunities or societal contributions; and, confirming data adequately reflects the diversity of men and women. And to hear the seasoned bureaucrat speak, any large-scale statistical exercise which ignores gender statistics, does so at a population's peril. *'Gender statistics appropriately inform [the Ethiopian Government's] planners, programmers and decision makers about where*

## Impact Story

*gaps exist. If we do not use gender statistics how can departments and ministries know where real gaps are happening, and what on-the-ground problems are holding Ethiopians back.'* Beyond Ms. Gutema's passionate calls for greater employment of the discipline, international calls for gender statistics are also in large supply. From the *Beijing Platform for Action*, the *UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*, the *AU's African Agenda of 2063*, the *Sustainable Development Goals (SDGs)*, and even Ethiopia's own national development plans, the importance of producing quality genderized disaggregated statistics works to ensure that no one is left behind.

So, to begin utilizing gender statistics, and fill data gaps in Ethiopia's National Statistical System (NSS), a partnership between UN Women Ethiopia and CSA commenced at the first *Ethiopian Time Survey* (2013), and continues in data collection today, such as the *2016 Ethiopia Demographic and Health Survey (EDHS)*, where domestic violence was observed for the first time. Currently CSA has partnered with UN Women Ethiopia on a two and a half year (2019-2021), UN Women Global facilitated initiative, the *'Making Every Women and Girl Count Programme'*. This flagship initiative was designed to enhance systematic production, analyses, accessibility and use of gender statistics, and utilize three separate initiatives to do so, i) capacity building for technical experts to produce gender responsive data; ii) revise and assess national statistical strategies; and, iii) facilitate ongoing policy dialogue platforms between data producers and users. The collaboration also focuses on making gender statistics accessible and analytical, informing policy making while advocating for accountability on GEWE commitments. To date, outcomes include, i) a strengthened policy and financial environment for gender-responsive national adaptation and effective monitoring of the SDGs and GTP II; ii) strengthened production of gender statistics monitoring of national policies and reporting commitments under the SDGs; and, iii) accessible gender statistics for all users (including governments, civil society, academia, and private sector), and which can be analyzed to inform research, advocacy, policies, and programmes and promote accountability.

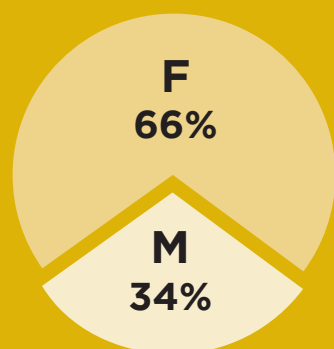
# Liaison

**A**s a central tenet of the organization's work, UN Women Ethiopia seeks to facilitate and support gender responsive planning and implementation of legal and policy frameworks throughout the African continent. Critical to this work is the organization's representation in the African Union (AU) and the UN Economic Commission for Africa (UNECA), and which is largely implemented by UN Women Ethiopia's Liaison Unit. Furthermore, the organization's regional-level mandate enables the 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.

Another approach in which the Liaison Unit acts as a thought leader for GEWE progress is through the development and dissemination of knowledge products, so as to continually inform AU Members and other regional stakeholders of ongoing enhancements in GEWE-centered programming. By serving as a knowledge hub for regional GEWE advocacy initiatives, the Liaison Unit holds opportunity to prioritize the development of key knowledge products that regularly inform AU and regional stakeholders – both with the purpose of promoting best practices, as well as facilitating south-south learning.

Finally, UN Women Ethiopia's Liaison Unit regularly works to implement change through the provision of coordination, technical and logistical support for critical dialogue platforms that serve to highlight gender-related interests at both national and regional development levels. And it is through the facilitation of such dialogue that AU member states, the donor community, and continental civil society are frequently reminded of the value of gender-conscious programming. Rather than simply claiming a seat at continental-level policy and legal dialogue tables, the Liaison Unit makes great efforts at hosting the table, thereby setting agendas which speak to positive, gender-related progress.

**Proportion Share of Agricultural Labour in Africa, by sex, 2010 – 2011**



**African Union Commission.** *The 2016 Gender Scorecard: "Women's Rights in Africa. Where Does the Continent Stand?" 2016.*

# 2019 Goals Realized

UN Women's Liaison Unit had a successful 2019. In terms of delivering knowledge products in support of GEWE advocacy, the unit shined as a regional knowledge hub. Key products were developed, and included, *'The Rights and Participation of Refugee and Internally Displaced Women and Girls in the context of AU AGA and APSA'*, and, *'Young Women's Participation in Politics & Decision-Making in African Union Member States: A Working Paper'*.

On UN Women's normative mandate, Liaison coordinated continental preparation of the *Commission of the Status of Women, 2019 (CSW63)*, in partnership with the African Union, Cairo, 4 to 6 February 2019. Likewise, Liaison partnered to coordinate, *'The Africa Regional Consultations on the 25th Review of the Beijing Declaration and Platform for Action'*, October 28 to November 1, 2019, under the theme *'Realizing Women's Rights for an Equal Future'*.

Finally, Liaison facilitated South-South learning promotions during regional events. Collaborating with UNDP RSCA, Liaison provided support to the *AUC-Women, Gender and Development Directorate (WGDD)* for a 4-day gender mainstreaming and analysis training workshop, October, 2019. Liaison also executed a continental trade show, and under the theme *'Boosting Intra-African Trade: African Women Taking the Lead!'*, on December 3 to 5, 2019.

## Notable Achievements

- *'The Rights and Participation of Refugee and Internally Displaced Women and Girls in the context of AU AGA and APSA Study'* released;
- *'Young Women's Participation in Politics & Decision-Making in African Union Member States: A Working Paper'* released;
- A "key messages and strategies for a unified position at CSW63" was adopted by Ministers to support Africa delegates at global negotiations during the CSW63, New York;
- Led UN Women Africa to coordinate the Africa Regional Consultations on the 25th Review of the Beijing Declaration and Platform for Action;
- Liaison Unit provided technical support to AUC-Women, Gender and Development Directorate (WGDD) for coordination of a gender mainstreaming and analysis training workshop for AUC gender focal persons;
- Liaison Unit co-hosted continental trade show, *'Boosting Intra-African Trade: African Women Taking the Lead!'*, December, 2019;
- AGCCI was selected as a showcase projects at the Paris Peace Forum.







## Impact Story

so trained 43 Girls from 7 southern and eastern African countries.

Perhaps more importantly, UN Women conducted a number of invaluable Training of Trainers sessions (ToT) before the national coding camps commenced, so as to build capacity of 30 local and 10 International trainers, all for the project's long-term sustainability. This 3-day ToT focused on developing trainers' capacity to design and plan curricula for the programme, while also supporting team building and project management skills. Technical learning sessions included introductions to Scratch for Animation; Scratch Deep Diving; Graphic Design; Robotics and 'Internet of Things'; Gaming; Coded Embroidery; and, Fashion and Art. Non-technical classes surrounded concepts of Gender Mainstreaming, and consisted of five separate components: Girls and Leadership; Sustainable Development Goals; Financial literacy; Youth and Human Rights; and, Design Thinking. And in other nods to sustainability, AGCCI developed guidelines for mainstreaming ICT, gender and coding into Ethiopia's national curricula. Furthermore, the project executed media campaigns in 10 priority countries, while operationalizing an online platform to aid participants in future collaborations. As such, 30 participants

from 9 of 10 priority countries were further edified on concepts of ICT mainstreaming, gender and coding into national curricula based on the guideline developed.

As a seasoned cybersecurity IT professional, participant in the ToT, and later coding camp trainer, Sorene Assefa immediately noted the value of the AGCCI ToT. 'While I had a great deal of experience in IT, and had previously trained, the ToT really helped guide us to better plan instruction in the big picture. After completing the course, we all came away with a better understanding of how IT training pedagogy aids in curricula delivery,' shared the skilled programmer and mentor. And returns on the ToT investment were immediate, as new instructors fed directly into 3 coding camps held throughout Ethiopia (Addis Ababa, Nazareth and Hawassa), and trained 444 Ethiopian girls over the July to August period. For her part, Ms. Assefa viewed the initiative as a success, largely due to the young participant's enthusiasm, 'These girls and young women need support if they are to engage in the IT sector. You could see it in every class, they wanted to soak up as much as possible, and were happy for the opportunity! Without a project like AGCCI, they might not have the opportunity or confidence to get that big start.' Clearly AGCCI has been an initiative which provides worthwhile opportunities for young women, and makes programming worth the effort.

*Above: AGCCI participants focus intensely on programming guidance shared by Sorene Assefa, Hawassa, Ethiopia, August, 2019.*

The African Girls Can Code Initiative (AGCCI) officially launched on 24 August, 2018, and is supported through a consortium of collaborating partners including UN Women Ethiopia, the AUC, the International Telecommunications Union (ITU), and with generous resource support from the Danish Embassy in Ethiopia. In essence, the project seeks to facilitate an environment where African girls are fully immersed in up-to-date technology, and intensively exposed to methods of coding and information technology. Furthermore, the goal of AGCCI's collaborative efforts are to empower young African women and girls with the critical skills required for today's emerging employment markets, and so break an inequitable cycle of job access and upward mobility. The professional skills shared with these young technicians include digital literacy and coding fundamentals and essentials such as Scratch & Scratch Deep Diving; general computer science; and, basic Graphic Design skills. Moreover, and with a nod to the importance of soft-skills, the initiative also facilitates enhancement of participant's business-savvy acumen through leadership and personal development. This work includes curricula such as Girls and Leadership; Financial Literacy; Youth and Human Rights; Design Thinking, and, Fashion and Art.

Over the 2019 period AGCCI implemented a number of noteworthy exercises. For instance, UN Women's AGCCI staff held a *Regional Coding Camp* in Pretoria, SA, and



# Communications & Knowledge Management

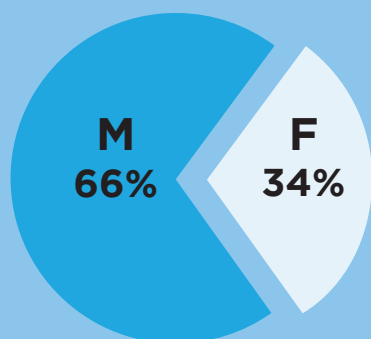
**U**N Women Ethiopia's Communications and Knowledge Management Unit is a key driver for GEWE, and critical to the Sustainable Development Goals agenda (SDGs). In supporting campaign events at different levels, as well as enhancing UN Women Ethiopia's visibility, the section acts as a crosscutting advisory and logistical communications hub. A number of events 'Communications' has supported include, the *2019 International Women's Day* event, and the *16 Days of Activism* campaign, as well as high level visits from senior global officials, other programmatic-focused campaigns, a number of panel discussions and several capacity building initiatives to mention but a few.

In harmony with the above, Communications also facilitates the development of knowledge products that support UN Women Ethiopia's role as a hub for technical information at the forefront of GEWE issues, and contributes to growing visibility for the organization's advocacy initiatives. For instance, the production and distribution of '*UN Women Ethiopia Info Packs*', has enhanced the organization's visibility within and outside the country, while also directing interested parties as to where technical information may be obtained. Knowledge and visibility products also include public relations/awareness raising articles, documentary videos, photos essays, and other communications tools.

Furthermore, with significant growth in the utilization of public digital spaces, including both regional and global websites and social media, the Ethiopian sub-site of the ESARO's website remains an effective package of information dissemination channels for sharing key technical information frequently utilized for reaching broad audiences. The site is accessed through the following URL:

<https://africa.unwomen.org/en/digital-library/publications?country=5b16b36ca1be455598c8e-b2669042c8e>

**Proportional Share of Undergraduate Enrollment, 2015 – 2016**



Government of the Federal Democratic Republic of Ethiopia. *Ethiopian Demographic and Health Survey (EDHS)*. 2016.

## 2019 Goals Realized

In support of the organization's broader programmes, the Communications and Knowledge Management (CKM) Unit delivered numerous products over the 2019 period. From sharing innovative research, to offering GEWE technical guidance in Ethiopia, CKM served as a national hub for information surrounding GEWE. In terms of awareness raising and delivery of technical knowledge, the unit oversaw production of a variety of knowledge products. Furthermore, CKM additionally worked with UN Women Ethiopia's programmatic units to deliver both communication guidance and logistical support

for the implementation of several public awareness and advocacy campaigns. Of note was the *African Girls Can Code* media campaign, which served to inspire young girls and women to choose careers within coding and ICT. The campaign consisted of production of public service announcements (PSAs) in four separate languages, the production of a number of posters, and an online social media campaign. CKM also worked closely with the EVAWG Unit and the MoWCY to facilitate the *16 Days of Activism Campaign*, a series of events highlighting the presence of violence against women and girls (VAWG) in Ethiopian (and most other) societies, and demonstrates broad national support for ending this appalling social disorder. Part of the events were a Public Service Announcement TV ad produced and disseminated on 3 major TV stations.

Finally, CKM saw production of multimedia and IEC materials including, 5 videos illustrating programmatic impacts and highlighting positive changes taking place for Ethiopian women; 3 different brochures introducing various UN Women Ethiopia interventions, and a poster for the Paris Peace Forum.

### Notable Achievements

- UN Women Ethiopia: Changing the lives of women and girls, 2018;
- Guideline for Gender Responsive Media;
- UN Women Ethiopia Info-pack;
- Evaluation Brief of the Joint Programme on Rural Women Economic Empowerment;
- A Gender Gap Analysis of the Public Finance Management System policy brief;
- A Toolkit to Support Ethiopian Parliament to Better Implement Gender Responsive Budgeting;
- AGCCI media campaign;
- 16 Days of Activism campaign;
- Numerous multimedia and IEC materials.



## UN Women Executive Director, Dr. Phumzile Mlambo-Ngcuka, visits Ethiopia

On the week of October 15th to 22nd, 2019, Dr. Phumzile Mlambo-Ngcuka embarked on a UN Women Executive Director first in her official visit to the Ethiopian Country Office. For this intensive, high-level country outing, Dr. Mlambo-Ngcuka was joined by the President of Finland, H.E. Sauli Niinistö over a number of events. Subsequently, the Under-Secretary General led a 3-day *Solidarity Mission* to the Horn of Africa, with a focus on women, peace, security and development. The mission was just one of a number of critical events, bilateral meetings and engagements with civil society, ambassadors, and beneficiaries of UN Women programming in Ethiopia.

For example, Dr. Mlambo-Ngcuka participated in the launch of the *African Women Leaders Network (AWLN) – Ethiopian Chapter*, officiated by, H.E. Sahle Work-Zewde, the President of the Federal Democratic Republic of Ethiopia, senior leaders from the AUC, and others. Additionally, over the course of the visit the Executive Director further met the South African Ambassador to the African Union (AU) – particularly noteworthy due to South Africa holding the 2020 AU Chair. Additionally, the Executive Director attended a high-level *HeforShe* campaign event; led a handover ceremony at the Planning Development Commission; briefed the AUC Peace and Security Council; facilitated a dialogue session with Ethiopian civil society; attended a reception with (and for) female ambassadors; enjoyed a breakfast meeting with UN Heads of Agencies; convened with Ethiopian Airlines executives: and, met with numerous donors. Needless to say, the exhaustive visit was a great success, and UN Women Ethiopia very much appreciates the strong efforts made by the Executive Director.



*Left top: UN Women's Executive Director being welcomed by the women of Abdi Boru Livestock Fattening Cooperative/ Center in Oromia region.*

*Right top: The Executive Director poses with young participants at the 'She for Business: High Level Event on Women's Economic Empowerment in Ethiopia.'*

*Right middle: H.E. Ethiopia's President Sahle Work Zewde, with Ms. Amina Jane Mohammed, Deputy Secretary-General of the United Nations, and, Dr. Phumzile Mlambo-Ngcuka, Executive Director of UN Women.*

*Right bottom: The Executive Director with the President of Finland Sauli Niinisto, speaking to members of the press at the HeforShe event.*



# Operations

**U**N Women Ethiopia's Operations Unit provides support services which facilitate the organization's programmes and activities, and so indirectly contribute to GEWE mandates. At present, staffing for Operations are 10 employees. Services include, finance management; procurement; human resources; travel administration and logistics; information and communication technology (ICT) support; and, general administration. Ultimately, Operations implements all support service functions in-house, aside for contracting, payment disbursement, and payroll management. Obviously, the efficiency and effectiveness of Operations greatly affects programmatic success, and is critical for maintaining the synergy required for achieving UN Women's objectives.

However, as UN Women Ethiopia's portfolio is growing significantly, increasing demands for Operations' services have ballooned. This evolution has offered great opportunity to leverage economies of scale in business operations, and increased influence in partnerships. Conversely, a larger work load has resulted in growing challenges in terms of increased operational risk, bottlenecks and capacity. Looking to 2020, Operations will build on 2019 achievements, and work to address growing challenges, and through a number of initiatives.

For example, Operations will implement a Service Management System for enhanced service tracking. Likewise, the unit will continue contributing to the *UN Joint Procurement Working Group* on development of Long-term

Agreements (LTAs). To address growth challenges, Operations is streamlining internal processes to minimize duplication of processes, align workflows, enhance duty segregation, and ensure adherence to accountability. As such, Operations will update standard operating procedures (SOPs) on various functions. Furthermore, HR will focus on growing the roster to facilitate timely engagement of consultants. Finally, Operations staff will participate in meaningful capacity building exercises.

**Earning Gaps between  
Women and Men in Ethiopia,  
2011**

**For every \$1 USD  
Ethiopian Males Earn**

**Ethiopian Females  
Earn \$0.34 USD**

# 2019 Goals Realized

Over the 2019 period, Operations continued participation in *UN Business Operations Strategy (BOS)* processes in areas of common services like Finance, Procurement, Human Resources (HR), ICT, and the Harmonized Approach to Cash Transfers (HACT). This ensures that UN Women Ethiopia contributes to the *UN Reforms Agenda* processes. More importantly, UN Women benefited from increased use of Long-term Agreements (LTAs) developed by the *Joint Procurement Working Group*, as well as capacity building materials stemming from the *HACT Working Group*. Furthermore, Operations coordinated with UNDP, financial partners, suppliers and other stakeholders to ensure timely delivery of services on payment functions and other operations essentials.

Within UN Women Ethiopia, internal cohesion of the organization was enhanced through greater coordination between programmatic entities and Operations through the institution of regular joint meetings. During these fora, teams shared implementation updates, as well as collaboratively planning for future activities. Similarly, key challenges and lessons learned were discussed and with strategic decisions being shared amongst.

Finally, Operation's *Human Resources Working Group* conducted a recruitment fare where participants were briefed on potential job opportunities in the UN System, and recruitment processes. UN Women Ethiopia participated in the fare and presented participants the organization's mandate, potential employment prospects and recruitment procedures. The forum provided an occasion to emphasize the available opportunities for young people through the internship and the UN Volunteers mechanism.

## Notable Achievements

- Active participation in UN Business Operations Strategy (BOS) processes, and Harmonized Approach to Cash Transfers (HACT);
- Increased use of LTAs developed by Joint Procurement Working Group;
- Coordination with UNDP, financial partners, and suppliers for efficient service delivery;
- Institution of joint Programme/Operations meetings;
- Participated in recruitment fare.



# Humanitarian: The PSEA Project



Above: Training on Gender and Leadership to Pugnido Refugee Women Group and Host Community Gambella, Ethiopia.

A distressing reality for a majority of communities globally, is that of sexual harassment, exploitation and abuse, which often targets those most vulnerable. Unfortunately, the emergency and development sectors have not escaped this terrible truth, and incidents over the past decade have uncovered the stark reality that beneficiaries are, at times, undoubtedly exploited by those who propose to assist. However, as researchers, managers and policy makers begin to uncover these dark circumstances, programmes for change are being conceptualized and executed.

It is within these circumstances that, UN Women Ethiopia has been contributing to the interagency prevention of *Sexual Exploitation and Abuse (PSEA) Network* as co-chairs with WFP. As such, the 'PSEA project' was approved in February, 2019, to support inter-agency efforts to prevent and respond to SEA threats in three different regions of Ethiopia: Oromia, SNNPR and Somali. Ultimately, the initiative stems from the *United Nations' Secretary-General Bulletin on Special Measures for Protection from Sexual Abuse and Exploitation (ST/SGB/2003/13)*. The aim of the intervention has been to establish prevention and accountability mechanisms so as to immediately terminate and further avert SEA from occurring in vulnerable communities within the humanitarian context. As such, the PSEA project provides support for ongoing protection of at-risk individuals and communities, while also implementing a reporting mechanism which enforces zero-tolerance for acts of SEA by staff of UN organizations,

## Impact Story

implementing partners or affiliated organizations.

Presently in Ethiopia, PSEA is an issue of particular importance as inter-communal conflicts in the above-noted regions have led to the internal displacement of over 3 million people (IOM, March 2019). And despite repeated peace and reconciliation efforts led by the GoE, current levels of displacement are anticipated to increase (IDMC, October 2019), thus requiring sustained levels of humanitarian assistance over the next year. It is in this context that the risk of SEA by humanitarian personnel and implementing partners is high, requiring risk mitigation actions and roll-out of PSEA protection activities.

These activities manifest through a number of interventions which fall under the umbrella of Communication with Communities (CwC) – a family of inter-linked tools which seek to engage and inform populations. For instance, a valuable CwC tool for the Ethiopian PSEA project is that of a national hotline which allows individuals to discreetly report perceived instances of SEA easily and safely. Another device for channeling PSEA reporting is that of established local help desks. The aim of help desks is to ensure wider accountability by regional participation through the creation of feedback and reporting safe spaces – of which these help desks provide.

A third instrument in the CwC toolbox is that of broadly disseminated Information, Education and Communication (IEC) materials, which raise awareness and inform any who discreetly require PSEA-related information. Items such as posters and brochures serve to disseminate knowledge concerning individual rights, as well as what to do if one feels they may have been violated. A fourth tool is that of information campaigns. Similar to IEC materials distribution, campaigns make great effort to ensure that persons of concern – especially women and children – are aware of their rights and entitlements, and understand the mechanisms for reporting. A typical information campaign will frequently utilize radio public service announcements (PSAs), or organize community leader/role model speaking engagements. A final approach for Ethiopia's PSEA project is that of comprehensive awareness raising and sensitivity training for humanitarian workers and managers at all levels of organization. A primary first step to ensuring that SEA is not tolerated in the humanitarian sector, is to fully engage those who deliver aid, and ensure they understand that if one chooses to sexually harass, exploit or abuse, they will be brought to justice.



## Civil Society Engagement

Above: June 14, 2019, UN Women welcomes the third 'batch' of civil society partners into the Civil Society Advisory Group.

The decade between 2009 and 2019 found Ethiopia's civil society landscape a challenging environment. Due to the 2009 Governmental *Charities and Societies Proclamations (Proclamation 621 – 2009)* domestic organizations were prohibited from receiving more than 10 per cent revenue from overseas sources, and although foreign charities would continue to receive international funds, they were prohibited from implementing anything that resembled an advocacy programme. Ultimately, all civil society organizations conducting work surrounding any human rights issues – including women's rights – was strongly discouraged, with penalties for those that challenged the status quo. With no fiscal support, no legitimate means of operating, and no legal recourse, the capacity of Ethiopian organizations to organize and advocate was virtually nil.

It was under these circumstances in 2014, and with considerable support from both the Swedish Government and Embassy, that UN Women Ethiopia sought to introduce a new initiative, *the Civil Society Advisory Group*. Essentially, the working group was formed so that the organization might draw grassroots guidance from what was left of Ethiopian civil society when drafting future strategic country plans. However, during regular, quarterly consultations

## Impact Story

with UN Women Ethiopia, the participating groups also took time to discuss shifts in the programming environment, as well as quietly stay connected to the donor community.

For obvious reasons, this first 'batch' of civil society partners remained diminutive, and included 14 representatives from several, small organizations – with a total membership of around 50 to 60 people. Meeting regularly at the UN Women Ethiopia premises, these steadfast members continued to provide the organization with critical information as to where programming gaps existed in the country's GEWE efforts, while also simply continuing to exist. As such, the working group persevered for years, labouring quietly but diligently, doing what was possible – and always with the ongoing support of the Swedish people. And on February 5, 2019, these efforts were rewarded as Ethiopia adopted a new *Civil Society Law*, and which was passed through the country's *Parliamentary House of Peoples Representatives*. Only five short months later, UN Women Ethiopia's CSO Advisory Group welcomed its third 'batch' of partners on June 14, 2019, who continue to collaborate with UN Women Ethiopia, while enjoying an organizational membership of approximately 250 colleagues. Moreover, in April of 2019, H.E. the President of Ethiopia, Sahle-Work Zewde hosted a consultative meeting with broader civil society to ensure the new legislation was being implemented smoothly, and the way forward was viewed as positive – a radical shift from the past decade.

Moving forward the CSO Advisory Group now looks to diversify, and presently collaborates with several critical women's representational organizations including, *the Network of Ethiopian Women Association (NEWA)*, the *Ethiopian Women Lawyers Association (EWLA)*, and, *Women Can Do It*. In 2020 the initiative plans to make a broad call for applications from organizations working, or seeking to work within the GEWE focus. The initiative will also make efforts at raising more technical and material support so that this burgeoning – and vital – component of Ethiopia's political and social tapestry continues to grow.







UN Women greatly appreciates the generous support received from our partners in 2019



**ROYAL DANISH EMBASSY**  
*Danida*



WITH FUNDING FROM  
**AUSTRIAN  
DEVELOPMENT  
COOPERATION**



Kingdom of the Netherlands



**Irish Aid**  
Government of Ireland  
Rialtas na hÉireann

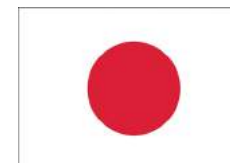


EMBASSY OF SWEDEN

Addis Ababa



Norwegian Embassy  
*Addis Abeba*



From the  
People of Japan

UN Women Ethiopia Country Office  
UNDP Regional Service Center, 2nd Floor  
P.O. Box 5580, Addis Ababa, Ethiopia  
Tel: +251 115 170 825/170 819  
Fax: +251 115 538 163  
Web: [www.unwomen.org](http://www.unwomen.org)

