ETHIOPIA COUNTRY PORTFOLIO EVALUATION

UN WOMEN

INCEPTION REPORT
ETHIOPIA COUNTRY PORTFOLIO EVALUATION

TABLE OF CONTENTS

Acronyms

AU	African Union
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CPE	Country Portfolio Evaluation
CSOs	Civil Society Organizations
CSW	Commission on the Status of Women
DRF	Development Results Framework
ECO	Ethiopia Country Office
ERG	Evaluation Reference Group
EVAW	Ending Violence Against Women
GERAAS	Global Evaluation Report Assessment and Analysis System
GiHA	Gender in Humanitarian Action
GRB	Gender Responsive Budgeting
GRES	Gender Results Effectiveness Scale
HCT	Humanitarian Country Team
IEAIS	Independent Evaluation, Audit and Investigation Service
IES	Independent Evaluation Service
LNOB	Leave No One Behind
MoWSA	Ministry of Women and Social Affairs
OEEF	Operational Effectiveness and Efficiency Framework
RMS	Results Management System
SDG	Sustainable Development Goals
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNEG	United Nations Evaluation Group
UNSDCF	United Nations Strategic Development Cooperation Framework
UN-SWAP	United Nations System-Wide Action Plan
US$	United States Dollar
WEE	Women's Economic Empowerment
WPS	Women, Peace and Security

1. INTRODUCTION

This section introduces the inception phase and the inception report.

The inception phase of the Ethiopia Country Office (ECO) portfolio evaluation (CPE) has involved:

- *Discussion with SN donors to refine the scope of the evaluation;*

- *Document review (evaluability assessment, portfolio analysis; Stakeholder mapping and analysis); and*

- *An inception workshop with key UN Women Country Office (CO) staff, including review and refinement of the theory of change.*

The evaluation reference group has also been invited to share suggestions on the evaluation scope and approach.

This inception report is intended to provide the framework and plan for the CPE, including the timeline and workplan for conducting the evaluation.

The rest of the report is set out as follows:

Section 2 introduces the evaluation objectives and scope;

Section 3 provides the context on gender equality and human rights in Ethiopia;

Section 4 sets out the preliminary analysis undertaken on the Strategic Note, and areas for further enquiry;

Section 5 sets out the evaluation criteria and questions, which is followed by the evaluation approach and methodology;

Section 6 sets out the workplan.

The **Annexes** include the stakeholders and documents consulted, the theory of change, further detail on the Strategic note interventions, human and financial resources analysis, stakeholder mapping, evaluability assessment and country contexts, the full evaluation matrix, data collection tools, the data management plan, and the composition of the evaluation reference group.

2. EVALUATION PURPOSE, OBJECTIVES AND SCOPE

The evaluation's purpose is for learning and accountability. The primary users are the Country Office (CO), who will use the findings to develop the new strategic note.

The purpose of the Country Portfolio Evaluation (CPE) is to deliver a systematic assessment of UN Women's work in Ethiopia. The intended uses of the evaluation are:

1. *Learning on effective approaches, to support improved decision-making.*

2. *Accountability for UN Women's contribution to Gender Equality and Women's Empowerment.*

The primary users of this evaluation are intended to be the UN Women Ethiopia country office who will use the findings to inform the design of the new Strategic Note and implementation of interventions aimed at addressing gender related gaps and the promotion of gender equality and women's empowerment in Ethiopia, and also for accountability purposes. Primary users also include the UN Country Team, who will use findings and recommendations to feed into the delivery of the UNSDCF and to inform the design and implementation of joint programmes. Secondary users are expected to be UN Women East and Southern Africa Regional Office and HQ colleagues, government of Ethiopia, national partners and others working in the country to identify what works to promote gender equality and women's empowerment, and areas that need additional support and opportunities for strategic partnership.

The scope of the CPE is the Strategic note, including the development results framework (DRF) and the Operational Efficiency and Effectiveness framework (OEEF) as the documentation basis for the evaluation. The period covered by the evaluation will be January 2021 to June 2025.[1] All activities included in the Strategic Note will be considered, including joint programming.

The specific objectives of the CPE are to:

1. *Assess the relevance of UN Women contribution to the intervention at national levels and alignment with international agreements and conventions on gender equality and women's empowerment.*

2. *Assess effectiveness and organizational efficiency in progressing towards the achievement of gender equality and women's*

---

[1] *The Ethiopia Country Office Strategic Note covers 2021-2025*

empowerment results as defined in the Strategic Note.

3. Support the UN Women CO to improve its strategic positioning to better support the achievement of sustained gender equality and women's empowerment.

4. Analyze how human rights approach and gender equality principles are integrated in the design and implementation of the Strategic Note.

5. Identify and validate lessons learned, good practices and examples of innovation that supports gender equality and human rights.

6. Provide insights into the extent to which the UN Women CO has realized synergies between its three mandates (normative, coordination and programme).

7. Provide actionable recommendations with respect to the development of new programmes/ the next UN Women CO Strategic Note.

3. CONTEXT

This section discusses the country contexts, including the status of Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adoption, the status of national policies on gender, the socio-economic context, marginalized and vulnerable groups and the UN Country Team System.

Ethiopia, with a population exceeding 110 million, is the second most populous country in Africa and features a highly diverse geography influencing livelihoods and development dynamics. [2] Despite some progress in

gender equality, Ethiopia remains one of the lowest-performing countries globally on the SDG Gender Index and Gender Development Index. [3] Improvements have been made in women's political participation. Women currently hold 41.9% of seats in the lower house of parliament and around 36.4% of ministerial posts. Yet gender parity remains inconsistent and subject to political fluctuation. [4]

Persistent economic disparities continue to limit women's empowerment. The average wage for women remains 32.8% lower than for men, with a significant portion of this gap unexplained, suggesting structural discrimination. [5] Unpaid care work burdens remain high, and occupational segregation restricts access to better-paid opportunities.[6] Legal provisions such as the Labour Proclamation No. 1156/2019, while protective in intent, may inadvertently reinforce gendered labour market barriers. [7] Although Ethiopia's Global Gender Gap score has modestly improved, the Gender Parity Index for secondary education has declined, indicating setbacks in girls' educational attainment. [8]

Ethiopia faces a complex humanitarian context, shaped by conflict, climatic shocks, and public health risks. In early 2025, 19 million people were at risk due to drought. [9] Earthquakes in the Afar region[10] and renewed conflict in Tigray and Amhara compounded these challenges. [11] The suspension of U.S. aid in January 2025 significantly disrupted humanitarian and development assistance, affecting health, food security, and oversight capacity. Ethiopia's ongoing vulnerability underscores the need for

[2] United Nations Ethiopia & Government of Ethiopia. (2020). United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020–2025. Retrieved from ETHIOPIA UNSDCF 2020 2025 SIGNED_1.pdf

[3] United Nations Ethiopia. United Nations in Ethiopia. Retrieved from https://ethiopia.un.org/en

[4] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[5] Tesfaw, Z., & Mehare, A. (2023). Female labor force participation and wage gap in urban Ethiopia (Policy Working Paper No. 17/2023). Ethiopian Economics Association. https://eea-et.org/course/policy-working-paper-17-2023-female-labor-force-participation-and-wage-gap-in-urban-ethiopia-zinabu-tesfaw-and-abule-mehare/

[6] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from

https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[7] HG.org. (n.d.). Rights and obligations of employees and employers as per the labor law of Ethiopia. https://www.hg.org/legal-articles/rights-and-obligations-of-employees-and-employers-as-per-the-labor-law-of-ethiopia-23972

[8] Tenkolu, A. T., & Alemayehu, A. M. (2025). Early marriage and school dropout among female children in Ethiopia: Evidence from the 2016 EDHS. Discover Global Society, 3(1), 100160. https://doi.org/10.1016/j.diglsoc.2025.100160

[9] Ethiopia Priority Humanitarian Response and Critical Funding Gaps (February - April 2025) | OCHA

[10] ReliefWeb. (2025, January). Ethiopia: Earthquakes – Jan 2025. Retrieved from ReliefWeb factsheet

[11] OCHA. (2025, March 27). Ethiopia: Humanitarian Update, 27 March 2025. United Nations Office for the Coordination of Humanitarian Affairs.

sustained international support. [12]

Efforts to eliminate harmful traditional practices such as child marriage and FGM have seen gradual success, but violence against women remains widespread. Nearly two-thirds of women aged 15–49 believe wife-beating is justified under certain circumstances, highlighting entrenched discriminatory norms. The government's 2020–2024 costed strategy to end child marriage and FGM and growing grassroots feminist movements are critical responses to these challenges. [13]

The national policy environment reflects long-standing commitments to gender equality, including Ethiopia's ratification of CEDAW and the adoption of the National Policy on Ethiopian Women (1993), now under revision. The Ten-Year Development Plan (2021–2030) mainstreams gender across sectors, supported by frameworks like the Gender Equality and Social Inclusion Guidelines and Gender Responsive Budgeting. However, implementation capacity remains uneven, especially at regional and woreda levels, due to limited resources, high staff turnover, and competing mandates within the Ministry of Women and Social Affairs. [14]

Ethiopia has demonstrated its commitment to gender equality through ratification of international frameworks like CEDAW, the Beijing Platform for Action, and the Maputo Protocol, and by enacting national laws and policies promoting women's rights. [15]

The Ministry of Women and Social Affairs (MoWSA), established in 2021, leads gender equality efforts, coordinating gender mainstreaming across sectors and overseeing implementation through Gender Directorates in all ministries and decentralized structures at regional and local levels [16]. While this institutional architecture provides a framework for advancing gender equality, challenges persist, particularly at sub-national levels, including limited capacity, high staff turnover, and weak coordination, which hinder effective implementation and long-term planning. [17]

Ethiopia has taken important steps to advance gender equality, including the 2019 CSO Proclamation, which lifted restrictions on foreign-funded organizations, enabling greater advocacy for women's rights. This reform has strengthened civil society's role in promoting gender justice. Key actors include the Network of Ethiopian Women's Associations (NEWA), a coalition of over 40 groups working nationwide on advocacy and capacity building; the Ethiopian Women with Disabilities National Association (EWDNA), which supports inclusion through services and education; and Setaweet, a feminist movement that promotes gender equality through school workshops, survivor support, and public awareness. [18]

Marginalized groups—including women living with HIV/AIDS, women with disabilities, and internally displaced women—face compounded vulnerability and limited legal protection. Socio-economic inequalities are particularly acute for rural women and girls, who are more likely to experience early marriage, school dropout, and limited access to health and education services. [19]

The UN Country Team in Ethiopia—one of the largest globally—works through the United Nations Sustainable Development Cooperation Framework (UNSDCF 2020–

[12] *Oversight of USAID-Funded Humanitarian Assistance Programming Impacted by Staffing Reductions and Pause on Foreign Assistance February 10, 2025, office of inspector general, USAID.*

[13] Federal Democratic Republic of Ethiopia. (2019). National roadmap to end child marriage and FGM 2020–2024. UNICEF Ethiopia. https://www.unicef.org/ethiopia/media/1781/file/National%20Roadmap%20to%20End%20Child%20Marriage%20and%20FGM.pdf

[14] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[15] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-

01/ethiopia_country_gender_profile-web.pdf

[16] MoWSA. (2023). Mandate and Organizational Structure. MoWSA Website

[17] OPM. Building Resilience in Ethiopia – Technical Assistance (BRE-TA): Final Evaluation and Annexes. Published June 2024. https://www.opml.co.uk/sites/default/files/2024-05/bre-final-report-annexes.pdf?utm_source=chatgpt.com

[18] Center for the Advancement of Rights and Democracy (CARD). (n.d.). CSO Proclamation. Center for the Enforcement of Civil and Economic Rights (CECOE). https://cecoe.org/document-tag/proclamation/; The Borgen Project. (2021, October 4). Women's rights in Ethiopia. https://borgenproject.org/womens-rights-in-ethiopia/

[19] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

2025) to support national priorities.[20] The Common Country Analysis (2020) identifies key development gaps, including persistent rural-urban disparities, youth unemployment, and climate risks[21]. Gender equality and social inclusion are prioritized across UN interventions to support Ethiopia's path toward inclusive and sustainable development.[22]

UN Women seeks to contribute to the following SDGs:

SDG	Gender-Relevant Progress and Gaps and References
SDG 1 No Poverty	· Women-headed households more likely to be poor. · Limited access to land, credit, and productive inputs.[23,24]
SDG 3 Good Health and WEllbeing	· Maternal mortality at 267/100,000 (2020). · Contraceptive prevalence rate (married women): 41% (2019). · GBV and conflict-related trauma prevalent in Tigray and Oromia.[25,26]
SDG 4 Quality Education	· Gender parity in primary education reached (GPI ~0.99) (2022). · Lower completion rates for girls in

SDG	Gender-Relevant Progress and Gaps and References
	secondary education (2022).[27,28]
SDG 5 Gender Equality	· Laws against FGM and child marriage in place. · 38.4% women in Parliament (2021); Cabinet parity (2018). · FGM prevalence ~65%, child marriage ~58% before age 18 (2016).[29]
SDG 8 Decent Work	· Female labor force participation ~67%, mostly informal (2021). · Women concentrated in agriculture and unpaid family work.[30,31]
SDG 10 Reduced Inequality	· Rural, disabled, and IDP women face higher marginalisation. · Customary law often supersedes formal protections.[32]
SDG 16 Peace & Justice	· Access to justice limited by cost, distance, and norms. · Informal dispute mechanisms dominant in rural areas.[33,34]

Annex 13 sets out further details on the country context.

[20] United Nations Ethiopia & Government of Ethiopia. (2020). United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020–2025. Retrieved from ETHIOPIA UNSDCF 2020 2025 SIGNED_1.pdf

[21] United Nations Ethiopia. (2020, September 21). Common Country Analysis: Ethiopia (Updated). Retrieved from https://minio.dev.devqube.io/uninfo-production-main/176efa8e-a381-46dd-bd8f-cc9c05f65943_ETHIOPIA_CCA_-_updated_-_21Sep20.pdf

[22] United Nations Ethiopia. https://ethiopia.un.org/en

[23] Central Statistical Agency (CSA) [Ethiopia] and ICF. Ethiopia Demographic and Health Survey 2016. Addis Ababa, Ethiopia, and Rockville, Maryland, USA: CSA and ICF. https://dhsprogram.com/pubs/pdf/FR328/FR328.pdf

[24] African Development Bank. Ethiopia Country Gender Equality Profile 2024. https://www.afdb.org/en/documents/ethiopia-country-gender-equality-profile-2024

[25] CSA [Ethiopia] and ICF. Mini Demographic and Health Survey 2019. https://dhsprogram.com/publications/publication-fr363-dhs-final-reports.cfm

[26] UN Office for the Coordination of Humanitarian Affairs (OCHA). Ethiopia Humanitarian Needs Overview 2024. https://reliefweb.int/report/ethiopia/ethiopia-humanitarian-needs-overview-2024-february-2024

[27] Federal Democratic Republic of Ethiopia. Voluntary National Review on the Implementation of the 2030 Agenda for Sustainable Development. 2022. https://hlpf.un.org/sites/default/files/vnrs/2022/VNR_2022_Ethiopia_Report.pdf,

[28] Ministry of Education [Ethiopia]. Education Statistics Annual Abstract 2021/22. https://moe.gov.et/statistics/

[29] UN Women Africa. Ethiopia Country Gender Equality Profile 2024. https://africa.unwomen.org/sites/default/files/2024-06/ethiopia_country_gender_profile-final.pdf

[30] African Development Bank. Ethiopia Country Gender Equality Profile 2024. https://www.afdb.org/en/documents/ethiopia-country-gender-equality-profile-2024

[31] International Labour Organization (ILO). Decent Work Country Programme for Ethiopia (2022–2025). https://www.ilo.org/addisababa/countries-covered/ethiopia/WCMS_868195/lang--en/index.htm

[32] International Organization for Migration (IOM). Ethiopia Protection Snapshot: July–August 2024. https://dtm.iom.int/sites/g/files/tmzbdl1461/files/reports/DTM%20Ethiopia_Protection%20Snapshot_July%20-%20Aug%202024%20%282%29.pdf

[33] UN Committee on the Elimination of Discrimination Against Women (CEDAW). Concluding Observations on the Eighth Periodic Report of Ethiopia, CEDAW/C/ETH/CO/8, 2019. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/ETH/CO/8&Lang=en

[34] UN Women. Access to Justice for Women in Ethiopia: Challenges and Recommendations, 2023. https://www.unwomen.org/en/digital-library/publications/2023/11/access-to-justice-in-ethiopia

4. PORTFOLIO ANALYSIS

The portfolio analysis summarizes the strategic note, its theory of change, the results framework and results management systems and the key interventions. It also analyzes financial and human resources and stakeholders involved in the delivery of the Strategic note, highlights findings from the evaluability assessment and sets out preliminary observations used to inform the evaluation design.

Strategic Note overview

The Strategic Note originally covered the period 2021-25.

As of Q1 2025[35], the amount mobilized for 2021-2025 was US$ 51.1m, compared to an target of US$ 66.7m[36]. The Strategic note covers 2021-2025. It targets women, especially the poorest and most excluded, as well as the institutions and communities that can contribute to strengthening women's empowerment and gender equality. It covers the **thematic areas** of 1) Women Political Participation; 2) Women's Economic Empowerment, 3) Peace, Security and Humanitarian Actions and 4) Ending Violence Against Women.

Theory of Change

The original theory of change was included in the Strategic Note and is set out below (the full theory of change is set out in Annex 2). The outcomes are taken verbatim from the UNSDCF.

Results Framework

The **Development Results Framework** sets out indicators against the target outcomes and output set out below. Outputs with normative components are highlighted, and coordination will be reviewed as a cross-cutting approach.

> **Outcome 1: All people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.**

Outputs:

1.1 The Government of Ethiopia, the UN system, and development partners have enhanced capacities and strengthened political will to advance gender equality principles and practices in all initiatives relating to expanding women and young women's access to decent work and participation in civic life, and (humanitarian) decision making processes especially marginalised and disadvantaged young women;

1.2 National and sub-national governments, the UN system, development partners, and civil society, produce and use evidence, have improved knowledge, capacity and resources as well as political will to develop, adopt, implement, and monitor legislation, policies, strategies, programs and systems to reduce gender inequality and combat VAWG in all its forms, including CRSV and other violence in crisis and conflict affected settings;

1.3 National and subnational governments and civil society, including local women's organizations and networks have capacity to design and implement gender-responsive policy and regulatory frameworks, strategies and tools that ensure equitable, safe, and dignified response and recovery mechanisms to enable women and girls who are affected by conflict, humanitarian crisis and displacement to rebuild their lives in sustainable ways, particularly focusing on those that are marginalized and vulnerable

> **Outcome 2: All people in Ethiopia live in a cohesive, just, inclusive and democratic society.**

Outputs:

2.1 Women's leadership is increased at all levels through improved knowledge, capabilities, gender responsive policy and institutional frameworks, systems and tools that advance it at all levels, including women with disabilities and young women;

---

[35] As of the time of the inception report, the Q2 data was not yet available

[36] Representing an important insight to reflect on resource mobilization lessons.

2.2 *The GoE, its institutions, women's organisations, humanitarian actors, and civil society have strengthened knowledge, evidence, capacities, resources, political will, mechanisms, and accountability frameworks and platforms to ensure women and girls' rights and access to justice, and to provide protection and gender responsive services across the humanitarian-development-peace-security nexus;*

2.3 *Gender and vulnerability responsive peace architecture at federal, regional and sub-regional levels prevent and respond to violations of women's and girls' rights in conflict, and women and their organizations have improved capacities to participate in conflict prevention, resolution, reconciliation, and peace building, in alignment with global normative frameworks;*

2.4 *Women's movements, feminist civil society organizations and the media have evidence, strategies, resources, partnerships, skills, and tools that enable them to support women and girls to claim their rights and actively participate in political, economic and civic spaces.*

Outcome 3: All people in Ethiopia benefit from an inclusive, resilient and sustainable economy

Outputs:

3.1 *The GoE at national and sub-national levels, and gender machineries and women's civil society organizations, have increased capability, tools and political will to integrate, monitor and respond to gender inequalities in planning, financing and budgeting, including investments in micro, small and medium enterprises (MSMEs);*

3.2 *GoE, humanitarian actors and women's civil society organisations have and use increased evidence, capacities, resources, approaches and political will to tackle discriminatory social norms, practices and legislation in formal and informal employment sectors, and expand women's access to decent jobs, livelihood opportunities, and gender-responsive social protection, including young, vulnerable and marginalised women including as part of humanitarian and early recovery interventions.*

Outcome 4: All people in Ethiopia live in a society resilient to environmental risks and adapted to climate change.

Outputs:

4.1 *The GoE at national and subnational levels has capacity, evidence, and tools to develop and adopt gender and vulnerability responsive prevention, preparedness and disaster recovery legislation, strategies, and systems, to address climate and disaster risk adaptation, mitigation and environmental sustainability;*

4.2 *The GoE and women's civil society organizations have capacity to strengthen normative frameworks, institutions, systems and capacities to promote gender equitable benefit sharing from the use of natural resources, and women and girls' leadership in disaster risk management, environmental governance and climate related planning.*

The **Operational Effectiveness and Efficiency Framework** *includes the following goals to support intended development results:*

1. *Effectively leverage and expand partnerships, communications and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of the CO mandate.*

2. *With its unique and inclusive culture, UN Women is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values.*

3. *Efficiently and effectively discharges of all business processes that advance integrated delivery of its normative, operational and coordination mandate at HQ, Regional and Country level, including through shared services*

Results Data

*The **results-based management system** involves quarterly reporting against output indicators, bi-annual reporting against outcome indicators, and annual reporting as per the UN Women template. A summary of the main results from the Results Management System and Annual Reports is set out in Annex 3. Selected data*

from these systems will be validated during the evaluation.

Strategic Note interventions

The full list of programmes undertaken during the strategic note, mapped against normative, coordination and operational (national, regional and global programmes) is set out in Annex 4. The Annex also identifies joint programmes and provides the timeline of implementation.

The largest projects are as follows:

1. **ME function of the Women's Peace and Humanitarian Fund for Ethiopia** which aims to enhance the role of the role of Civil Society Organizations in humanitarian response & protection of women and girls in humanitarian context.

2. **Combating Violence Against Women and Girls in Ethiopia** that aims to provide an enabling legislation and policy environment in line with international standards on ending violence against women and girls (EVAWG) and other forms of discrimination being put into place and being translated into action.

3. **Making Migration Safe** that aims to support the Ethiopian government and relevant stakeholders develop and implement gender responsive migration policies, laws and services.

4. **Increased participation and representation of women in leadership in Ethiopia: The Road to Equitable Development** that aims to increase the effective participation and equal representation of women in leadership, particularly focusing on the legislative and executive branch of the Government.

Financial and Human Resources analysis

The financial and human resources analysis draws from January 2021 to March 2025 (Q1 2025). Annex 5 provides more detail on the preliminary financial resources analysis undertaken. As at the time of the inception report, quarter 2 data was not yet available.

The Ethiopia Country Office annual budget has decreased from US$ 12.5m (2021) to US$ 5.2 (2025)[37]. The top four

donors (Government of Netherlands, Swedish International Development Cooperation, Government of Denmark, and Government of Norway) account for 54% of its budget. The ECO mobilized US$ 51.1m by March 2025 against a target of US$ 66.7m.

To date, the CO has disbursed US$ 31.6m. Disbursement rates from 2021 - March 2025 averaged 55%.

Timeliness of donor reporting has been strong, with 92% of reports submitted on time between 2021 and March 2025.[38]

The largest area of work is Peace, Security and Humanitarian Actions, accounting for 24.9% of development results framework expenditure during 2021-25. This is followed by Ending Violence Against Women and Girls (20.8%) and Women in Leadership and Governance (18.5)

As of March 2025, based on the organogram accompanying the workplan, the office employed 57 people in total. Of the 57, 24 were staff, 23 were on service contracts,4 on consultancy contracts, 3 Interns and 2 United Nations Volunteers.[39]

Stakeholder mapping and analysis

The main stakeholder groups are as follows:

- **Governmental Stakeholders**: principle and primary duty bearers who make decisions and responsible for leading the country's development, including the National Gender machinery.

- **Civil Society Organisations:** Partners working with UN Women to deliver, as well as partners working on different activities aiming to contribute to the same target outcomes. CSOs that received small grant from UN Women focused on institutional building.

- **Research and academic institutions**: Researchers working in the areas of UN Women's work, providing useful insights into what does and does not work.

- **Private sector**: Partners on Women's Economic Empowerment Projects and funders.

---

[37] How the office pivoted in response to this will be explored as part of the evlauation

[38] Oneapp-Donor Agreement - Power BI
[39] Personnel Dashboard - Power BI

- **UN agencies**: *Partners on joint programs, development partners supported by UN Women's coordination work, partnerships such as UNDP's funding to UN Women's electoral support program.*

- **Bilateral and foundation donors**: *Donors of UN Women's work.*

- **UN Women team:** *responsible for implementing the Strategic Note.*

- **Other multilaterals / regional bodies**: *Key partners contributing to same target outcomes.*

- **Target groups of right holders:** *Right holders that UN Women are aiming to support to achieve gender quality and women's empowerment, including urban/peri-poor women, women leaders and gender advocates, civil society, religious and cultural leaders, and youth.*

Annex 6 sets out the additional information on the institutions included within each stakeholder group, as well as their roles in the strategic note, and their main intended contributions to the strategic note, mapped against UN Women's normative, coordination and operational work.

Evaluability Assessment

The evaluability assessment comprises four areas. Findings are set out below, and implications for the evaluation approach in italics.

1. **Assessment of the CO Strategic Note Theory of Change:** *The overall theory of change is relevant and sets out assumptions and causal pathways between outputs and outcomes. This was further developed during the inception workshop, including the hypothesized links between activities, outputs, and outcomes, to strengthen evaluability and support the evaluation's contribution analysis approach.*

2. **Quality and completeness of the DRF/OEEF:** *The table below summarizes the assessment of the quality and completeness of the Development Results Framework (DRF) and Organizational Effectiveness and Efficiency Framework (OEEF). Annex 7 sets out more detail. There is limited data*

against some indicators. The evaluation will review the existing evidence base against target outcomes and focus on gathering additional evidence to support achievement against target outcomes.

Measure	Overall Rating
DRF Outcomes	Adequate
DRF Outputs	Strong
DRF Framework Indicators	Strong
DRF data quality	Adequate
OEEF Outputs	Adequate
OEEF Indicators	Adequate

The evaluation will also be informed by other reviews and evaluations.

Evaluations:
Corporate and regional evaluations undertaken during the Strategic Note period, as identified in the online database GATE.[40]

- *UN Women Ethiopia Country Portfolio Evaluation 2017–2020*
- *Preventing VAWG and Delivering Essential Services Final Evaluation*
- *Final Evaluation of the Women's Empowerment in Sexual, Reproductive, Maternal, Newborn, Child and Adolescent Health (SRMNCAH) Rights in Humanitarian Settings in the Horn of Africa (POWER) Programme*
- *Final Evaluation of the Transformative Financing for Gender Equality and Women's Empowerment in Ethiopia Programme*
- *Mid-Term Evaluation of Making Every Woman and Girl Count in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through Better Production and Use of Gender Statistics*
- *Mid-term Evaluation on Programme on Increased Participation and Representation of Women in Leadership in Ethiopia: The Road to Equitable Development*
- *Corporate evaluations across the thematic areas of – EVAWG, WEE, WPS, Humanitarian Action, and WILG.*

Reviews:
- *UN Women Ethiopia Strategic Note 2021-2025*

---

[40] *Evaluation Unit Details : Ethiopia (CO)-Global Accountability and Tracking of Evaluation Use - GATE System*

Midterm Review

Audits:

- *UN Women Country Office Audit in Ethiopia – 2021.[41]*

Preliminary observations

The following preliminary observations will be further explored during the evaluation.

- **Consolidated Programming:** *The mid-term review identified the need for enhancing synergy across its interventions and across thematic areas, as well as across the triple mandate (normative, coordination and operational).*

- **Leave No-One Behind**: *The annual work planning process has identified that interventions must better target vulnerable groups such as women with disabilities, conflict-affected women, internally displaced persons (IDPs), and returnees. The previous CPE recommended sharpening analysis of intersecting forms of inequality and incorporate a conflict sensitivity lens, and strengthen systems to track progress include vulnerable and marginalized women and girls.*

- **Strengthening partnerships with sister UN agencies and other stakeholders**: *The mid-term review and annual work planning process identified the need to revitalize the UN Gender Theme Group (GTG), expand partnerships with academia, the private sector, and media, and foster the inclusion of young and emerging civil society organizations (CSOs). The mid-term review also identified the importance of collaborating with UN entities with relevant mandates and supporting them to mainstream gender equality and women's empowerment into programming.*

- **Geographic Focus –** *The mid-term review suggested strategic geographic focus is necessary, prioritizing conflict- and climate-affected regions like Tigray, Amhara, Afar, Oromia, and Somali to maximize impact.*

- **Results based management** *– the previous CPE recommended strengthening integrated interventions across thematic areas and enhancing*

the usability of the CO's results based management and reporting systems.

- **Women's movements** *– the previous CPE recommended strengthening support to women's movements and networks to advance transformational change and shift gender norms.*

- **Prioritization –** *The mid-term review recommended more frequent review of programming, to support course-correction, without waiting for mid and end-term evaluations. The mid-term review noted that while all thematic areas remain relevant, the most relevant for to prioritize were prioritization is necessary, particularly in Ending Violence Against Women and Girls (EVAWG), Women's Economic Empowerment (WEE), and Women in Leadership and Governance. It also suggested scaling SGBV related activities towards accountability, redress and rehabilitation while maintaining existing engagements including normative and prevention work and increasing work on the participation of women and girls in ongoing political dialogue and peace processes at local, regional and national levels. It also suggested that the CO do more to seek to influence the allocation of recovery and rehabilitation resources in areas affected by shocks.*

- **Context** *– the evolving political and humanitarian context will need to be taken into account during the evaluation, to understand how effectively the office managed to pivot in response.*

---

[41] UN-Women-audit-report-2021-011-UN-Women-Country-Office-in-Ethiopia-en.pdf

5. METHODOLOGY

The evaluation will use a mixed-methods, contribution analysis approach. This section introduces the evaluation criteria and questions, the overall approach, sampling, data collection and analysis approach, ethics, risks and limitations and mitigation, and the dissemination plan.

Evaluation Criteria and Questions

The table below sets out the evaluation criteria and questions, and a summary of the proposed approach. Additional details are set out in the evaluation matrix in Annex 8.

Evaluation Questions	Approach
Effectiveness, Sustainability, and Human Rights and Gender equality: To what extent has the Country Office has contributed to achieving planned outcomes? To what extent are these outcomes sustainable? Have interventions been designed to apply gender, human rights and disability inclusion approaches?	
To what extent did the Country Office contribute to the expected outcomes as set out in the strategic note? How sustainable were these outcomes? What were the enablers and barriers? What unexpected outcomes (positive and negative) have been achieved?	*Contribution analysis, assessing the strength of evidence for outcomes achieved and UN Women's contribution vis a vis other factors (enablers and barriers). Outcome harvesting to capture unexpected outcomes*
What changes have been observed, and for whom? Are interventions designed to apply gender, human rights and disability inclusion approaches	*Review of interventions against the Gender Results Effectiveness Scale. Analysis based on disaggregation of results.*
Efficiency: How efficient are the organizational structures and management processes?	
To what extent do organizational structures and management processes support the efficient use of resources to achieve results?	*Review systems in place, adaptations over the SN period and evidence of process efficiencies.*
How well did ECO manage to respond to emerging humanitarian crises in the country, to support gender responsive humanitarian action?	*Review speed and flexibility of response, including re/allocations of funding, based on evidence and contribution to UN coordination*
How do different funding modalities compare in terms of their efficiency?	*Review of funding modalities effect on: i) Greater effectiveness (longer-term planning, consistent policy advocacy); ii) More agile response to needs; iii) Better resource leverage; iv) Stronger coordination roles; v) Improved country buy-in*
Coherence and Relevance: Are the Country Office's interventions coherent with the work of the UN system and other key stakeholders, and strategically relevant in advancing gender equality and women's empowerment in Ethiopia?	
How relevant were the Country Office's interventions and efforts to government priorities and national strategies? What synergies are there between UN Women's portfolio and the work of the UN (UNCT, HCT), government and civil society?	*Review alignment of interventions to government priorities and national strategies, including responsiveness to changing contexts, and coherence with work done by other stakeholders. Review added value and challenges around joint programming.*
What is the Country Office's contribution to UN system and broader coordination on gender equality and women's empowerment?	*Assessment of UN Women's contribution to UN and national coordination on gender and to the UN reform process*

Evaluation Approach

The evaluation approach is theory-based. Contribution Analysis will be used to assess UN Women's contribution to target outcomes as set out in the theory of change (see Annex 2). The evaluation will validate the TOC and suggesting refinements needed for the next SN, based on lessons learned and evidence gathered. The evaluation will also use mixed methods, drawing on both quantitative data (primarily financial and from the survey) and qualitative data (from document review, interviews and focus group discussions).

Gender equality and human rights will form a critical component of the evaluation in the following ways[42]:

Stakeholder analysis and methodology: The stakeholder analysis has been used to select a diverse group of stakeholders to engage in the evaluation, including women and men, as well as those most affected by rights violations, and those who are marginalized and may be difficult to reach. The evaluation will carefully consider outreach efforts to ensure their participation. Data will be triangulated across different sources and stakeholders.

Evaluation criteria and questions: A specific evaluation criteria has been added that focuses on gender equality and human rights. Associated evaluation questions have been developed. For sampled interventions, the evaluation team will assess outcomes against The Gender Results Effectiveness Scale (GRES)[43] developed by UNDP, see below:

The Gender Results Effectiveness Scale

Reporting: Human Rights and Gender Equality issues will be covered in all sections of the report (findings, lessons learned, recommendations)

Sampling Frame

Two approaches were used to sampling.

1) **Programme sample for interviews with programme participants**

Most significant change was used to identify which UN Women's contributions to target outcomes to focus on. Based on review of annual reports and discussions with CO stakeholders, several areas (see Annex 3) have been highlighted as areas where UN Women has made the most significant contribution to target outcomes. These were selected for case study.

To ensure a comprehensive review of the processes and systems in place at the CO, and not just areas of the most significant progress, the sample also includes other interventions.

The main interventions undertaken by the CO have been mapped into a sample frame for evaluation (see Annex 4). Across this, a **stratified, random desk review sample** has been taken to ensure a good coverage across thematic areas and normative, coordination and operational work.

The samples will be subject to the following analysis:

- **Contribution Analysis** to: validate and gather additional evidence for the achievement of these outcomes – across coordination, normative and operational mandates; gather evidence for UN Women's contributions; identify factors contributing to this outcome, as well as enablers and barriers to this achievement.

- **Analysis around** sustainability and LNOB and inclusion.

2) **Stakeholder sampling**

The evaluation applies a purposive sampling approach to ensure a diverse range of perspectives is taken into account.

A full stakeholder mapping has been undertaken with the support of the CO (See Annex 6) including UNCT, UN Women personnel, donors, government stakeholders and others. Stakeholders with a strategic overview of the portfolio and strategic partners have been selected for interview. Others will be surveyed.

Annex 6 sets out the proposed sample across these categories, as well as more detail on the sampling approach. The evaluation team will prioritize incorporating perspectives of vulnerable groups (including those with disabilities), youth as well as men.

---

[42] Building on the Integrating Human Rights and Gender Equality in 26 Evaluation -- Towards UNEG Guidance

[43] The Gender Results Effectiveness Scale (GRES)

Feminist, youth-led and activist organizations will be consulted to get their insights.

In selecting programme participants for interview, to ensure fair representation of different voices, the sampling approach takes into consideration coverage of different categories of stakeholders, including those hard to reach, for example, women with disabilities, internally displaced people and young women.

Data Collection

Interviews and **Focus Group Discussions** with key informants identified through the stakeholder analysis, targeting approximately 60 stakeholders. Focus group discussions will be only used for rightsholders/programme participants.

Surveys of UN Women personnel, UNCT partners and other stakeholders. The surveys have been piloted with one individual from each category.

• Survey 1 with Country Office personnel: 25 respondents

• Survey 2 with donors, UNCT, government stakeholders, CSOs and other partners: 20 respondents.

In total, the evaluation team is proposing to cover a sample of approximately 100 stakeholders.

Data collection tools are set out in Annex 9.

Document review of UN Women documents, including monitoring data and activity reports, national documents on progress against gender equality and women's empowerment, and UNSDCF and other documents.

All data will be disaggregated by sex and gender. Beneficiary data will be disaggregated by geographical region and disability where possible. Data will be managed as per the data management plan, set out in Annex 10.

Analysis

The evaluation matrix forms the framework for analysis. Qualitative data will be analyzed in NVivo, using codes developed based on the evaluation matrix. Quantitative data will be analyzed in Stata, to identify patterns and trends. Data analysis will disaggregate data by sex and

age, and where available, by geographical region and disability. The evaluation team will use the debrief meetings with CO staff and the presentation of preliminary findings to validate findings and identify if there are other avenues that need to be further explored.

Contribution towards each target outcome will be analyzed using the format below.

Target Outcome
Evidence for achievement
Achievement – strength of evidence (Strong / Moderate / Weak)
Evidence for UN Women contribution
UN Women contribution – strength of evidence (Strong / Moderate / Weak)
Contribution of other factors / realization of key assumptions

The evaluation will also seek to capture any contribution to impact. Unexpected outcomes will be documented through open ended questions (rather than starting with the target outcome).

Ethics

The evaluation will comply with the relevant UNEG and UN Women standards on ethics [44]. Specifically, the evaluation will be delivered as follows:

Integrity:

The evaluators will ensure compliance with the Code of conduct, and to deliver the evaluation with honesty, professionalism and impartiality. The evaluators are independent from the program delivery and will document any areas of disagreement between the evaluation team and the CO, and changes to the evaluation findings.

Accountability:

The evaluation follows a transparent process through the inception report and sampling approach. Analysis will be transparently done in NVivo and Stata. All evaluation findings will be clearly mapped to the evaluation objectives and evaluation questions, with clear reference to the underlying evidence.

Beneficence:

---

[44] The evaluation will adhere to UNEG and UN Women Ethical Guidelines and Code of Conduct, UNEG guidance on integrating Human Rights and Gender Equality in evaluations

with gender responsive and human rights approaches integrated into the approach

The evaluation team will seek informed consent, clearly explaining the purpose of the evaluation and how the information will be used. Explicit oral consent will be sought. The evaluators will also highlight potential benefits and harm to participating. All responses will be kept confidential, so there is limited expected harm to participants. Evaluators will highlight that participants can stop the interview or focus group discussion at any point. In case of any potential ethical issues, the evaluators will refer cases to local services. Where interviews involved discussion of sensitive topics, particularly with individuals from potentially vulnerable groups (e.g., survivors of violence, youth, or community-based actors), a trauma-informed approach will be applied. Interviewers will be trained to create a safe and respectful environment and monitor participant well-being throughout the engagement. Referral information for psychosocial or protection services will be made available to participants if needed.

Respect:

The evaluation will meaningfully engage evaluation stakeholders, and not only as subjects of data collection. The evaluation team will share the evaluation brief with all evaluation stakeholders and respondents. To ensure fair representation of different voices, the sampling approach takes into consideration coverage of different categories of stakeholders, including those hard to reach.

Risks and Limitations

Accessibility – *Insecurity and accessibility of certain locations may hinder field visits. The evaluation team will work closely with the country office team to identify realistic locations for field visits. Areas that are not accessible will be covered through virtual interviews.*

Timing of Evaluation *– the evaluation data collection is planned to take place in July, overlapping with the start of the planning process for the new Strategic Note. There is a risk that the evaluation findings will not be timely to inform this process. To mitigate this, the evaluation team will work closely with the SN development team, to share findings on a real time, ongoing basis. The evaluation team will also undertake a debrief and emerging findings session with the Country Office at the end of July.*

Uncertainty in funding and effects on office structure- *There is significant uncertainty around future funding and anticipated restructuring within the Country Office. This context may influence the willingness of*

stakeholders to speak candidly about strengths, challenges, and lessons learned. The uncertainty of the funding context and structure also impact the feasibility or relevance of certain recommendations.

The evaluation team will adopt a sensitive and adaptive approach to data collection, including offering confidential interviews and ensuring clarity on the independent nature of the evaluation process. Findings will not single out individuals or teams. Recommendations will be framed with attention to the evolving institutional context, emphasizing practicality, flexibility, and alignment with resource realities. Where appropriate, options-based recommendations will be provided to accommodate varying scenarios.

Dissemination and Use

The table below sets out the dissemination plan for the targeted primary and secondary users.

Dissemination approach	How this will be tracked
ECO *Evaluation team to share two-page brief and host a meeting to discuss findings and next steps.*	*Uptake of findings and extent to which meeting results in concrete, actionable next steps*
UN Women Regional Office and HQ colleagues *Evaluation team to share two-page brief and host webinar.*	*Number of stakeholders the brief is shared with* *Number of attendees at webinar*
National partners and others working in the sector *Evaluation team to share two-page external facing brief*	*Number of stakeholders the brief is shared with*

The Country Representative will lead the follow-up process to facilitate the use of evaluation findings, and is responsible for issuing a management response within 6 weeks of evaluation report finalization

6. WORK PLAN

IEAIS and the evaluation reference group and management group will provide quality assurance. The evaluation will be completed by July 2025.

Evaluation Management and Quality Assurance

The Director of IEAIS and Chief of IES will review and sign off on all evaluation products, which will comply with relevant guidance.[45] Supported by the international and national evaluation consultants, the Team Lead will be overall responsible for the CPE, including data collection, analysis and reporting. The evaluation will also be subject to the Global Evaluation Report Assessment and Analysis System (GERAAS) process, which assesses the quality of the report, and the level of confidence readers can place on the evaluation.

The Evaluation Reference Group and Management Group (see Annex 11 for composition and terms of reference) are responsible for providing technical review and support and ensuring a high quality, transparent process. The peer reviewer will support with providing another layer of review.

Evaluation Plan

The table below sets out the overall timeline.

Task	Date
Validation of draft Inception Report by the Peer reviewer, IEAS leadership and Evaluation Reference Group (ERG)	*June 2025*
Final Inception report addressing comments from the Peer reviewer, IEAS leadership and Evaluation Reference Group (ERG)	*July 2025*
Data collection	*July 2025*
Data analysis, presentation of preliminary findings and draft report	*July – August 2025*
Draft report reviews by the Peer reviewer, IEAS leadership and Evaluation Reference Group (ERG)	*August 2025*
Final Report addressing the comments of the Peer reviewer, IEAS leadership and Evaluation Reference Group (ERG)	*September 2025*
Presentation of the final report	*October 2025*
Brief summarizing the findings of the report	*October 2025*

---

[45] *UN Women Evaluation Policy, UNEG Norms and Standards for Evaluation*

ANNEXES

Annex 1: List of stakeholders consulted and documents reviewed

UN Women Ethiopia Country Office Stakeholders consulted:

- *Country Representative - OiC*
- *Country Deputy Representative*
- *Communication Specialist*
- *Country Operations Manager*
- *Monitoring, Evaluation and Reporting Officer*
- *National Coordinator-Making Migration Safe*
- *National Programme Coordinator*
- *Programme Analyst - National Planning and Budgeting*
- *Programme Associate - National Planning and Budgeting*
- *Programme Analyst EVAW*
- *Programme Analyst WEE*
- *Programme Officer - EVAW*
- *Programme Officer – WPS*
- *Programme Officer WEE*
- *Programme Specialist – Leadership*
- *Programme Specialist - Women's Political Leadership*
- *Programme Specialist-HR & EVAWG*

Documents / systems reviewed

- *Donor Agreement Management System (DAMS)*
- *Ethiopia Common Country Analysis (CCA)*
- *Ethiopia Country Gender Equality Profile Brief Abridged Version*
- *Federal Democratic Republic of Ethiopia Country Gender Equality Profile 2024*
- *Internal Audit Report UN Women Country Office in Ethiopia*
- *Programme Agreement Management System (PGAMS)*
- *Quantum*
- *UN Women Country Office for Ethiopia Mid-Term Review of the UN Women Ethiopia Strategic Note (2021-2025)*
- *UN Women Country Office for Ethiopia Situation Analysis of Women and Girls in Ethiopia*
- *UN Women East and Southern Africa Regional Gender Equality Profile*
- *UN Women Ethiopia Country Office 2021 Annual Report*
- *UN Women Ethiopia Country Office 2022 Annual Report*
- *UN Women Ethiopia Country Office 2023 Annual Report*
- *UN Women Ethiopia Country Office 2024 Annual Report*
- *UN Women Ethiopia Country Office Delivery Outlook - May 2025*
- *UN Women Ethiopia Country Office Organigram (2024-2025)*
- *UN Women Ethiopia Country Office Representative Handover Note April 2025*
- *UN Women Ethiopia Country Office Strategic Note (2021-2025)*
- *UN Women Ethiopia Country Office Strategic Note 2023 Annual Report for SN Donors*
- *UN Women Ethiopia Country Portfolio Evaluation 2017-2020*
- *UN Women Results Management System (RMS)*
- *United Nations Sustainable Development Cooperation Framework 2020 - 2025 – Ethiopia*

Annex 2: Theory of Change

The results framework and overall theory of change of the program is derived from and is aligned with the results framework and theory of change of the UNSDCF.

The diagram below sets out a revised theory of change, building on the narrative theory of change in the Strategic Note, the Results Framework and the inception workshop. As part of the inception phase, the expected causal pathways have been further elaborated, to strengthen the evaluability of the theory of change.

National priority/SP Impact

All people in Ethiopia, especially those most vulnerable and left behind, have access to quality services, knowledge and skills, decent employment opportunities and space for the exercise and enjoyment of their rights in a society that is peaceful, inclusive, sustainable and resilient/
Gender equality will be achieved and all women and girls will be empowered and their human rights fulfilled.

UNSDCF/SN OUTCOME 1
All peple in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.

UNSDCF/SN OUTCOME 2
All people in Ethiopia live in a cohesive, just, inclusive and democratic society.

UNSDCF/SN OUTCOME 3
All people in Ethiopia benefit from an inclusive, resilient and sustainable economy.

UNSDCF/SN OUTCOME 4
All people in Ethiopia live in a society resilient to environmental risks and adapted to climate change.

UNSDCF Output 1.1. Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life.

UNSDCF Output 1.2. Gender inequalities and violence reduced, rights and accountability mechanisms strengthened and opportunities for women and children enhanced.

UNSDCF Output 1.4: Displacement affected persons enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways.

UNSDCF Output 2.1. Government of Ethiopia's capacity to improve the performance of institutions and promote participation, transparency and accountability increased at national and subnational level.

UNSDCF Output 2.2. Capacities and mechanisms strengthened at the national and sub-national level for enhanced protection of human rights, rule of law, access to justice and protection for vulnerable populations.

UNSDCF Output 2.3 Peace architecture and related instruments strengthened to prevent, mitigate and manage conflict and promote peace, reconciliation and social cohesion at national and local level.

UNSDCF Output 2.4 Civil society and the media empowered to exercise their rights and enjoy increased participation in political, economic and civic space.

UNSDCF Output 3.1 Policies, regulations and institutions strengthened to create decent jobs and to promote equal access to finance for micro, small and medium enterprises to invest in their productivity and competitiveness.

UNSDCF Output 3.2 Access to decent jobs, employment and livelihood opportunities in formal and informal sectors improved particularly for youth and women.

UNSDCF Output 4.2 Normative frameworks, institutions and systems strengthened for conservation, sustainable use and equitable benefit sharing from the use of biodiversity and natural resources to ensure environmental sustainability for development.

UNSDCF Output 4.1 Government of Ethiopia's capacity at national and subnational levels for climate and disaster risk management strengthened to build resilience.

SN Output 1.1. The GoE, the UN system, and development partners have enhanced capacities and strengthened political will to advance gender equality principles and practices in all initiatives relating to expanding women and young women's access to decent work and participation in civic life, especially marginalized and disadvantaged young women.

SN Output 1.2. National and sub-national governments, the UN system, development partners, and civil society, produce and use evidence, have improved knowledge, capacity and resources as well as political will to develop, adopt, implement, and monitor legislation, policies, strategies, programs and systems to reduce gender inequality and combat VAWG in all its forms.

SN Output 1.2. National and sub-national governments, the UN system, development partners, and civil society, produce and use evidence, have improved knowledge, capacity and resources as well as political will to develop, adopt, implement, and monitor legislation, policies, strategies, programs and systems to reduce gender inequality and combat VAWG in all its forms.

SN Output 2.1. Women's leadership is increased at all levels through improved knowledge, capabilities, gender responsive policy and institutional frameworks, systems and tools that advance it at all levels, including women with disabilities and young women.

SN Output 2.2. The GoE, women's organizations and civil society have strengthened knowledge, evidence, capacities, resources, political will, mechanisms, and accountability frameworks and platforms to ensure women and girls' rights and access to justice, and to provide protection across the humanitarian-development-peace-security nexus.

SN Output 2.3. Gender and vulnerability responsive peace architecture at federal, regional and sub-regional levels prevent and respond to violations of women's and girls' rights in conflict, and women and their organizations have improved capacities to participate in conflict prevention, resolution, reconciliation, and peace building, in alignment with global normative frameworks.

SN Output 2.4. Women's movements, feminist civil society organizations and the media have evidence, strategies, resources, partnerships, skills, and tools that enable them to support women and girls to claim their rights and actively participate in political, economic and civic spaces.

SN Output 3.1. The GoE at national and sub-national levels, and gender machineries and women's civil society organizations, have increased capability, tools and political will to integrate, monitor and respond to gender inequalities in planning, financing and budgeting, including investments in micro, small and medium enterprises (MSMEs).

SN Output 3.2. GoE and women's civil society organizations have increased evidence, capacities, resources, approaches and political will to tackle discriminatory social norms, practices and legislation in formal and informal employment sectors, and expand women's access to decent jobs, livelihood opportunities, and gender-responsive social protections, including young, vulnerable and marginalized women.

SN Output 4.1 The GoE at national and subnational levels has capacity, evidence, and tools to develop and adopt gender and vulnerability responsive prevention, preparedness and disaster recovery legislation, strategies, and systems, to address climate and disaster risk adaptation, mitigation and environmental sustainability.

SN Output 4.2. The GoE and women's civil society organizations have capacity to strengthen normative frameworks, institutions, systems and capacities to promote gender equitable benefit sharing from the use of natural resources, and women and girls' leadership in disaster risk management, environmental governance and climate related planning is enhanced.

Annex 3: Summary of Results data

This annex synthesizes secondary results data for the Development Results Framework (DRF) and the Organizational Effectiveness and Efficiency Framework (OEEF) as reported by the Country Office.

The table below sets out the summary of progress against indicators for the DRF outcomes and outputs (by thematic area) and OEEF as at Q4 2024.

Red	No change from baseline / achievement far from target
Orange	Some progress towards target
Green	Target reached or surpassed

Table 1: Summary of progress against indicators for the DRF outcomes and outputs (by thematic area) and OEEF as at Q4 2024.

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2024 value
Outcome: ETH_D_1.1 - All people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.			
ETH_D_1.1B (UNSDCF 1.2.5.) Proportion of recommendations of the 8th state report on CEDAW implemented.	30%	75%	2022: 0 2023: 0 2024: 30 Cumulative: 30
SP_D_3.2 SDG 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (Desk Review)	2018: Physical violence: 23% Sexual violence: 10% Spousal violence: 34% Sexual harassment: TBC	Physical violence: 20% Sexual violence: 9% Spousal violence: TBC	2022: 0 2023: Physical violence: 23% Sexual violence: 10% Spousal violence: 34% Sexual harassment: TBC 2024: Physical violence: 9.3% Sexual violence: 6% Spousal Violence: 19.6%
SP_D_0.1.4 Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	7	3	2022: 0 2023: 0 2024: 0
SP_D_0.1.5 Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	3	1	2022: 0 2023: 0 2024: 0
SP_D_0.3.1 Extent of bias in gender equality attitudes and/or gender social norms among individuals (discontinued for future planning)	2016: Women (15-49): 63% Men: 28%	Women (15-49): 58% Men: 22%	2022: 0 2023: 0 2024: N/A
SP_D_0.3.3 Number of countries with comprehensive and coordinated VAW prevention strategy at national and/or sub-national government levels (CO)	Yes	Yes	2022: False 2023: True 2024: True
SP_D_0.4.1 Number of countries where there has been an increase in the number of women who access services after experiencing violence or discrimination (CO)	2021: No	Yes	2022: True 2023: True 2024: True

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2024 value
SP_D_0.5.4 Number of normative, policy, peace and humanitarian processes influenced by civil society organizations (CO, RO, HQ)	0		2022: 2 2023: 2:02 2024: 3
SP_D_0.7.2 Percentage of UNCTs that conducted the comprehensive UNCT-SWAP Gender Equality Scorecard in the past four years, and met or exceeded requirements for at least 60% of UNCT-SWAP standards (derived from QCPR indicator 1.4.15) (Desk Review)	No	Yes, met or/exceeded	2022: Yes 2023: N/A 2024: N/A
SP_D_0.7.3 Percentage of UN Sustainable Development Cooperation Frameworks that have: a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes (derived from QCPR indicator 1.4.16) (Desk Review)	60%	80%	2022: 75% 2023: N/A 2024: N/A
SP_D_0.7.6 Percentage of HCT response plans and strategies that demonstrate the integration of gender equality (Desk Review)	No	Yes	2022: No 2023: N/A 2024: 25
Outcome: ETH_D_1.2 - All people in Ethiopia live in a cohesive, just, inclusive and democratic society.			
ETH_D_1.2A (UNSDCF 1.2.1) Proportion of women in leadership in the Executive branch at federal and target regions (disaggregated by persons with disabilities and age)	Federal (33%), Regional Data Cabinet Level (Amhara (11%), Oromia (28%)	50%	2022: 33 2023: 36 2024: 39.3
ETH_D_1.2B (UNSDCF 2.3.1) Extent to which gender and vulnerability responsive national architecture for peace are operational at federal, regional and sub-regional levels.	0	4	2022: High>70% 2023: Medium 30-69% 2024: High>70%
SP_D_1.1 SDG 5.5.1: Proportion of seats held by women in (a) national parliaments, (b) local governments and (c) executive positions/ministers (cabinets) held by women (Desk Review)	2021: Federal 41.4% and Regional 41%	Federal 50% and Regional 50% (2024)	2022: National Parliaments:41.4% Regional Councils 43.16% Executive at national level: 36% Executive at Regional level: 22.11% 2023: a) Federal/National Parliament 41.4% (2.97% young women representation) b) 41% C) Federal (36%) 2024: N/A[46]

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2024 value
SP_D_0.1.7 Number of adopted National Action Plans on Women, Peace and Security with monitoring indicators (CO)	2021: No	Yes , the Steering Committee has met to monitor the progress of implementation, and 1 Regional Action plan drafted	2022: False 2023: False 2024: False
SP_D_0.5.4 Number of normative, policy, peace and humanitarian processes influenced by civil society organizations (CO, RO, HQ)	0	1:4 and 1:3	2022: 1:3 and 1:0 2023: 2:03 2024: 3
SP_D_0.6.1 Percentage of gender-specific Sustainable Development Goals (SDGs) indicators with available data (Desk Review)	50%	75%	2022: 50% 2023: N/A 2024: N/A
SP_D_0.6.2 Number of national plans and strategies that integrate gender statistics as an objective or strategy (CO, RO, HQ)	0	1	2022: 0 2023: 0 2024: 0
SP_D_0.6.3 Number of policies, plans, and/or strategies that have been informed by gender data and statistics (CO, RO, HQ)	No	Yes	2022: 1 2023: 1 2024: 1
SP_D_0.7.8 Number of UNCTs implementing UN-system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States (CO)	2021: Yes	2024: Yes	2022: True 2023: False 2024: False
Outcome: ETH_D_1.3 - All people in Ethiopia benefit from an inclusive, resilient and sustainable economy			
SP_D_2.1 SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (Desk Review)	Urban women: 10 hours Rural women: 12 hours *Average	Urban women: 6 hours Rural women: 8 hours	2022: Desk Review Not Done 2023: N/A 2024: N/A
SP_D_0.2.1 SDG Indicator 5.c.1: Proportion of countries with systems to track and make public allocations to gender equality and women's empowerment (Desk Review)	No	Yes	2022: 60% 2023: N/A 2024: N/A
SP_D_0.2.2 Number of countries that incorporate gender equality targets within national investment and financing frameworks (CO)	No	Yes	2022: False 2023: True 2024: True
SP_D_0.2.4 Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2018: 3	4	2022: 0 2023: N/A 2024: N/A
SP_D_0.4.3 Number of countries where multi-sectoral systems, strategies or programs are implemented to advance women's equal access to and use of services, goods and/resources, including social protection (CO)	No		2022: True 2023: True 2024: True
Outcome: ETH_D_1.4 - All people in Ethiopia live in a society resilient to environmental risks and adapted to climate change.			

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2024 value
ETH_D_1.4A *(UNSDCF 4.2) Gender transformative approaches and practices have been promoted among actors working on climate action, agriculture ,agri-business and disaster risk management – Government, private sectors, academic and research institutions*	*2019: No*	*Yes*	*2022: True* *2023: True* *2024: True*
SP_D_4.3 *Percentage of women and girls as direct beneficiaries in coordinated humanitarian responses (Not for unit reporting)*			*2022: 0* *2023: 0* *2024: 0*
SP_D_0.4.3 *Number of countries where multi-sectoral systems, strategies or programs are implemented to advance women's equal access to and use of services, goods and/resources, including social protection (CO)*	*No*	*Yes*	*2022: False* *2023: True* *2024: True*

Source: OneApp Results Management System

Operational Efficiency and Effectiveness Framework

SP OEE Output / Indicator Statement	Baseline (2021)	Target (2025)	2024 value
ETH_O_1 - Assuring an accountable organization through principled performance			
SP_O_1A *Implementation rate for regular resources (Desk Review)*	*94%*	*100%*	*2022: 96 %* *2023: 67%* *2024: N/A*
SP_O_1B *Implementation rate for other resources (Desk Review)*	*70%*	*85%*	*2022: 73%* *2023: N/A* *2024: N/A*
SP_O_1D *Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Desk Review)*	*97%*	*100%*	*2022:100%* *2023: N/A* *2024: N/A*
SP_O_1E *A) Percentage of agreed long outstanding internal audit recommendations B) Percentage of agreed long outstanding external audit recommendations management need to complete action (Desk review)*	*0*	*14%*	*2022: 100%* *2023: N/A* *2024: N/A*
SP_O_1F *Percentage of offices compliant with a) Business continuity plans and processes b) Occupational Safety and Health requirements c) UNSMS Security policies (Desk Review)*	*97%*	*100%*	*2022; 97.1%* *2023: Yes* *2024: N/A*
QBR_O_1A *Percentage of donor reports submitted on time*	*90%*	*100%*	*2022: 100%* *2023: 90%* *2024: 91*
ETH_O_2 - Advancing partnerships & resourcing; Effectively influencing for impact & scale			
SP_O_2C *Percentage of UN-Women's field offices and relevant HQ Units that implemented dedicated initiatives to engage with non-traditional partners (CO, RO, HQ)*	*0*	*9*	*2022: 1* *2023: 1* *2024: 1*
SP_O_2D *Number of partnerships to support UN-Women's mission including (1) resourcing for Gender Equality (financial or non-financial), (2) Convening, (3) Responsible Business Practices, (4) Influencing and/or Knowledge Sharing (Desk review)*	*12*	*32*	*2022: 8* *2023:27* *2024: 8*
SP_O_2E *UN women's increased influence as per percentage of mentions in top tier media, number of unique visitors to UN Women websites and followers on all UN Women social media channels (Desk Review)*	*15%*	*5%*	*2022: 10%* *2023: N/A* *2024: 5%*
QBR_O_2A *Percentage of new Strategic Notes and annual work plans that incorporate gender-responsive interventions and targeted results on youth and gender equality*	*100*	*100*	*2022: 100* *2023: N/A* *2024: 100*
ETH_O_3 - Advancing business transformation			

SP OEE Output / Indicator Statement	Baseline (2021)	Target (2025)	2024 value
SP_O_3E *Number of cross-regional knowledge exchange initiatives which promote innovative ways of working / promising practices (CO, RO, HQ)*			2022: 0 2023: 3 2024: 3
SP_O_3G *Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review)*	100%	100%	2022: 100% 2023: N/A 2024: N/A
ETH_O_4 - Nurturing an empowered workforce and advancing an inclusive UN-Women culture			
SP_O_4A *Average time to select a candidate/complete a recruitment process (Desk Review)*	16 weeks	15 weeks	2022: 16 weeks 2023: N/A 2024: N/A
QBR_O_4A *Percentage of annual performance management and development reviews completed on time*	100	100	2022: 100 2023:93 2024: 90
QBR_O_4B *Percentage of staff members completing mandatory trainings*	100	100	2022: 100 2023: 100 2024: 100
ETH_O_5 - Effective normative, programmatic and coordination products, services and processes			
SP_O_5A *Percentage of non-core funding that is directly applied towards the Strategic Note (Desk Review)*	36%	60%	2022: 53% 2023: 31% 2024: N/A
SP_O_5B *Percentage of evaluations rated "good and above" (Desk Review)*	80%	100%	2022: 0% 2023: N/A 2024: N/A
QBR_O_5F *Average time to complete procurement process*	2022: 0	10	2022: 2023: 2 2024: 4.63

SN OEE Output / Indicator	Statement	Baseline (2020)	Target (2025)	2024 value
ETH_O_2.1 - UN-Women effectively leverages and expands its partnerships, communications and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate.				
ETH_O_2.1A	*Number of advocacy events undertaken*	4	8	2022: 1 2023: 1 2024: 10 **Cumulative: 12**
ETH_O_2.1B	*Number of media partnerships formed*	2	6	2022: 1 2023: 1 2024: 2 **Cumulative: 4**
ETH_O_5.1 - UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its normative, operational and coordination mandate at HQ, Regional and Country level, including through shared services				
ETH_O_5.1A	*Average time to complete finance, payment and liquidation processes*	2021: NA	7 Days	2022: 6 days 2023: 2 weeks 2024: 4.51 days

Source: OneApp Results Management System

The sections below synthesizes results data from the DRF, drawing on the Results Management System and Annual Report, focusing on what the CO has identified as the areas of the most significant change. A sample of these achievements will be validated during the evaluation.

Key achievements and activities by thematic area

The table below summarizes the key achievements and activities against target outcomes, as reported in the annual reports and donor reports. The evaluation will seek to validate these reported achievements with external sources (through document review and interviews).

Table 2: Key Achievements and Activities Against Thematic Area

Area	Main Activities	Main Reported Results
Coordination	• *Support to UNCT-SWAP process and UNSCF development, and supporting gender mainstreaming through the UNCT LNOB results group* • *Support to the national gender machinery at federal and regional levels* • *Engagement with the donor group on gender equality and sector working group on gender equality* • *Build capacity of CSOs around citizen generated data and evidence-based advocacy* • *Technical support for a Comprehensive National Review related to Beijing+30* • *Build capacity of government institutions around developing sectoral strategies, policies, action plans*	• *Draft CF with a standalone outcome on gender equality and women's empowerment and strong UNCT ownership of the SWAP Gender Equality Scorecard action plan* • *Civil Society mapping report* • *CSO inputs incorporated in the final Beijing+30 report* • *Supported draft national policy on gender equality and women's empowerment, currently with the Prime Minister's Office for endorsement*
Gender Responsive budgeting	• *Engaged with regional states, city administrations, and Women Parliamentarian Caucus members.* • *Conducted Training of Trainers (ToT) sessions on GRB concepts and methodologies.* • *Built capacity of federal and regional sectors (Finance, Women and Social Affairs, Agriculture, etc.).* • *Organized dialogue sessions with Parliamentarians and experts and with Addis Ababa Science and Technology University (AASTU)* • *Promoted GRB through AASTU GRB Club, which targets social media and university community.* • *Disseminated GRB knowledge via national and regional FM radio stations.*	• *Strengthened political and institutional commitment to gender-responsive budgeting at multiple levels of government.* • *Increased technical capacity to mainstream GRB in development programs and planning processes.* • *Raised GRB awareness and established a GRB Club at AASTU for student advocacy.* • *Built a base for youth-led GRB advocacy and long-term awareness-raising within academic spaces.* • *Reached millions of Ethiopians with messages on gender-responsive budgeting, boosting public awareness.* • *Supported Gender Budget Systems (GBS) to promote gender equality and accountability in public resource allocation, contributing to more equitable allocation, stronger monitoring on progress on national gender equality commitments.*
Women's Economic Empowerment	• *Supported women's participation in climate-smart agriculture and agribusiness through community-based cooperatives and enterprise development.* • *Established national platforms for dialogue and coordination on women's economic empowerment involving government, civil society, and private sector actors.* • *Provided capacity development for women in business skills, cooperative management, and access to productive resources such as land, inputs, and finance.* • *Collaborated with government ministries to influence gender-responsive policies and integrate care economy considerations.*	• *Improved economic participation and income diversification among rural women and youth.* • *Increased institutional capacity of women-led cooperatives and enterprises.* • *Enhanced access to resources and strengthened women's decision-making roles in land and agricultural development.* • *Established a national platform to promote policy dialogue and shared learning on women's economic empowerment.* • *Contributed to policy processes in agriculture, land rights, and care economy through advocacy and technical inputs.*

Area	Main Activities	Main Reported Results
	• Developed and disseminated practical knowledge products and guidelines to support gender-responsive agricultural practices and advocacy on unpaid care work.	• Raised awareness and understanding of women's economic rights and the value of gender-responsive approaches in rural development.
WPS & humanitarian action	• Led and co-chaired inter-agency coordination mechanisms on protection from sexual exploitation and abuse (PSEA) and gender in humanitarian action (GiHA), both at national and regional levels. • Provided technical support and capacity building to women's organizations and humanitarian actors on peacebuilding, WPS advocacy, and gender-responsive humanitarian response. • Contributed to the development of Ethiopia's first National Action Plan on Women, Peace and Security. • Mainstreamed gender across key humanitarian coordination structures and response plans. • Produced gender analysis and alerts to inform programming and policy, and supported awareness campaigns through media partnerships.	• Strengthened coordination and institutional response to PSEA and gender in emergencies through operational inter-agency networks. • Enhanced capacity of local women's organizations to engage in peacebuilding and advocate on WPS issues. • Advanced national policy development on WPS through inclusive consultations and technical inputs. • Improved gender mainstreaming across humanitarian planning, programming, and accountability mechanisms. • Expanded outreach and public awareness on women's roles in peace and humanitarian contexts.
EVAW	• Advancing gender sensitive legislation. • Prevention of Violence against women and girls with existing structures including government, faith, and traditional structures as well as the community. • Standardization of essential services through individual and institutional capacity buildings to service providers. • Review and analysis of legal and data gaps.	• A draft national policy on prevention and response to GBV developed. • Shelter and safe space for VAWG survivors • Access to justice • Provided • Institutional capacity to prevent and respond to VAWG strengthened. • Community attitudes toward gender equality were positively influenced. • The development and rollout of a national crime information system.
WPP	• Build the capacity of diverse women leaders and aspirants to engage and lead in decision making and influencing policy making at all levels of public life. • Increase women leaders' access to coaching networking and mentorship opportunities • To increase community understanding on gender quality and women's rights to participate in public and political life. • Enhance organizational capacities and strengthened partnership with civil societies	• Technical capacity of women to compete for both elective and appointive leadership positions within national and regional government increased. • A network of interested, diverse and capable women leaders and decision makers formed. • Increased community awareness and understanding on gender equality and women's rights to participate in public and political life. • Increased synergy between women leaders as well as enhanced their leadership and decision-making capacity • Private and public media houses capacity to promote gender sensitive reporting and advertisement enhanced. • HoPR staff and elected representatives equipped with gender-responsive

Area	Main Activities	Main Reported Results
		approaches to support the parliament in delivering its legislative mandate.

Annex 4: Strategic Note Interventions

TABLE 2

Strategic Note Interventions

The table below sets out the list of Strategic Note Interventions, as per Quantum, along with actual budget values across the Strategic Note cycle. Sampled projects are indicated in the 'sample' column.

The **sampled projects** will involve a validation of reported project achievements and assessment of UN Women's contribution to target outcomes. Data collection will involve interviewing of all relevant stakeholders, including UN women personnel, donor, implementing partners, other government, CSO and private sector partners and a sample of programme participants. The sample will also be used to answer evaluation questions concerning individual interventions (around unexpected outcomes, coherence of intervention with those of other stakeholders, alignment with UN Women's comparative advantage and gender and human rights dimensions).

Project Name	Donor	start	finish	Budget	Result / thematic Area	Sampled
ME function of the Women's Peace and Humanitarian Food Security Programme	Multi-Donor Trust Fund Office	2022	2025	$2,897,633.92	Humanitarian and DRR	x
Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women's empowerment	Irish Aid	2021	2024	$2,309,891.53	Cross Thematic	x
Access to essential services	Government Of Denmark	2021	2023	$ 2,280,843.98	EVAW	x
Addressing the Effects of Conflict-Related Sexual Violence in Ethiopia	Bill And Melinda Gates Foundation	2024	2025	$1,940,042.59	EVAW	x
UNW Leadership in GBV	UNOCHA/Central_Emg_Resp_Fund	2021	2023	$1,716,145.68	Humanitarian and DRR	x
African Girls Can Code Initiative Phase III	Government Of Belgium FINLAND NATIONAL COMMITTEE	2021	2024	$1,651,976.26	WEE	
Making Migration Safe Ethiopia	Government Of Germany	2024	2025	$1,639,880.00	WEE	x
Increased participation and representation of women in leadership in Ethiopia	Austrian Development Agency	2021	2023	$1,623,060.00	WILG	x
Ensuring Gender-responsive Democratization process in Ethiopia	Government Of Denmark	2021	2023	$1,495,101.00	WILG	x
Strengthening Political Leadership of women aspirants in Ethiopia	Government of Denmark, Government of Netherlands, Swedish International Development Cooperation, Irish Aid	2022	2026	$305,271.49	WILG	x
Joint Programme on Strengthening the Institutional Capacity of Gender Machineries in Ethiopia	Spain	2025	2027	$800,000	Coordination	
Strengthening gender mainstreaming and PSEA throughout the humanitarian programme cycle (HPC) through enhanced engagement with all clusters / sectors	UNOCHA	2023	2024	$705,295.10	Humanitarian and DRR	x

and other humanitarian stakeholders.						
Gender equality Roadmap Ethiopia	*Bill And Melinda Gates Foundation*	*2021*	*2026*	*$597,906*	*Coordination*	*x*
AGCCI Coding Camps in 5 AU member states	*Germany National Committee*	*2022*	*2023*	*$573,624.55*	*WEE*	
Ethiopia Safe Cities and Safe Public Spaces Programme for Women (combined 4 projects)	*Agencia Española de Cooperación Internacional para el Desarrollo (AECID)*	*2021*	*2025*	*$503,058.9,526.70*	*EVAW*	*x*
Presidential Leadership Programme	*Bill And Melinda Gates Foundation*	*2021*	*2024*	*$500,000.00*	*WILG*	
Support women's effective engagement in electoral processes	*United Nations Development Programme*	*2021*	*2023*	*$494,172.08*	*WILG*	
Program On Women's Empowerment (POWER) Promoting Sexual, Reproductive, Maternal, New-born, Child and Adolescent Health (SRMNCAH)	*Austrian Development Agency*	*2021*	*2022*	*$438,550.31*	*EVAW*	
Support to National Action Plan on Women Peace and Security in Ethiopia	*Government Of Luxembourg Government Of Germany*	*2024*	*2025*	*$406,397.49*	*WPS*	
Strengthening the interagency Ethiopia PSEA Network through the establishment of community-based complaint and mechanisms (CBCMs) as well as survivor-centred support services as response to sexual exploitation and abuse (SEA) amongst internally displaced people (IDP) communities in Tigray (i.e. Mekelle, Shire and Axum) region of Ethiopia.	*UNOCHA*	*2021*	*2024*	*$362,970.75*	*Humanitarian and DRR*	
Promoting Localized Gender Accountability to Address Inequality and GBV in Humanitarian Crisis	*Government Of Germany*	*2022*	*2024*	*$313,776.15*	*Humanitarian and DRR*	
Promoting Decent Employment for Women through Inclusive Growth Policies and Investments in the Care Economy	*JP UN Women as AA*	*2021*	*2023*	*$269,540.35*	*WEE*	
Support advocacy on WPS	*Irish Aid*	*2021*	*2022*	*$180,237.68*	*WPS*	
UNAIDS Joint HIV program	*UNAIDS*	*2021*	*2024*	*$166,537.64*	*EVAW*	
Leadership Access Empowerment	*Government of Japan*	*2021*	*2021*	*$147,776.98*	*WILG*	
Presidential Leadership Program for Women	*Center for International Reproductive Health Training*	*2023*	*2024*	*$116,256.99*	*WILG*	*x*

Parliamentarians - Ethiopia						
Rule of Law and Human Rights for Sustaining Peace and Fostering Development for onward support of the Global Focal Point for Rule of Law	United Nations Development Programme	2021	2021	$114,716.16	WPS	
Supporting SMEs in the Context	MPTF-UN COVID-19 Response Recovery	2021	2022	$94,694.34	WEE	
Essential Services Package and Prevention Frameworks and Initiatives	Australian DFAT	2022	2024	$34,800.00	Humanitarian and DRR	
SPF3 Humanitarian Action	Swedish International Development Cooperation	2024	2024	$30,000.00	Humanitarian and DRR	
Post Global Women's Forum (GWF) 2023: Supporting CSOs' Joint Advocacy Actions to promote the Berlin Declaration and Advance the WPS-HA Agenda	Multi-Donor Trust Fund Office	2024	2024	$21,400.00	WPS	
SPF2 Humanitarian action	Government Of Sweden	2021	2022	$6,000.00	Humanitarian and DRR	

Source: Quantum

The table below sets out the proposed sample:

Project sample

Project title	Budget value	Includes normative	Geographic coverage	Case study			Outcome	Start and end date
				LNOB targeting	Long-term project	UN joint programme		
Cross-thematic (EVAW, WPS and Coordination)								
Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women's empowerment	US$ 2.3 million	Yes	Federal level, Afar, Amhara, Somali, Gambella, Central, Southern and Oromia regions. Data collection proposed at federal level and Amhara and Somali region.	Yes	Long-term programme in phase IV, pre-dating the SN.	No	1, 2, 3 & 4	2021-25
Coordination								
Gender equality Roadmap Ethiopia	US $ .8 million	Yes	Federal level	Not directly	No	No	1, 2, 3 & 4	2021-25
WILG								

Project title	Budget value	Includes normative	Geographic coverage	Case study			Outcome	Start and end date
				LNOB targeting	Long-term project	UN joint programme		
Increased participation and representation of women in leadership in Ethiopia and Ensuring Gender-responsive Democratization process in Ethiopia	US $1.6m	Yes	Federal level, Amhara and Oromia Data collection proposed at federal level and Amhara.	Yes, women with disabilities and young women targeted	No	Funded by UNDP and involves collaboration with UNDP	1&2	2021-23
Presidential Leadership Programme	US $0.5 million	Yes	Federal level, Oromia, Amhara, Sidama, Southern Nations, Nationalities and Peoples (SNNPR), Harari, Afar, Somali, Gambella, Sidama, Benishangul, Southwest. Data collection proposed at federal level and Amhara.	Vulnerable groups of women, particularly women leaders in conflict-affected areas and emerging regions targeted	Builds on previous programming	No	1&2	2021-4
Ensuring Gender-responsive Democratization process in Ethiopia	US $1,495,101.00	Yes	Federa level, Amhara, Oromia, BeniShangul, Somali, Gambela, Afar. Data collection proposed at Federal level and Amhara region.	Yes	No	No	1,2 &3	2019-22
Strengthening Political Leadership of women aspirants in Ethiopia	US $305,271.49	Yes	Addis Ababa, Amhara, Oromia, Afar, Benishangul Gumuz, Somali. Data collection is proposed at Federal level in Addis Ababa.	Yes	No	No	1 & 2	2022-2026
EVAW								

Project title	Budget value	Includes normative	Geographic coverage	Case study			Outcome	Start and end date
				LNOB targeting	Long-term project	UN joint programme		
Access to essential services	US $ 2.8 million	Yes	Addis Ababa, Afar, Amhara, Oromia, Sidama and Somali regions. Data collection proposed at federal level and Amhara in Addis Ababa.	Yes	Yes, builds on programming that started in 2018	No, but some coordination with UNFPA	1&2	2021-23
Addressing the Effects of Conflict-Related Sexual Violence in Ethiopia	US $1,940,042.59	No	Addis Ababa, Oromia, Amhara, Afar , Benishngul Gumuz, Gambella, Sidama, Somali. Data collection proposed at Federal level in Addis Ababa and Amhara region.	Yes, s	No	No	1&2	2024-25
Ethiopia Safe Cities and Safe Public Spaces Programme for Women (combined 4 projects)	US $503,058.9,526.70	No	Addis Ababa, Hawassa, and Shashemen. Data collection proposed at Federal level in Addis Ababa	Yes	No	Yes HQ	1 & 2	2021-2025
WPS and humanitarian								
ME function of the Women's Peace and Humanitarian Food Security Programme	US $ 2.9 million	Yes	Tigray, Amhara, Afar, Somali Data collection proposed in Tigray and Somali region.	Yes	No	No	1, 2, 3 & 4	2022-25
UNW Leadership in GBV	US $ 1.7 million	No	Tigray, Amhara, Afar, Somali Data collection proposed in Tigray and Somali region.	Yes	No	Funded by OCHA	1, 2, 3 & 4	2021-23
WEE								

Project title	Budget value	Includes normative	Geographic coverage	Case study			Outcome	Start and end date
				LNOB targeting	Long-term project	UN joint programme		
Making Migration Safe Ethiopia	US$ .5 million	Yes	Addis and Amhara	Yes	No	No, but collaboration with IOM	1, 2, 3 & 4	2024-25
Resilience and Institutional Support to Empower Women in Somali Region (RISE)	US$ 1.6 million	No	Somali region	Yes	No	No	2 & 3	2024-25

Note: Gender-responsive budgeting (GRB) activities are funded through Strategic Note (SN) donor contributions and implemented by UN Women Ethiopia personnel. Hence, there are no standalone projects. All the work under this thematic area will be reviewed.
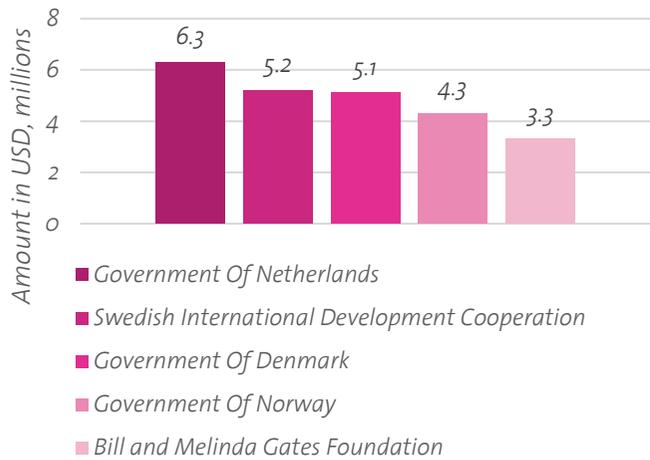
Across the six thematic areas, we have covered the largest projects in each area (based on value). The sampled projects cover all outcomes. We have also sampled to ensure we have covered some projects that target Leave No-one Behind stakeholders, that have been implemented with other UN agencies, and that have been delivered over a longer period to explore sustainability. We have also sampled to include projects of different durations and being delivered during different periods of the SN. The sampled projects also work across multiple thematic areas. To avoid stakeholder fatigue, we have not included programmes previously evaluated.

Annex 5: Financial Resources Analysis

The diagram below sets out the key financial resources analysis undertaken for the Ethiopia Country Office, based on data available for Q1 2025 (as at the time of the inception report, Q2 data was not yet available).
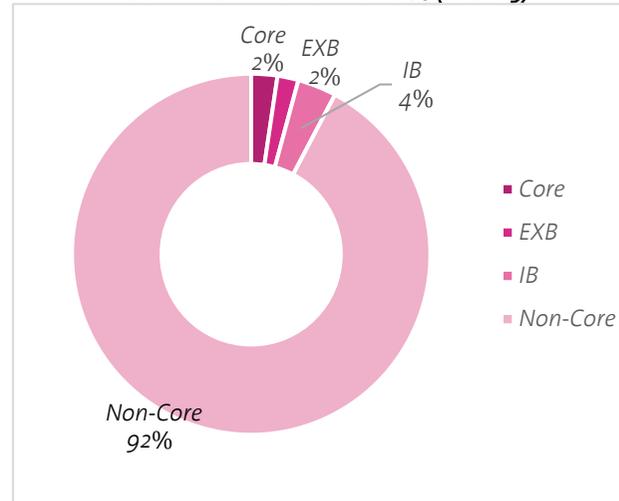
COUNTRY PORTFOLIO EVALUATION UN WOMEN ETHIOPIA COUNTRY OFFICE 2021-25
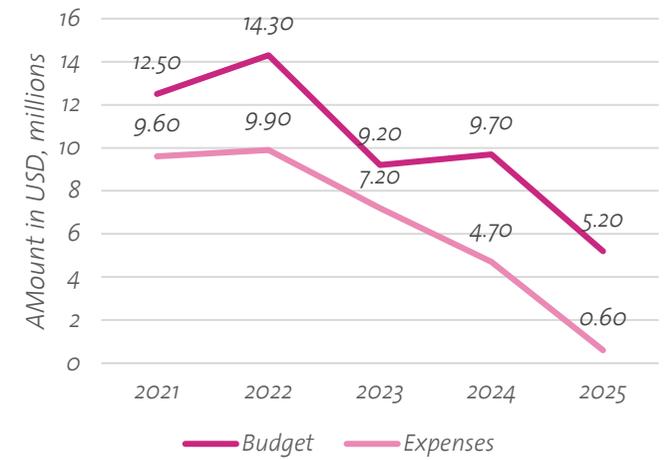
TOP DONORS TO ECO IN US$ DURING 2021-25

Amount in USD, millions

- 6.3
- 5.2
- 5.1
- 4.3
- 3.3

Legend:
- Government Of Netherlands
- Swedish International Development Cooperation
- Government Of Denmark
- Government Of Norway
- Bill and Melinda Gates Foundation

Source: UN Women DAMS

ECO TYPE OF FUNDING as % (2021-25)

- Core 2%
- EXB 2%
- IB 4%
- Non-Core 92%

Legend:
- Core
- EXB
- IB
- Non-Core

Source: UN Women Quantum

ECO ANNUAL BUDGET vs. EXPENSES US$ (2021-25)

AMount in USD, millions

Budget: 12.50 (2021), 14.30 (2022), 9.20 (2023), 9.70 (2024), 5.20 (2025)
Expenses: 9.60 (2021), 9.90 (2022), 7.20 (2023), 4.70 (2024), 0.60 (2025)

Legend:
- Budget
- Expenses

Source: UN Women Quantum and RMS

PORTFOLIO SIZE ACROSS THEMATIC AREAS (2021-25)

	Peace, Security and Humanitarian Actions	Women's Political Empowerment	Women's Economic Empowerment	Ending Violence Against Women
2021-25	US $ 6m	US $ 4.5m	US $ 4.2m	US $ 2.3m
As %	33	25	23	13
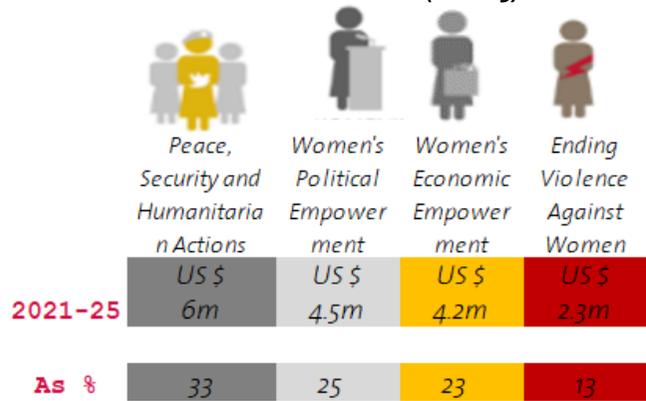
Source: UN Women DAMS

RESOURCE MOBILIZATION ACROSS TARGET (2021-25)

Amount in USD, millions

Budget: 12.5 (2021), 14.3 (2022), 9.2 (2023), 9.7 (2024), 5.2 (2025)
Target: 15.2 (2021), 13.5 (2022), 14.3 (2023), 8.9 (2024), 14.6 (2025)

Legend:
- Budget
- Target
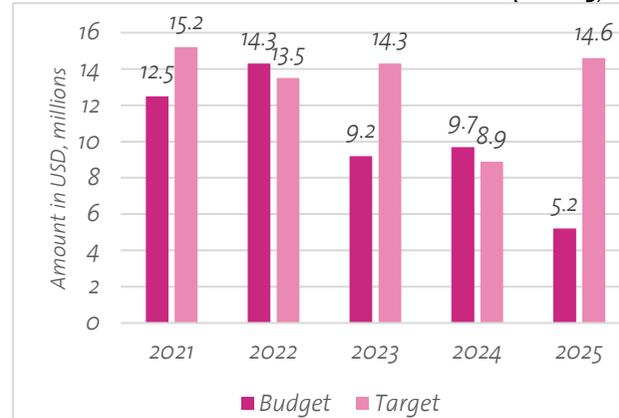
Source: UN Women Quantum (actual) and Results Management System (target).

ECO TIMELINESS OF DONOR REPORTING 2021-25

- Delayed 8%
- On time 92%

Legend:
- On time
- Delayed
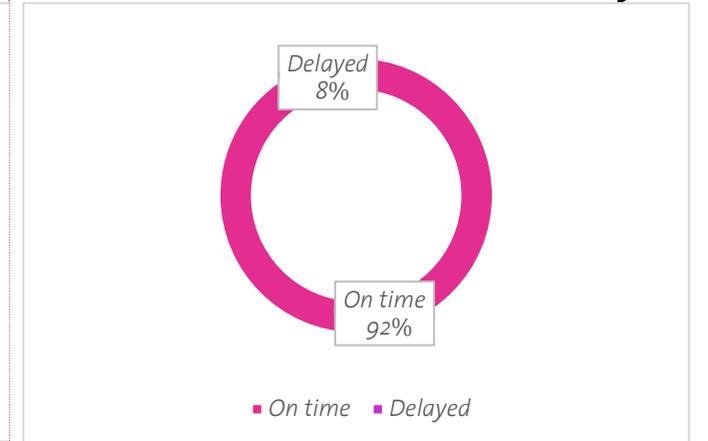
Source: UN Women One App, Donor agreements dashboard

Annex 6: Stakeholder mapping

This section maps out the key stakeholders, and their main contributions to the Strategic Note. The list is drawn from: list of donors from the donor agreement management system, list of partners from list of partner agreements, annual reports and scoping interviews with CO colleagues.

The thematic areas are:

- *Ending Violence Against Women*
- *Women's Economic Empowerment*
- *Women in leadership and governance*
- *Women, Peace & Security and Humanitarian Action*
- *Coordination*
- *Gender Responsive Budgeting*

The summary of categories, sampling approach, main contribution to the Strategic Note and indicative examples are set out below.

Category	Contribution to the Strategic Note	Sampling approach and indicative examples
UN Women	Responsible for delivering the Strategic Note	Management team and leads across thematic and operational areas to be interviewed. All other colleagues to be surveyed.
Government	Principle and primary duty bearers	All key partners, including the Ministry of Women and Social Affairs, and key line ministries which the CO works with to be interviewed, including those part of the sector working group on gender equality. Key government partners at the regional level to be sampled for interview.
Civil Society Organizations	Key partners in the delivery of the Strategic Note	Interview a sample of Civil Society Advisory Group members, Network of Ethiopia women association, and a sample of implementing partners. Particular focus on those working with and representing vulnerable groups and young women. All other CSAG members and implementing partners to be surveyed.
UN Country Team		Interview all agencies with whom the CO is partnering with, those working with UN Women on the LNOB result group and those part of the part of the sector working group on gender equality. Interview the RCO.
Donors		Interview all donors and those part of the part of the sector working group on gender equality.
Academia and Research institutions		Interview sample of universities and research institutes partnering with UN Women. Survey all others and those focused on gender research.
Media		Interview media partners and a sample of those with an interest in covering gender stories.
Private sector		Interview a sample of partners and private companies engaged in gender equality initiatives, such as the WEPs. Survey all others.
Programme participants	Target Groups of rights holders	Interview participants based on selection of programme case studies, with a particular focus on women with disability and other intersectional considerations, in conflict-affected areas.

The table below sets out the full stakeholder mapping across thematic area, including the organization / role, and the planned data collection approach.

TABLE 5

Stakeholder mapping

Cross-cutting

Category	Organization	Approach
UN Women	Country Representative, Deputy Country Representative, Programme Specialists (WILG, WEE, EVAW, WPS, Gender responsive budgeting, coordination), Operations Manager, M&E specialist, Communications Specialist, Human Resources	Interview
UN Women	All other colleagues	Survey
Donors	SN donors – Governments of Sweden, Netherlands and Norway	Interview
Civil society	NEWA	Interview
Government	Ministry of Women and Social Affairs	Interview
Government	National statistics service	Interview
Government	Ministry of planning and development	Interview

Coordination

Category	Organization	Approach
UN agencies	RCO	Interview
UN agencies	UNFPA	Interview
UN agencies	UNICEF	Interview
Donors	Irish Aid	Interview
Donors	Gates	Interview
Donors	Spain	Interview
Donors	EU	Interview
Donors	Any others on sector working group on gender equality	Interview
Civil society	Civil Society Advisory Group (Norwegian Church Aid, YWCA, CARE Ethiopia, ELiDA)	Interview
Civil society	Implementing partners (Consortium of Self help group Approach Promoters, MOWCYA-JOINT PROG ON GENDER EQUALITY, Meseret Humanitarian Organization, ETHIOPIAN CENTER FOR DEVELOPMENT)	Interview
Government	Disability section	Interview

EVAW

Category	Organization	Approach
Donors	Agencia Española de Cooperación Internacional para el Desarrollo (AECID)	Interview
Civil Society	Norwegian Church Aid	Interview
Donors	Gate Foundation	Interview
Donors	Government of Denmark	Interview
UN agencies	UNFPA	Interview
Civil society	Association for Women's Sanctuary and Development (AWSD)	Interview

Civil society	Agar Ethiopia	Interview
Civil society	Ethiopian Women Lawyers Association (EWLA)	Interview
Civil society	Ethiopian Network of Women Shelters (ENWS)	Interview
Civil society	Women Association of Tigray	Interview
Civil society	Center for Justice	Interview
Government	Ministry of Justice	Interview
Programme participants	Sample of participants from sampled programmes	Focus Group Discussion

Gender Responsive budgeting

Category	Organization	Approach
Government	Ministry of Finance (women, children and youth)	Interview
Government	Office of the Federal Audit General (OFAG)	Interview
Government	Ministry of Plan and Development (MoPD)	Interview
Government	Secretariat of the House of People's Representatives	Interview
Civil society	Union of Ethiopian Women and Children Association (UEWCA)	Interview

WEE

Category	Organization	Approach
Government	Ministry of Agriculture	Interview
Government	Regional Government of Somali Region	Interview
Government	Ministry of Finance (MoF)	Interview
UN agencies	IOM	Interview
Civil society	Sos Sahel Ethiopia	Interview
Civil society	Women In self Help Organization	Interview
Civil society	Community in Action Against Poverty (CAAP)	Interview
Civil society	Ethiopian Women with Disability National Association (EWDNA)	Interview
Civil society	Development Expertise Center	Interview
Programme participants	Sample of participants from sampled programmes	Focus Group Discussion

WILG

Category	Organization	Approach
Donor	Gates Foundation	Interview
Donors	Government of Denmark	Interview
Government	Ministry of Women and Social Affairs	Interview
Government	FDRE House of People's Representatives	Interview
Government	Bureau of Women, Children and Social Affairs of Amhara	Interview
Government	National Election Board of Ethiopia	Interview
UN agencies	UNDP	Interview
Civil society	Network of Ethiopian Women Associations	Interview
Civil society	CIVIL SOCIETY RESOURCE CENTER	Interview
Civil society	Talent Youth Association	Interview
Civil society	Care Ethiopia	Interview

Civil society		
Program participants	Sample of participants from sampled programs	Focus Group Discussion

WPS and humanitarian action

Category	Organization	Approach
Donors	GOVERNMENT OF LUXEMBOURG	Interview
Donors	US Department of State	Interview
Donors	Government of Germany	Interview
UN Agencies	OCHA	Interview
Government	Tigray Bureau of Women Affairs	Interview
Government	Ministry of Peace (MoP)	Interview
Civil society	Association for Women's Sanctuary and Development (AWSAD)	Interview
Civil society	CARE INC	Interview
Civil society	Development for Peace Organization (DPO)	Interview
Civil society	SAVE THE CHILDREN INTERNATIONAL	Interview
Civil society	Mothers & Children Rights Organization (MCRO)	Interview
Civil society	GOOD SAMARITAN ASSOCIATION	Interview
Civil society	ETHIOPIAN CENTER FOR DEVELOPMENT	Interview
Civil society	Ethiopian Midwives Association	Interview
Civil society	COMMUNITY IN ACTION AGAINST POVERTY	Interview
Civil society	New Millennium Women Empowerment Organization	Interview
Civil society	MUMS FOR MUMS	Interview
Civil society	MSI ETHIOPIA REPRODUCTIVE CHOICES	Interview
Civil society	WOMEN'S ASSOCIATION OF TIGRAY	Interview
Civil society	NETWORK OF ETHIOPIAN WOMEN'S ASS-UN WC	Interview
Programme participants	Sample of participants from sampled programmes	Focus Group Discussion

Sampling Approach

The sampling approach for stakeholders is as follows:

- *Key informant interviews for:*
    - *Stakeholders engaged in the project sample, including UN women personnel, donor, implementing partners, other government, CSO and private sector partners*
    - *Other key national level stakeholders, including key UNCT partners, government agencies, Civil Society Advisory Gorup members, main donors and academic partners*
    - *All donors*
- *Focus group discussions with programme participants of the sampled interventions*
- *Survey for all other stakeholders, not covered by key informant interview or focus group discussion*

Annex 7: Evaluability Assessment

This annex sets out the evaluability assessment, including 1) an overall assessment of the Development Results Framework (DRF) and Organizational Effectiveness and Efficiency Framework (OEEF); 2) completeness of the DRF and OEEF in terms of presence of baselines and targets; 3) DRF and OEEF outcomes, outputs and indicators quality assessment; and 4) review of data availability for the Strategic note Interventions.

TABLE 6

Completeness of the Development Results Framework and Organizational Effectiveness and Efficiency Framework

The table below summarizes the assessment of the DRF and OEEF.

Measure		Quality Assessment Highlights	Overall Rating
Development Results Framework	Outcomes	Target outcomes adequately focus on change (behavior, institutional performance, beliefs/attitudes).	Adequate
	Outputs	Target outputs consistently use change language, are specific and clear and focused.	Strong
	INDICATORS	Indicators were generally clearly aligned to the target outcomes and target outputs. Many indicators sought to focus on change brought about as a result of UN Women's support.	Strong
		In a few cases, while individual indicators were strong, taken together, they did not adequately capture the target change. For example, the outcome 'a diverse cohort of women leaders is formed to lead in governance' was measured only by the percentage of seats in parliament and in district councils. Indicators would be strengthened by considering whether the complement of indicators adequately capture the target change.	
		In other cases, the indicators aim to measure number of women / initiatives / organizations supported by UN Women, which are unable to adequately capture the target change of strengthened capacity.	
Organizational Effectiveness and Efficiency Framework	DATA QUALITY	Supporting data was included to demonstrate how performance against DRF indicators was calculated. However, in a few cases, the data cited measured activity (for example, attendance at sessions) rather than the output (for example, increased level of awareness / capacity).	Adequate
	Outputs	OEEF outputs were clearly defined, specific and SMART.	Adequate
	INDICATORS	OEEF indicators were clearly aligned to the output and valid to measure the target change.	Adequate
	DATA QUALITY	Supporting data was included to demonstrate how performance against OEEF indicators was calculated.	Strong

TABLE 7

Completeness of the Development Results Framework and Organizational Effectiveness and Efficiency Framework

The table below assesses the completeness of the DRF and OEEF in terms of whether baselines and targets were included against all indicators.

Framework	baseline	targets
Development Results Framework - outcomes	100%	100%
Development Results Framework - outputs	100%	100%

Framework		baseline	targets
Organizational Effectiveness and Efficiency Framework		*100%*	*100%*

Source: Results Management System

DRF and OEEF outcomes, outputs and indicators quality assessment criteria

A quality check of the indicators of both the DRF and OEEF was conducted, using the following criteria as per the CPE guidance:

Indicators	Grading guidance
Clearly measures change (outcome) or potential for change (output)	**Weak** = 1-3 attributes
Outcome indicator measures change in behavior, institutional performance, attitude, beliefs	
Output indicator uses change and not action language, and captures change in: skills, abilities, knowledge, awareness, capacity, accountability; availability of products, data, or services; something created, built or repaired; Institutional arrangements, leadership, efficiency; advocacy or dialogue mechanisms.	**Adequate** = 4-6 attributes
Logical direct (preferred) or proxy (acceptable) indication of change	
Clearly aligned to output / outcome	**Strong** = 6+ attributes
Specific (Sets precise criteria for success)	
Singular Focus	
Plain language	
Valid / Reliable	

Results Framework 2022 – DRF and OEEF outcomes, outputs and indicators quality assessment

The table below assesses the indicators, based on the quality assessment criteria above

	Strong	Adequate	Weak
Development Results Framework			
Outcome Indicators (4)	*4 (100%)*	*0 (0%)*	*0 (0%)*
Output Indicators (7)	*7 (100%)*	*0 (0%)*	*0 (0%)*
Organizational Efficiency and Effectiveness Framework			
Output Indicators (3)	*3 (100%)*	*0 (0%)*	*0 (0%)*

Data availability for Strategic Note Interventions

The table below assess the data availability for the strategic note interventions.

Project Name	Donor	Performance Monitoring Framework	Evaluation or Review	Quarterly or Annual Report
ME function of the Women's Peace and Humanitarian Food Security Programme	*Multi-Donor Trust Fund Office*	*x*		*x*
Access to essential services	*Government Of Denmark*	*x*		*x*

Project Name	Donor	Performance Monitoring Framework	Evaluation or Review	Quarterly or Annual Report
Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women's empowerment	*Irish Aid*	x		x
Addressing the Effects of Conflict-Related Sexual Violence in Ethiopia	*Bill And Melinda Gates Foundation*	x		x
UNW Leadership in GBV	*UNOCHA/Central_Emg_Resp_Fund*	x		x
Making Migration Safe Ethiopia	*Government Of Germany*	x		x
Increased participation and representation of women in leadership in Ethiopia	*Austrian Development Agency*	x	x	x
Ensuring Gender-responsive Democratization process in Ethiopia	*Government Of Denmark*	x	x	x
Gender equality Roadmap Ethiopia	*Bill And Melinda Gates Foundation*	x		x
Strengthening gender mainstreaming and PSEA throughout the humanitarian programme cycle (HPC) through enhanced engagement with all clusters / sectors and other humanitarian stakeholders.	*UNOCHA*	x		x
Presidential Leadership Programme	*Bill And Melinda Gates Foundation*	x		x
AGCCI Coding Camps in 5 AU member states	*Germany National Committee*	x		x
Ethiopia Safe Cities and Safe Public Spaces Programme for Women	*Agencia Española de Cooperación Internacional para el Desarrollo (AECID)*	x		x
Support women's effective engagement in electoral processes	*United Nations Development Programme*	x		x
Program On Women's Empowerment (POWER) Promoting Sexual, Reproductive, Maternal, New-born, Child and Adolescent Health (SRMNCAH)	*Austrian Development Agency*	x	x	x
Support to National Action Plan on Women Peace and Security in Ethiopia	*Government Of Luxembourg Government Of Germany*	x		x
Strengthening the interagency Ethiopia PSEA Network through the establishment of community-based complaint and mechanisms (CBCMs) as well as survivor-centred support services as response to sexual exploitation and abuse (SEA) amongst internally displaced people (IDP) communities in Tigray (i.e. Mekelle, Shire and Axum) region of Ethiopia.	*UNOCHA*	x		x
Promoting Localized Gender Accountability to Address Inequality and GBV in Humanitarian Crisis	*Government Of Germany*	x		x

Project Name	Donor	Performance Monitoring Framework	Evaluation or Review	Quarterly or Annual Report
Promoting Decent Employment for Women through Inclusive Growth Policies and Investments in the Care Economy	JP UN Women as AA	x		x
Support advocacy on WPS	Irish Aid	x		x
UNAIDS Joint HIV program	UNAIDS	x		x
Leadership Access Empowerment	Government of Japan	x		x
Presidential Leadership Program for Women Parliamentarians - Ethiopia	Center for International Reproductive Health Training	x		x
Rule of Law and Human Rights for Sustaining Peace and Fostering Development for onward support of the Global Focal Point for Rule of Law	United Nations Development Programme	x		x
Supporting SMEs in the Context	MPTF-UN COVID-19 Response Recovery	x		x
Essential Services Package and Prevention Frameworks and Initiatives	Australian DFAT	x		x
SPF3 Humanitarian Action	Swedish International Development Cooperation	x		x
Post Global Women's Forum (GWF) 2023: Supporting CSOs' Joint Advocacy Actions to promote the Berlin Declaration and Advance the WPS-HA Agenda	Multi-Donor Trust Fund Office	x		x
Safe Public and Online Spaces	Government Of Republic Of Korea	x		x
SPF2 Humanitarian action	Government Of Sweden	x		x

Source: Results Management System and DAMS

Annex 8: Evaluation Matrix

The table below sets out the evaluation matrix, which includes the evaluation questions, indicators, data collection and analysis approach and information sources.

	Indicators and criteria	Data collection and analysis approach	Sources

Effectiveness, Sustainability, and Human Rights and Gender equality

To what extent has the Country Office has contributed to achieving planned outcomes? To what extent are these outcomes sustainable? Have interventions been designed to apply gender, human rights and disability inclusion approaches?

	Indicators and criteria	Data collection and analysis approach	Sources
1. What contribution is UN Women making towards target outcomes? 2. How sustainable were these outcomes? 3. Are interventions designed to apply gender, human rights and disability inclusion approaches? 4. What changes have been observed, and for whom? 5. What were the enablers and barriers to achieving target outcomes? 6. What unexpected outcomes (positive and negative) have been achieved?	Evidence of changes in target (and unexpected) outcomes, the sustainability of these outcomes, of UN Women's contribution vis a vis other factors, and the sustainability of these outcomes. Any emerging evidence of contributions to impact. Extent to which the programme has strengthened community and national ownership, and enhanced capacity, potential for scalability and expansion For humanitarian interventions, extent to which intended and vulnerable populations (e.g. women and girls in crisis settings, IDPs, persons with disabilities) have experienced positive change, and whether any groups were left behind (coverage) and degree to which observed changes are sustainable and linked to longer-term recovery, development or peacebuilding processes, including coordination across humanitarian–development–peace efforts (connectedness).. Evidence of synergies across thematic areas, in contribution towards the systemic outcomes Evidence that the interventions as designed and implemented apply gender, human rights and disability inclusion approaches? Evidence for changes for participants from different backgrounds including emerging signs of impact, and relevance of	Contribution analysis, assessing the strength of evidence for outcomes achieved and UN Women's contribution. Outcome harvesting to capture unexpected outcomes and focusing on sampled interventions. Focus on most significant outcomes achieved, guided by CO (deep dive sample). Assessment of effectiveness of results, and which initiatives were the most effective.	**Case studies:** Sample of programmes for deep dive discussions with participants; and for sustainability and LNOB analysis. **Documents:** monitoring and reporting data, including disaggregated participant data, annual reports on outcomes, lessons learned, UNCT reports, SWAP scorecard, HCT reports, context analysis updates, partnership assessments. **Interviews and Focus Group Discussions** with UN Women, UNCT, HCT, partners, participants of select interventions, stakeholders able to comment on achievement of outcomes – other stakeholders working in the sector, donors, government. **Survey:** across all stakeholder categories.

	Indicators and criteria	Data collection and analysis approach	Sources
	programming to their needs		
	Evidence of internal and external enablers and barriers to achieving target outcomes. Key assumptions set out in the TOC are; 1) CO has requisite capacity, operational tools and resources to achieve all intended results; Political instability/conflict, general security; Sufficient capacities of implementing Partners; Economic climate, managed inflation and effective supply chain.		

Efficiency			
How efficient are the organizational structures and management processes?			
1. *To what extent do organizational structures and management processes support the efficient use of resources to achieve results?*	*Evidence of systems to support efficient use of resources and management of risks, including systems to collect data and manage results. Evidence of specific tools developed to support resource and results management and allocation.* *Examples of process efficiencies* *Effective use of systemic outcomes to support cross-thematic linkages* *To what extent the human and financial resources available were adequate to achieve the expected outcomes, evidence of the cost-effectiveness of interventions.* *Impacts of the change of ERP from Atlas to Quantum* *Effects of using CF outcomes and outputs on evaluability and ability to track changes and demonstrate results*	*Review systems, feedback on systems, and adaptations made over the SN period.*	**Documents:** *OEEF reporting, management and team meeting minutes, programme design documents* **Interviews***: UN Women, SN donors* **Survey:** *across all stakeholder categories.*
2. *How well did ECO manage to respond to emerging humanitarian crises to support gender responsive*	*Evidence of speed and flexibility of response, including re/allocations of funding, based on evidence*	*Analyze efficiency of processes to support response and use of evidence to guide allocations*	**Documents:** *needs assessment and context analysis, meeting notes, documents to support decision-making*

	Indicators and criteria	Data collection and analysis approach	Sources
humanitarian action?			*Interviews*: UN Women, donors, HCT, government stakeholders *Survey*: across all stakeholder categories.
3. How do different funding modalities compare in terms of their efficiency?	*Evidence of funding modalities effect on: i) Greater effectiveness (longer-term planning, consistent policy advocacy); ii) More agile response to needs; iii) Better resource leverage; iv) Stronger coordination roles; v) Improved country buy-in*	*Review financial reports to analyze costs of different funding modality, and analyzing the advantages and disadvantages of different types of funding modalities*	*Documents: Reports to SN donors, donor agreements, internal management meeting notes, SN development documents, Workplan preparation documents.* *Interviews: UN Women, Donors, government stakeholders, implementing partners*

Coherence and Relevance

Are the Country Office's interventions coherent with the work of the UN system and other key stakeholders, and strategically relevant in advancing gender equality and women's empowerment in Ethiopia?

1. How relevant were the Country Office's interventions and efforts to government priorities and national strategies? What synergies are there between UN Women's portfolio and the work of the UN (UNCT, HCT), government and civil society?	*Evidence of alignment of interventions to government priorities and national strategies* *Evidence of the CO's interventions and efforts focused on areas of UN Women's comparative advantage, and of these efforts being complementary to other actors* *Evidence of alignment to UNSDCF* *Evidence of added value of joint UN programming, considering synergies and challenges* *CO's portfolio remained responsive to changing context (including humanitarian needs)*	*Analysis of relevance and coherence of CO interventions and efforts with those of other stakeholders*	*Documents: Strategic Note, workplans, programme design documents, national strategies, joint programme design documents, lessons learned, reviews.* *Interviews: UN Women, Donors, government stakeholders, implementing partners, participants.* *Case studies: joint programme case studies* *Survey: across all stakeholder categories.*
2. What is the Country Office's contribution to UN system and broader coordination on gender equality and women's empowerment?	*Evidence of UN Women's contribution to UNCT and HCT gender responsiveness, including through its role in driving UN Reform and the One UN approach*	*Analysis of contributions to coordinated systems*	*Documents: UNDP led review of UN reform, notes from coordination meetings* *Interviews: UN Women, UNCT, HCT, civil society, government, donors*

	Indicators and criteria	Data collection and analysis approach	Sources
	Evidence of UN Women's contribution to greater coordination between government, donors and civil society actors on gender equality efforts and funding		**Survey:** *across all stakeholder categories.*

Annex 9: Data collection tools

Introduction and informed consent (to be used across all interview and focus group discussions)

1. *Hello, my name is _____. I am part of the evaluation team delivering the country portfolio evaluation of the UN Women Ethiopia Country Portfolio Evaluation. I work for UN Women / am an independent consultant.*

2. *The purpose of this evaluation is to assess UN Women's work in Ethiopia since 2021. The evaluation is expected to generate learning on what works, to support better decision-making in the future, and help ensure UN Women is accountable for how it uses resources to contribute to Gender Equality and Women's Empowerment. The primary users of this evaluation are intended to be UN Women country office who will use the findings to design and implement the new Strategic Note. However, we expect that other UN Women offices, as well as other stakeholders in the country will also be able to use the findings.*

3. *You have been selected to take part in the interview / focus group discussion, due to your role / experience in _____.*

4. *The interview / focus group discussion is expected to take approximately 45 minutes.*

5. *Taking part is voluntary, and you can stop at any time if you decide to. You can ask to skip any questions if they make you feel uncomfortable. Refusing to participate or withdrawing your participation at any time will not lead to any penalty.*

6. *Your input will be extremely valuable to help UN Women reflect on its achievements and how it can strengthen its programming going forward. There are no other expected benefits to participating in the evaluation. There are no costs associated with participating in the evaluation.*

7. *All information collected is private, and we will keep it confidential. The exception is if you tell us something that makes us concerned that you or somebody else are at risk of harm. We would have a duty to report this, and to keep you and others safe.*

8. *We will use the evaluation findings to write an evaluation report and set of evaluation briefs. These will be anonymous, so we won't include names or any other information that would allow you to be identified from what they have said or written.*

9. *The information that is collected will only be used for the evaluation and will be stored securely. We will only keep personal details (e.g. emails, telephone) for it as long they are needed for the project, after which we will delete them. The summary findings may be used for future evaluations.*

10. *If you want to contact someone else about your rights as participants, you can contact the Chief of the UN Women Independent Evaluation service at inga.sniukaite@unwomen.org or on +1-6467814724.*

11. *Do you have any questions?*

12. *Do you consent to participating in this evaluation?*

Guide 1: UN Women Country Office Staff

EFFECTIVENESS

Question	Probing Questions	Reference Points
What contribution is UN Women making towards target outcomes?	• *Can you provide specific examples of how UN Women has contributed to each of the four UNSDCF outcomes?* • *What evidence do you have of UN Women's contribution to gender equality outcomes?* • *How do you measure and track these contributions?*	• *Progress against Strategic Note outcome indicators*
What changes have been observed, and for whom?	• *Who are the primary programme participants of UN Women's interventions?* • *What unexpected changes (positive/negative) have you observed?* • *How have marginalized groups (women with disabilities, IDPs, conflict-affected women) been reached?*	• *Target groups: urban/peri-poor women, women leaders, civil society* • *Geographic coverage: Tigray, Amhara, Afar, Oromia, Somali regions* • *Vulnerable groups: women with disabilities, conflict-affected women, IDPs, returnees*
What were the enablers and barriers to achieving	• *What internal factors supported or hindered results achievement?* • *How did the conflict in northern Ethiopia affect*	• *Political instability and conflict impacts* • *USAID funding suspension effects* • *Partnership effectiveness with MoWSA,*

target outcomes?	programming? • What role did partnerships play in enabling/constraining results?	line ministries • Humanitarian access constraints
Do interventions apply gender, human rights and disability inclusion approaches?	• How are intersectional approaches operationalized? • What evidence exists of addressing root causes vs service delivery? • How are the most marginalized groups prioritized and reached?	• Leave No One Behind implementation • Focus on women with disabilities, conflict-affected women, IDPs • Human rights-based programming approach • Intersectional analysis in programming

EFFICIENCY

Question	Probing Questions	Reference Points
To what extent do organizational structures and management processes support efficient use of resources?	• How effective is the current office structure (57 staff) in delivering results? • What are the main bottlenecks in programme delivery? • How well do financial management systems work?	• 92% on-time donor reporting rate • 55% average disbursement rate (2021-2025) • Office structure: 24 staff, 23 service contracts, 4 consultancy contracts • Budget decrease from $12.5m (2021) to $5.2m (2025)
How well did ECO manage to respond to emerging humanitarian crises?	• How quickly did UN Women adapt programming to address the northern conflict? • What specific humanitarian interventions were implemented? • How effective was coordination with EHCT and humanitarian clusters?	• Gender in Humanitarian Action (GiHA) Technical Working Group establishment • PSEA Network co-chair role • Integration in EHCT, Protection Cluster, GBV AoR participation • PSEA regional networks in Tigray, Amhara, Afar
How do different funding modalities compare in terms of efficiency?	• What are the advantages/disadvantages of core vs non-core funding? • How does the 92% non-core funding ratio affect programming flexibility? • What is the impact of large vs small donor agreements?	• Funding structure: 92% non-core, 2% core, 4% IB, 2% EXB • 3 direct SN donors • Top 5 donors account for 54% of budget • Largest projects: ME function of the Women's Peace and Humanitarian Food Security Programme ($2.8m) and Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women's empowerment ($2.3m)

COHERENCE AND RELEVANCE

Question	Probing Questions	Reference Points
What synergies exist between UN Women's portfolio and UNCT/HCT/government/CSOs work?	• How does UN Women coordinate with other UN agencies on gender mainstreaming? • What are the key government partnerships and how effective are they? • How does UN Women work with civil society networks?	• UNCT Gender Theme Group leadership • Partnerships with MoWSA, MoF, line ministries • CSO Advisory Group engagement • Joint programmes with UNDP, UNFPA, UNICEF
What is UN Women's contribution to UN system coordination on GEWE?	• How has UN Women influenced UNSDCF gender mainstreaming? • What is UN Women's role in Gender Theme Group? • How effective is advocacy for gender-responsive policies?	• Gender Theme Group revitalization efforts • UNSDCF gender integration • UN-SWAP scorecard implementation • UNCT coordination mechanisms
What is the added value of joint programming for GEWE outcomes?	• Which joint programmes have been most effective and why? • How does UN Women maintain GEWE focus in joint initiatives? • What are the trade-offs between joint vs standalone programming?	• Joint programmes with UN agencies • Multi-agency humanitarian response • Coordination vs operational trade-offs

Guide 2: Government Partners

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What contribution is UN Women making towards target outcomes?	• *How has UN Women supported government policies and strategies?* • *What capacity building support has been most valuable?* • *How has UN Women helped with CEDAW implementation?*	• *Support for National Women's Policy review* • *Gender Budget Systems (GBS) institutionalization* • *CEDAW 8th periodic report implementation* • *Gender Responsive Budgeting (GRB) advancement*
What changes have been observed, and for whom?	• *What policy changes has UN Women helped facilitate?* • *How has UN Women supported institutional strengthening?* • *What population groups have benefited most?*	• *Gender equality policy development* • *MoWSA and gender strengthening* • *Women's representation in government positions* • *Policy implementation at federal and regional levels*
Do interventions apply gender, human rights and disability inclusion approaches?	• *How are intersectional approaches operationalized?* • *What evidence exists of addressing root causes vs service delivery?* • *How are the most marginalized groups prioritized and reached?*	• *Leave No One Behind implementation* • *Focus on women with disabilities, conflict-affected women, IDPs* • *Human rights-based programming approach* • *Intersectional analysis in programming*

COHERENCE AND RELEVANCE

Question	Probing Questions	Indicators/Reference Points
How well does UN Women's work align with government priorities?	• *How does UN Women support align with the Ten-Year Development Plan (2021-2030)?* • *How does programming connect to Ethiopia's SDG implementation?* • *What government priorities need more UN Women support?*	• *Alignment with Ten-Year Development Plan* • *Integration with SDG implementation* • *Support for government gender commitments* • *National Action Plan on Gender Equality*

Guide 3: Civil Society Organizations

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What contribution is UN Women making towards target outcomes?	• *How has UN Women strengthened women's movements?* • *What capacity building has been most effective?* • *How has UN Women supported advocacy efforts?*	• *Women's organizations capacity strengthening* • *Civil Society Advisory Group (CSAG) effectiveness* • *Support for women's movements and feminist organizations* • *Advocacy support for gender-responsive policies*
How effectively does UN Women support civil society coordination?	• *How has UN Women facilitated CSO networking?* • *What platforms has UN Women created for civil society voice?* • *How inclusive are UN Women's partnership approaches?*	• *CSO Advisory Group operations* • *Women's networks strengthening* • *Platform creation for women's voices* • *Inclusivity of partnership approaches*
Do interventions apply gender, human rights and disability inclusion approaches?	• *How are intersectional approaches operationalized?* • *What evidence exists of addressing root causes vs service delivery?* • *How are the most marginalized groups prioritized and reached?*	• *Leave No One Behind implementation* • *Focus on women with disabilities, conflict-affected women, IDPs* • *Human rights-based programming approach* • *Intersectional analysis in programming*

Guide 4: UN Country Team

COHERENCE AND RELEVANCE

Question	Probing Questions	Indicators/Reference Points
What is UN Women's contribution to UN system coordination on GEWE?	• *How effectively does UN Women lead on gender coordination?* • *What is UN Women's role in UNSDCF implementation?* • *How has UN Women influenced other agencies' gender work?*	• *Gender Theme Group leadership and effectiveness / LNOB results group* • *UNSDCF gender mainstreaming* • *Inter-agency gender coordination* • *Joint programme development and implementation*
What synergies exist between UN Women's work and other UN agencies?	• *Which joint programmes have been most successful?* • *How does UN Women add value to joint initiatives?* • *What coordination mechanisms work best?*	• *Joint programming with multiple agencies* • *Complementarity in humanitarian response* • *Coordination mechanism effectiveness* • *Added value in joint initiatives*

Guide 5: Donors and Development Partners

EFFICIENCY

Question	Probing Questions	Indicators/Reference Points
How effective is UN Women's resource mobilization and management?	• *How well does UN Women deliver against agreements?* • *What is the quality of reporting and accountability?* • *How flexible is UN Women in adapting to changing priorities?*	• *92% on-time donor reporting* • *Resource mobilization: $51.1m mobilized vs $66.7m target* • *Top 5 donors provide 54% of funding* • *Disbursement rate averaging 55%*
What is the value-for-money of investments in UN Women?	• *What results have been achieved relative to investment?* • *How does UN Women compare to other partners?* • *What innovative approaches has UN Women demonstrated?*	• *Results achieved per dollar invested* • *Comparative advantage over other partners* • *Innovation in programming approaches* • *Leveraging of additional resources*

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What contribution is UN Women making towards target outcomes?	• *What specific outcomes can be attributed to your funding?* • *How has UN Women contributed to policy changes?* • *What evidence exists of sustainable change?*	• *Specific outcomes per funded programme* • *Policy influence and change* • *Sustainability indicators* • *Long-term impact evidence*

Guide 6: Humanitarian Partners

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
How well did ECO manage to respond to emerging humanitarian crises?	• *How effectively has UN Women contributed to humanitarian coordination?* • *What specific humanitarian programming has UN Women delivered?* • *How has UN Women addressed PSEA concerns?*	• *EHCT participation and influence* • *Protection Cluster and GBV AoR engagement* • *PSEA Network co-chair role* • *Regional PSEA networks establishment*
What is UN Women's contribution to gender-responsive humanitarian action?	• *How has UN Women influenced humanitarian planning?* • *What capacity building has UN Women provided?* • *How effective is coordination with humanitarian actors?*	• *GiHA Technical Working Group establishment* • *Humanitarian Response Plan gender integration* • *Capacity building for humanitarian actors* • *Coordination mechanism effectiveness*

Guide 7: Academic and Research Institutions

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
How has UN Women contributed to knowledge generation and evidence?	• *What research and knowledge products has UN Women supported?* • *How has UN Women strengthened gender statistics capacity?* • *What policy research has UN Women influenced?*	• *Gender statistics capacity building* • *Research partnerships and products* • *CSA collaboration on gender data* • *Evidence-based policy influence*

Guide 8: Private Sector Partners

COHERENCE AND RELEVANCE

Question	Probing Questions	Indicators/Reference Points
How effectively does UN Women engage with private sector for GEWE?	• *What private sector partnerships have been most effective?* • *How has UN Women promoted women's economic empowerment through private sector?* • *What barriers exist to private sector engagement?*	• *Private sector partnership development* • *Women's economic empowerment support* • *Corporate gender equality commitments* • *Barriers to engagement*

Guide 9: Programme participants/Rights Holders (Focus Group Discussions)

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What changes have been observed, and for whom?	• *How relevant was the programming to your needs? What could have made it more relevant?* • *What specific changes have you experienced from UN Women programmes?* • *How has your situation improved or changed?* • *What unexpected benefits or challenges have you encountered?*	• *Direct beneficiary outcomes* • *Changes in knowledge, skills, opportunities* • *Access to services and resources* • *Participation in decision-making*
Do interventions apply gender, human rights and disability inclusion approaches?	• *How well do programmes address your specific needs?* • *Are programmes accessible and inclusive?* • *How are different groups' needs considered?*	• *Accessibility of programmes* • *Inclusion of marginalized groups* • *Addressing intersectional needs* • *Rights-based approach implementation*

General Closing Questions for All Guides

Question	Probing Questions	Indicators/Reference Points
Lessons Learned and Recommendations	• *What should UN Women continue doing in the next Strategic Note?* • *What should UN Women do differently?* • *Which areas should be prioritized or deprioritized?* • *How can partnerships be strengthened?*	• *UNSDCF* • *National priorities* • *How to maximize portfolio approach – synergies across the portfolio* • *Emerging trends, such as innovation, digitalization*
Sustainability	• *What results are most likely to be sustained?* • *What support is needed to ensure sustainability?* • *How can national ownership be strengthened?*	• *Extent to which the programme has strengthened community and national ownership, and enhanced capacity, potential for scalability and expansion*

Personnel Survey: UN Women Ethiopia Country Portfolio Evaluation

Introduction

Dear colleague,

The UN Women Independent Evaluation Service thanks you for participating in this survey, which is a key component of the Country Portfolio Evaluation of UN Women Ethiopia. The purpose of this evaluation is to assess for the implementation period (2021-2025) the results achieved and to document lessons learned for the future.

In this context, the survey seeks to better understand your perspective on UN Women's work in the country. The survey will take between 10-20 minutes to complete; certain questions are optional in the case you are unable to answer.

All data will be treated as confidential without any attribution to your identity. If you have any questions, please contact the independent evaluation team.

Survey Questions

No.	Question	Response Type	Response Options
Background			
1	*What is your current position in the office?*	*Multiple Choice*	• *Senior staff (Representative, Deputy Representative)* • *Programme Manager* • *Programme Officer/Specialist* • *Operations staff* • *Administrative staff* • *Communications staff* • *Finance staff* • *Other*
2	*What is your main area of work?*	*Multiple Choice (Select all that apply)*	• *Project Management and Implementation* • *Strategic Planning* • *Human Resources* • *Finances* • *Administration* • *Operations* • *Communications* • *Senior staff (representative)* • *Other*
3	*Your gender identification*	*Multiple Choice*	• *Female* • *Male* • *Other* • *Prefer not to say*
4	*What is your main thematic area of work?*	*Multiple Choice (Select all that apply)*	• *Ending violence against women* • *Women's political empowerment* • *Women's economic empowerment* • *Normative* • *Coordination* • *Peace, security and humanitarian action* • *Not applicable* • *Other*
UN Women's Effectiveness			
5	*What is UN Women Ethiopia's comparative advantage, as compared to other agencies and stakeholders also working in the sector?*	*Open Text*	
6	*What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia?*	*Open Text*	
7	*Please indicate your level of satisfaction with UN Women's work regarding the following assertions?*	*Rating Scale*	*Very unsatisfied / Somewhat unsatisfied / Not sure / Somewhat satisfied / Very satisfied* ***Items to rate:*** • *ALIGNMENT to the most pressing needs of women and girls in the country* • *Targeting the CAUSES of gender inequality* • *IDENTIFICATION of the most marginalized and vulnerable populations in line with the principle of "leave no one behind"*
8	*For areas you rated as 'very unsatisfied' or*	*Open Text*	

	'somewhat unsatisfied', what areas, if any, require MORE ATTENTION from UN Women to advance its mission for the empowerment of women and gender equality?		
9	Please rate the level of value added by UN Women in the areas listed below.	Rating Scale	Very low / Low / Medium / High / Very high **Items to rate:** • Support to development of gender equality policies in the country • Support to implementation of the national gender equality policy in the country, including gender responsive budgeting • Awareness raising on international and national normative commitments • Governance and participation in public life • Women's economic empowerment • Elimination of violence against women • Women, peace and security, humanitarian action, and disaster risk reduction
10	Please assess the extent to which UN Women has effectively ADAPTED its programme of work to the changing context in the country.	Rating Scale	To a very large extent / To a large extent / To some extent / To a little extent / Not at all
11	Please provide 1 or 2 examples of where the Office's work has been effectively adapted to the changing context, if at all.	Open Text	

Coordination

12	How effectively has UN Women contributed to STRENGTHENING COORDINATION on gender with the UN system?	Rating Scale	Very ineffective / Somewhat ineffective / Not sure / Somewhat effective / Very effective **Items to rate:** • Mobilisation around the gender agenda through ADVOCACY with the government • Technical support for gender mainstreaming in UN INTERVENTIONS • COHERENCE of UN gender interventions • Conceptualisation and implementation of JOINT UN PROGRAMMES on gender • ACCOUNTABILITY on gender (e.g. with the UNCT-SWAP Gender Equality Scorecard)
13	Please indicate how UN Women's support in coordination can be improved, if at all.	Open Text	

Partnerships

14	Please assess the effectiveness of UN Women's MANAGEMENT OF PARTNERSHIPS with the following actors in order to effectively fulfil its mandate.	Rating Scale	Very ineffective / Somewhat ineffective / Not sure / Somewhat effective / Very effective **Items to rate:** • United Nations system • National government • Sub-national government • Civil society • Donors • International financial institutions
15	Can you give examples of where UN Women's partnerships could be strengthened, if at all?	Open Text	

Efficiency

16	Please indicate the extent to which you agree with the following statements regarding UN Women's efficiency.	Rating Scale	Fully disagree / Disagree / Not sure / Agree / Fully agree **Items to rate:** • The Country Office's management structure supports efficient resource mobilization • There are systems in place to ensure efficient use of resources

			• There are effective systems to manage risks • There are effective systems to support results delivery • The Country Office has sufficient capacity (personnel) to deliver the portfolio • The Country Office has sufficient capability (skills) to deliver the portfolio • UN Women's inputs in the LNOB result group has been effective in strengthening UN coordination on gender • There is a CLEAR SEPARATION of responsibilities regarding the gender agenda between UN agencies • UN Women's work does not duplicate that of other UN agencies • UN Women has effectively fulfilled its coordination role on gender
	What has direct SN funding enabled the Country Office to do, that it couldn't do otherwise?	*Open Text*	
17	*Please use this space to suggest how UN Women can improve its efficiency.*	*Open Text*	
Overall Improvement			
18	*Please use this space to suggest 2-3 ACTIONS for UN Women regarding its approach to achieving gender equality and women's empowerment in the country.*	*Open Text*	
19	*Which initiatives have been the most effective, which UN Women should continue and scale up? Which initiatives have been less effective which UN Women should stop or scale back? Please explain.*	*Open Text*	
20	*Any additional comments to share with the evaluation team?*	*Open Text*	

External Stakeholders Survey: UN Women Ethiopia Country Portfolio Evaluation

Introduction

The UN Women Independent Evaluation Service thanks you for participating in this survey, which is a key component of the Country Portfolio Evaluation of UN Women Ethiopia. The objective of this evaluation is to assess for the implementation period 2021-2025 the results achieved and to document lessons learned for its next Strategic Note.

In this context, the survey seeks to better understand your perspective on UN Women's work in the country. The survey will take between 10-20 minutes to complete; certain questions are optional in the case you are unable to answer.

All data will be treated confidentially without any attribution to your identity. If you have any questions, please contact the independent evaluation team.

Survey Questions

Question No.	Question	Response Type	Response Options
Background			
1	*How long have you been collaborating with UN Women in Ethiopia?*	*Multiple Choice*	• *I have not worked with UN Women in the country* • *Less than one year* • *1-3 years* • *3-5 years* • *More than 5 years*
2	*Please summarize the areas in which you collaborate with UN Women.*	*Open Text*	
3	*Gender identification*	*Multiple Choice*	• *Female* • *Male* • *Other* • *Prefer not to say*
4	*Your organization type*	*Multiple*	• *Civil Society Organization*

		Choice	• Bilateral agency or donor • Government • Media • Academic institution • Private sector / company • Multilateral organization • Other
5	Since 2021, has your organization been a member of the Civil Society Advisory Group established by UN Women?	Multiple Choice	• Yes • No • I don't know
UN Women's Effectiveness			
6	What is UN Women Ethiopia Country Office's comparative advantage, as compared to other agencies and stakeholders also working in the sector?	Open Text	
7	What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia?	Open Text	
8	Please indicate your level of satisfaction with UN Women's work regarding the following assertions?	Rating Scale	Very unsatisfied / Somewhat unsatisfied / Not sure / Somewhat satisfied / Very satisfied **Items to rate:** • ALIGNMENT to the most pressing needs of women and girls in the country • Targeting the CAUSES of gender inequality • IDENTIFICATION of the most marginalized and vulnerable populations in line with the principle of "leave no one behind"
9	Please rate the level of value added by UN Women in the areas listed below.	Rating Scale	Very low / Low / Medium / High / Very high **Items to rate:** • Support to development of gender equality policies in the country • Support to implementation of the national gender equality policy in the country • Awareness raising on international and national normative commitments • Governance and participation in public life • Women's economic empowerment • Elimination of violence against women • Women, peace and security, humanitarian action, and disaster risk reduction
10	Please assess the extent to which UN Women has effectively ADAPTED its programme of work to the changing context in the country.	Rating Scale	To a very large extent / To a large extent / To some extent / To a little extent / Not at all
11	Please provide 1 or 2 examples of where the Office's work has been effectively adapted to the changing context, if at all.	Open Text	
12	Have you used any research, knowledge products or other documents produced by UN Women in your work? If yes, please provide more information on what publication or data you used	Open Text	

	and how.		
13	*Please use this space to suggest 2-3 ACTIONS for UN Women regarding its approach to achieving gender equality and women's empowerment in the country.*	*Open Text*	
UN Women Partnerships			
14	*Are you satisfied with your partnership with UN Women?*	*Rating Scale*	*Very satisfied / Somewhat satisfied / Neither satisfied nor dissatisfied / Somewhat dissatisfied / Very dissatisfied*
15	*Please expand on your satisfaction with your partnership with UN Women.*	*Open Text*	
16	*Please assess the effectiveness of UN Women's MANAGEMENT OF PARTNERSHIPS with the following actors in order to effectively fulfil its mandate.*	*Rating Scale*	*Very ineffective / Somewhat ineffective / Neither effective nor ineffective / Somewhat effective / Very effective* **Items to rate:** • *National Government* • *Sub-national government* • *Civil society* • *International nongovernmental organisations* • *Donors*
17	*How can UN Women strengthen its partnerships?*	*Open Text*	
Capacity Building			
18	*Have you participated in UN Women's training and capacity building activities?*	*Multiple Choice*	• *Yes* • *No*
19	*To what extent do you agree with the following?*	*Rating Scale*	*Fully disagree / Disagree / Not sure / Agree / Fully agree* **Items to rate:** • *Capacity building was relevant to my organization* • *I advanced my knowledge in UN Women's capacity building programmes* • *I successfully applied learnt knowledge and skills after the programme* • *UN Women provided follow up support to facilitate application of knowledge and skills*
20	*Please provide examples of how you successfully applied learnt knowledge and skills after the programme.*	*Open Text*	
21	*Which initiatives have been the most effective, which UN Women should continue and scale up? Which initiatives have been less effective which UN Women should stop or scale back? Please explain.*	*Open Text*	
22	*Please expand on your answer on any of the above aspects.*	*Open Text*	

Survey Questions Alignment with Evaluation Questions Matrix

Evaluation Questions	Related Survey Questions
EFFECTIVENESS	
What contribution is UN Women making towards target outcomes?	**External Stakeholders:** • *Q6: What is UN Women Ethiopia Country Office's comparative advantage?* • *Q7: What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia?*

	• Q9: Please rate the level of value added by UN Women in the areas listed below **Personnel:** • Q7: What is UN Women Ethiopia's comparative advantage? • Q8: What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia? • Q11: Please rate the level of value added by UN Women in the areas listed below
What changes have been observed, and for whom?	**External Stakeholders:** • Q7: What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia? • Q8: Please indicate your level of satisfaction with UN Women's work regarding targeting causes of gender inequality and identification of marginalized populations • Q21: Which initiatives have been the most effective vs. less effective? **Personnel:** • Q8: What has been UN Women's most significant contribution? • Q9: Please indicate your level of satisfaction with UN Women's work regarding targeting causes and marginalized populations • Q21: Which initiatives have been the most effective vs. less effective?
What were the enablers and barriers to achieving target outcomes?	**External Stakeholders:** • Q11: Please provide examples of where the Office's work has been effectively adapted to the changing context • Q13: Please use this space to suggest 2-3 ACTIONS for UN Women • Q17: How can UN Women strengthen its partnerships? **Personnel:** • Q10: What areas require MORE ATTENTION from UN Women? • Q13: Please provide examples of where the Office's work has been effectively adapted • Q17: Can you give examples of where UN Women's partnerships could be strengthened? • Q20: Please use this space to suggest 2-3 ACTIONS for UN Women
How well did UN Women adapt to changing context and humanitarian crises?	**External Stakeholders:** • Q10: Please assess the extent to which UN Women has effectively ADAPTED its programme of work to the changing context • Q11: Please provide examples of effective adaptation **Personnel:** • Q12: Please assess the extent to which UN Women has effectively ADAPTED its programme of work • Q13: Please provide examples of effective adaptation
EFFICIENCY	
To what extent do organizational structures and management processes support the efficient use of resources to achieve results?	**Personnel:** • Q18: Please indicate the extent to which you agree with statements regarding UN Women's efficiency (management structure, resource systems, risk management, results delivery, capacity, capability)
How well did UN Women manage to respond to emerging humanitarian crises?	**External Stakeholders:** • Q9: Please rate the level of value added by UN Women in "Women, peace and security, humanitarian action, and disaster risk reduction" • Q10-11: Assessment of adaptation to changing context **Personnel:** • Q11: Please rate the level of value added in "Women, peace and security, humanitarian action, and disaster risk reduction" • Q12-13: Assessment of adaptation to changing context
How do different funding modalities compare in terms of their efficiency?	**Personnel:** • Q18: Efficiency statements regarding resource mobilization and use • Q19: Please use this space to suggest how UN Women can improve its efficiency
COHERENCE AND RELEVANCE	
What synergies exist between UN Women's portfolio and the work of the UNCT, HCT, government, and CSOs?	**External Stakeholders:** • Q6: What is UN Women's comparative advantage compared to other agencies? • Q16: Please assess the effectiveness of UN Women's management of partnerships with various actors

	Personnel: • Q7: What is UN Women's comparative advantage? • Q16: Please assess the effectiveness of UN Women's management of partnerships with various actors
What is UN Women's contribution to UN system and broader coordination on gender equality and women's empowerment?	External Stakeholders: • Q5: Since 2021, has your organization been a member of the Civil Society Advisory Group established by UN Women? • Q16: Assessment of partnership effectiveness with various actors Personnel: • Q14: How effectively has UN Women contributed to STRENGTHENING COORDINATION on gender with the UN system? • Q15: Please indicate how UN Women's support in coordination can be improved • Q18: Efficiency statements regarding UN coordination role and clear separation of responsibilities
What is the added value of joint programming for GEWE outcomes?	Personnel: • Q14: How effectively has UN Women contributed to "Conceptualisation and implementation of JOINT UN PROGRAMMES on gender" • Q18: Efficiency statements regarding duplication and coordination with other UN agencies
HUMAN RIGHTS AND GENDER EQUALITY	
Do interventions apply gender, human rights and disability inclusion approaches?	External Stakeholders: • Q8: Please indicate your level of satisfaction with UN Women's work regarding "IDENTIFICATION of the most marginalised and vulnerable populations in line with the principle of 'leave no one behind'" • Q8: Satisfaction with "Targeting the CAUSES of gender inequality" Personnel: • Q9: Please indicate your level of satisfaction with UN Women's work regarding identification of marginalized populations and targeting causes of gender inequality
To what extent are LNOB principles and global human rights norms on GEWE addressed?	External Stakeholders: • Q8: Satisfaction with "ALIGNMENT to the most pressing needs of women and girls in the country" and "IDENTIFICATION of the most marginalised and vulnerable populations" • Q9: Please rate value added in "Awareness raising on international and national normative commitments" Personnel: • Q9: Satisfaction with alignment to women's needs and identification of marginalized populations • Q11: Please rate value added in "Awareness raising on international and national normative commitments"
How effectively does UN Women address intersectionality and structural change?	External Stakeholders: • Q8: Satisfaction with "Targeting the CAUSES of gender inequality" • Q7: What has been UN Women's most significant contribution? • Q21: Which initiatives have been most/least effective? Personnel: • Q9: Satisfaction with targeting causes of gender inequality • Q8: What has been UN Women's most significant contribution? • Q21: Which initiatives have been most/least effective?

Cross-Cutting Questions

Survey Aspect	Multiple Evaluation Criteria Addressed	Survey Questions
Partnership Effectiveness	Efficiency, Coherence, Effectiveness	External Stakeholders: Q14-17 Personnel: Q16-17
Capacity Building and Knowledge Products	Effectiveness, Human Rights & Gender Equality	External Stakeholders: Q12, Q18-20 Personnel: Addressed through partnership and coordination questions
Overall Recommendations	All Criteria	External Stakeholders: Q13, Q22 Personnel: Q20, Q22
Value-Added Assessment	Effectiveness, Coherence	External Stakeholders: Q9 Personnel: Q11

Annex 10: Data Management Plan

All data collected through this evaluation is subject to the UN Women Information Security Policy that sets out the basis for UN Women in protecting the confidentiality, integrity and availability of its data to protect these assets against unauthorized usage, access, modification, destruction, disclosure, loss or transfer of data, whether accidental or intentional.

This Data Management Plan outlines the following key aspects of data protection:

- Data collection, storage and security
- Archiving, preservation and curation;

Data collection and storage and security

The evaluation team will be responsible for data collection. The evaluation team comprises the Regional Evaluation Specialist for the East and Southern Africa Regional Office and two independent evaluation consultants. The primary data collection approaches are as follows:

Data Collection approach	Data collection and storage
Interviews and focus group discussions (virtual and face to face)	Virtual meetings will be had over MS teams. Interview notes will be taken and stored using Microsoft Word.
	Temporarily during the data collection phase, interview notes may be stored in business computers of the UN Women Evaluation Specialist and private/business computers of independent evaluation consultants or in a form of written notes. As soon as the data collection is completed and notes are transferred to SharePoint drive, data will be deleted from personal computers and written notes destroyed.
Survey	Microsoft forms will be used to administer the survey.

All primary and secondary data will be stored using UN Women's MS SharePoint/OneDrive accessible by evaluation team members only. Once the evaluation is over, access to SharePoint folders will be revoked to all external evaluation team members. This is protected under overall data protection mechanisms by UN Women IT service. NVivo and Stata will be used for qualitative and quantitative data analysis respectively. Raw data will be quality assured as part of the triangulation and analysis process.

The only personal data collected and used in this evaluation will be: names and last names of the interviewees, their function in the organisation/institution, their email addresses and the affiliated institution. Personal names and last names will not be published in any of the reports and will be known only to the evaluation team members. During data analysis, personal data will be removed from all interview notes and replaced with unique reference numbers. Only the evaluation team leader will maintain access to a document linking unique reference numbers with personal data, which will be destroyed upon completion of the evaluation. In the report, sensitive data will be protected and ensure they cannot be traced to its source. No personal data will be included in the evaluation report.

Archiving, preservation and curation

UN Women's policy is to preserve data for four years, aligned to the four-year Strategic note period. Upon completion of the evaluation, the team leader will create a clean dataset containing files that might be relevant for further use in evaluations and research by UN Women. All data not assigned to the archive will be deleted upon completion of the evaluation. The dataset will be deleted after four years following the completion of the evaluation.

Annex 11: Evaluation Reference Group and Evaluation Management Group members and Terms of Reference

Confirmed External Evaluation Reference Group Members

No.	Institution	Title
1	UN RCO	Data Management and Results Monitoring Officer
2	Government of Norway	Program Advisor for Gender Equity, SRHR, and Governance
3	Government of Canada	
4	UNDP	M&E specialist
5	UNFPA	M&E specialist
6	UNICEF	Gender Programme Specialist
7	MoWSA	

Evaluation Management Group Members

No.	Title
1	Country Representative - OiC
2	Country Deputy Representative
3	Country Operations Manager
4	Monitoring, Evaluation and Reporting Officer
5	National Programme Coordinator - Coordination
6	Programme Analyst - National Planning and Budgeting
7	Programme Analyst EVAW
8	Programme Analyst WEE
9	Programme Officer – WPS
10	Programme Officer WEE
11	Programme Specialist – Leadership

TOR for Evaluation Reference Group and Evaluation Management Group

The United Nations Entity for Gender Equality and Women Empowerment (UN Women) is commissioning the evaluation of its Country Portfolio (2021-25). The final evaluation is expected to:

- Assess the relevance of UN Women contribution to the intervention at national levels and alignment with international agreements and conventions on gender equality and women's empowerment.
- Assess effectiveness, organizational efficiency and coherence in progressing towards the achievement of gender equality and women's empowerment results as defined in the Strategic Note.
- Enable the UN Women Country Office to improve its strategic positioning to better support the achievement of sustained gender equality and women's empowerment.
- Analyse how human rights approach and gender equality principles are integrated in the design and implementation of the Strategic Note.
- Identify and validate lessons learned, good practices and examples of innovation that can be scaled up and replicated to support gender equality and human rights.
- Provide insights into the extent to which the UN Women has realized synergies between its three mandates (normative, UN system coordination and operations).
- Provide actionable recommendations with respect to the development of the next Strategic Note.

The management structure of this evaluation will be composed of the following:

- An **Evaluation Reference Group and Evaluation Management Group** that will facilitate participation of stakeholders, partners from the civil society and governments.

Evaluation Reference Group

The Evaluation Reference Group is an integral part of the Country Portfolio Evaluation management structure and is constituted to facilitate the participation of relevant stakeholders in the design, implementation and dissemination of the Country Portfolio Evaluation.

The Evaluation Management Group will include the Country Representative, UN Women Regional Director/Deputy Director, UN Women programme leads and Country Office evaluation focal person. The Country Representative will be responsible for issuing a management response to the final CPE recommendations within six weeks of approval of the final evaluation synthesis report.

The external Evaluation Reference Group includes the following members: national government partners, civil society representatives, development partners/donors, representatives of the UN Country team.

The Evaluation Reference Groups play a critical role in ensuring a quality evaluation that is delivered transparently. The inputs of Evaluation Reference Group members are expected to strengthen the quality, usefulness and credibility of the evaluation process. An active Evaluation Reference Group is key to ensure the proper validation of evaluation findings and that the voices of key partners in the programme's implementation are considered during the evaluation process and reflected in the final evaluation report.

More specifically, Evaluation Reference Group members will be expected to:

- *Participate in the two meetings of the Evaluation Reference Group:*
    - i)   *To discuss and validate the inception report,*
    - ii)   *To validate the final report.*
- *Facilitate access to information by the evaluation team,*
- *Provide feedback to the evaluation inception report and interim finding to improve their relevance and quality,*
- *Review the draft and final report and provide feedback to ensure quality and completeness, and*
- *Disseminate and promote the use of the final report.*

The indicative timeline is as follows:

June 2025	*Participate in a presentation of the inception report, and provide feedback on the proposed approach*
July 2025	*Participate in interviews with the evaluation team*
September 2025	*Participate in a workshop presenting report findings and provide written comments on the final report*

Annex 12: Terms of Reference

The evaluation terms of reference can be accessed here.

Annex 13: Country Context

Country context

The Federal Democratic Republic of Ethiopia (FDRE) is the second most populous country on the continent after Nigeria, and the 14th most populous in the world, with an estimated population of 110 million.[47] Ethiopia's diverse topography including highlands, plateaus, and lowlands results in significant variations in temperature and rainfall. These climatic differences influence agricultural practices and livelihoods, with the cooler, wetter highlands being well-suited for farming, while the hotter, drier lowlands are more susceptible to climatic shocks, particularly affecting pastoralist communities. This diversity necessitates region-specific development and humanitarian approaches to effectively address local needs.[48]

Ethiopia scores 0.886 on the Gender Development Index, one of the lowest in the world, and its gender equality performance is ranked 180th out of 193 countries and territories on the SDG Gender Index, among the lowest in Sub-Saharan Africa. [49] Although there have been improvements in women's status and conditions, including increased participation in national level politics, improvements in access to education and health services, and an overall decrease in harmful traditional practices, wide gaps in these and other areas remain.[50]

Women's Political Empowerment

In Ethiopia, the introduction of a voluntary party quota by the ruling Ethiopian People's Revolutionary Democratic Front (EPRDF) in 2004 significantly enhanced women's representation in the House of Peoples' Representatives (HoPR). This policy led to an increase in female parliamentary seats from 8% in 2005 to 27.8% in 2010, and further to 38.8% in 2015. In the 2021 elections, women secured 195 out of 470 seats, accounting for approximately 41% of the HoPR.[51]

According to the World Economic Forum's Global Gender Gap Reports, the percentage of women holding ministerial positions in Ethiopia has fluctuated over recent years. In 2021, women held 40% of ministerial positions in Ethiopia[52], though this decreased to 36.4% in 2024.[53] These fluctuations highlight both progress and challenges in ensuring sustained gender parity in Ethiopia's political leadership. While the country has made notable strides in increasing women's representation, maintaining and advancing these gains remains an ongoing effort.

The table below sets out key political gender statistics:

Indicator	Figure
Lower/single house (%women)	41.9%
Lower/single house (number of women)	202
Upper house/Senate (%women)	29.7%
Upper house/Senate (number of women)	43

Source: Women in politics: 2025 (UN Women)

Women's Economic Empowerment

In Ethiopia, gender wage disparities remain a significant issue despite progress in women's labor force participation. A 2023 study by the Ethiopian Economics Association found that the average wage for men is 32.8% higher than for women. Of this gap, 16.1% can be explained by factors such as age, education, and training, while 24.5% remains unexplained, suggesting potential gender discrimination in wage-setting.[54] Additionally,

---

[47] United Nations Ethiopia & Government of Ethiopia. (2020). United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020–2025. Retrieved from ETHIOPIA UNSDCF 2020 2025 SIGNED_1.pdf

[48] Ibid

[49] United Nations Ethiopia. United Nations in Ethiopia. Retrieved from https://ethiopia.un.org/en

[50] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[51] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-

01/ethiopia_country_gender_profile-web.pdf

[52] **World Economic Forum.** Global Gender Gap Report 2021. Geneva: World Economic Forum, 2021. https://www.weforum.org/publications/global-gender-gap-report-2021/.

[53] **World Economic Forum.** Global Gender Gap Report 2024. Geneva: World Economic Forum, 2021. https://www.weforum.org/publications/global-gender-gap-report-2024/.

[54] Tesfaw, Z., & Mehare, A. (2023). Female labor force participation and wage gap in urban Ethiopia (Policy Working Paper No. 17/2023). Ethiopian Economics

women in Ethiopia tend to work fewer hours for pay and have limited access to higher-paying positions due to occupational segregation and structural barriers. These findings highlight the ongoing challenges in achieving gender pay equity and the need for targeted policies to promote equal opportunities in the labor market.[55]

According to the World Economic Forum's Global Gender Gap Report, Ethiopia's gender gap index has shown notable progress over recent years. The index improved from 0.71 in 2020 and by 2024, Ethiopia's index stands at 0.709, with a ranking of 79th out of 146 countries. This reflects continued efforts towards gender parity.[56]

The Gender Parity Index (GPI) in Ethiopia's education sector has experienced fluctuations. Notably, the GPI for secondary education decreased from 1.01 in the 2018/19 academic year to 0.87 in 2022/23, indicating a widening gender gap at this level. This suggests that while primary education has seen improvements in gender parity, secondary education still faces significant challenges in achieving gender equality.[57]

Women's disproportionate share of care responsibilities and domestic work reinforces their low participation in the labour market and limits their economic empowerment. In Ethiopia, women spend 22 per cent of their day on unpaid domestic and care work while men spend 8.7 per cent of their day highlighting a significant gender gap.[58]

Legal frameworks governing workplace rights in the region continue to reflect significant gender discrimination, either through explicit legal barriers or the absence of laws ensuring equality.[59] In Ethiopia, Labour Proclamation No. 1156/2019 restricts women's employment in tasks deemed hazardous or detrimental to their health. It mandates that women shall not be employed in work classified by the Ministry of Labour and Social Affairs as particularly dangerous or harmful. Article 30(3) specifically outlines prohibited tasks, including restrictions on pregnant women, who are barred from working between 10:00 p.m. and 6:00 a.m. or taking on overtime assignments.[60] While these regulations aim to protect women, they may also limit employment opportunities and contribute to occupational segregation.

The table below sets out some key economic statistics:

Indicator	Figure
Time required to start a business, female (days) (2019)	32
Start-up procedures to register a business, female (number) (2019)	11
Unemployment with advanced education, female (% of female labor force with advanced education) (2021)	16%
Unemployment, female (% of female labor force) (modeled ILO estimate) (2023)	5%
Labor force, female (% of total labor force) (2023)	43%

Source: World Bank Ethiopia | Data

Women, peace and security, humanitarian action, and disaster risk reduction.

Ethiopia is one of the countries the ESA region that joined the Women, Peace and Security, Focal Points Network that was launched in 2016 to assist UN Member States and regional organisations, in close collaboration with civil society, to improve and strengthen the implementation of the WPS agenda.[61]

As of January early 2025, Ethiopia continues to grapple with complex humanitarian challenges stemming from internal conflicts, natural disasters, and health crises. The humanitarian situation remains dire, with multiple overlapping crises, including conflicts, natural hazards,

Association. https://eea-et.org/course/policy-working-paper-17-2023-female-labor-force-participation-and-wage-gap-in-urban-ethiopia-zinabu-tesfaw-and-abule-mehare/

[55] Ibid

[56] World Economic Forum. (2024). Global Gender Gap Report 2024: Digest. Retrieved from https://www.weforum.org/publications/global-gender-gap-report-2024/digest/

[57] Tenkolu, A. T., & Alemayehu, A. M. (2025). Early marriage and school dropout among female children in Ethiopia: Evidence from the 2016 EDHS. Discover Global Society, 3(1), 100160. https://doi.org/10.1016/j.diglsoc.2025.100160

[58] UN Women. (2024, January). Ethiopia Country Gender Equality

Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[59] Ibid

[60] HG.org. (n.d.). Rights and obligations of employees and employers as per the labor law of Ethiopia. https://www.hg.org/legal-articles/rights-and-obligations-of-employees-and-employers-as-per-the-labor-law-of-ethiopia-23972

[61] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

and epidemic outbreaks. In Ethiopia, an estimated 19 million people that live in areas at risk of drought. Extreme droughts lead to failure of livestock production, water shortages and prolonged periods of food insecurity. As a result, people, livelihoods and food systems are left vulnerable as local coping strategies often break down, ultimately deteriorating the resilience of households.[62] As a result, the 2025 Global Humanitarian Overview indicated a placeholder financial requirement of US$2 billion for humanitarian response in 2025.[63]

In January, the Awash Fentale area in the Afar region experienced over 20 earthquakes, one reaching a magnitude of 5.8, causing displacement and infrastructure damage.[64]

Meanwhile, political instability persists: in March, internal tensions within the Tigray People's Liberation Front (TPLF) heightened conflict risks in the Tigray region, while political violence surged in Amhara as Fano militias launched new operations, compounding the humanitarian crisis.[65]

The pause in U.S. foreign assistance to Ethiopia, which affected nearly all USAID programming from January 24, 2025, has had profound humanitarian and development consequences. The suspension disrupted life-saving interventions, including the halting of food aid to conflict-affected areas such as Tigray, leaving millions without assistance. Health services were also severely affected; over 500,000 people were placed at risk of losing access to antiretroviral therapy across approximately 1,400 facilities [66]. The pause further jeopardized nutritional support for over one million malnourished children in Nigeria and Ethiopia [67]. Operationally, the freeze led to the furlough of thousands of staff and the suspension of third-party monitoring

systems, undermining programme oversight and delivery.[68] The Ethiopian government introduced new tax measures to help fill the financial gap left by the halted $1.8 billion in U.S. aid, underscoring the scale of the shortfall and its national repercussions.[69]

Ending Violence Against Women and Girls

The Government of Ethiopia (GoE) has enacted laws and made national commitments to address systemic gender issues, including the 2020-2024 national costed plan to end child marriage and Female Genital Mutilation (FGM).[70] Legislative reforms, combined with community-driven efforts, have contributed to a steady decline in FGM prevalence. Intensified community discussions involving men, women, and adolescents have played a key role in shifting societal attitudes.[71] As a result, the percentage of women affected by FGM has decreased from 79.9% in 2000 to 74.3% in 2005 and further to 65% in 2016.[72] These efforts continue to drive progress toward the elimination of harmful practices in Ethiopia.[73]

However, discriminatory social norms are so pervasive that women internalize them and often align them with their beliefs and behaviors. In Ethiopia, 63 per cent of women aged 15-49 years believe that a husband/partner is justified in hitting or beating his wife/partner for any of the following five reasons: argues with him; refuses to have sex; burns the food; goes out without telling him; or when she neglects the children.[74]

The government has pledged to end child marriage by 2025, but progress has been slow. Though FGM is less common today, it is still a serious problem. The main causes of Gender-Based Violence (GBV) and harmful traditional practices in Ethiopia are social, cultural, and

[62] European Civil Protection and Humanitarian Aid Operations (ECHO). (2024, December 18). Ethiopia – Factsheet. Retrieved from https://civil-protection-humanitarian-aid.ec.europa.eu/where/africa/ethiopia_en

[63] Ethiopia Priority Humanitarian Response and Critical Funding Gaps (February - April 2025) | OCHA

[64] ReliefWeb. (2025, January). Ethiopia: Earthquakes – Jan 2025. Retrieved from ReliefWeb factsheet

[65] OCHA. (2025, March 27). Ethiopia: Humanitarian Update, 27 March 2025. United Nations Office for the Coordination of Humanitarian Affairs.

[66] UNAIDS. (2025, February 5). PEPFAR pause puts HIV treatment at risk for more than half a million people in Ethiopia. Retrieved from https://www.unaids.org/en/pepfar-impact-ethiopia

[67] Reuters. (2025, March 21). One million malnourished children in Nigeria and Ethiopia risk losing aid, UNICEF says. Retrieved from https://www.reuters.com/business/healthcare-pharmaceuticals/one-million-malnourished-children-nigeria-ethiopia-risk-losing-aid-unicef-says-2025-03-21/

[68] Oversight of USAID-Funded Humanitarian Assistance Programming Impacted by Staffing Reductions and Pause on

Foreign Assistance February 10, 2025, office of inspector general, USAID.

[69] AP News. (2025, February 6). Ethiopia introduces new tax to fill gap after US pauses nearly all aid. Retrieved from https://apnews.com/article/ethiopia-usaid-new-tax-0ca2100df356ed7ca4f3ffe4f6a82442

[70] National Costed Roadmap to end child marriage and FGM/C in Ethiopia | UNICEF Ethiopia

[71] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[72] Ethiopia - Demographic and Health Survey 2016

[73] UNFPA and UNICEF call for a renewed commitment to end female genital mutilation in Ethiopia

[74] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

religious norms.[75]

The table below sets out key statistics on ending violence against women:

Indicator	Figure
Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of ever-partnered women ages 15-49) (2018)	27

Source: World Bank Ethiopia | Data

National policy context

The Government of Ethiopia (GoE) is a signatory to several international conventions and protocols that promote gender equality and equity including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); the Beijing Platform for Action; the Maputo protocol (the African charter on human and peoples' rights on the rights of women in Africa). [76] Ethiopia has recognized the transformative potential of the agenda to eradicate poverty, reduce inequality and build a sustainable future for all. It has proactively integrated and aligned the SDGs with the Ten-year Development Plan (2021 - 2030)[77] to ensure that the goals are mainstreamed across all sectors of the economy.[78]

The Government has demonstrated a longstanding policy commitment to gender equality, anchored in a series of national frameworks and development strategies. The foundational National Policy on Ethiopian Women (NPEW), adopted in 1993, aimed to institutionalize women's equality by ensuring their participation in political, economic, and social spheres, and by creating enabling structures within government to advance women's rights. [79] A comprehensive national review

conducted between 2019 and 2021 highlighted the policy's contributions to gains in areas such as access to education, land ownership, employment, and legal rights, while also identifying the need for modernization, particularly to reflect evolving gender norms and the intersectional needs of Ethiopian women.[80] The policy is currently under revision.

*Ethiopia's broader development strategies have also progressively integrated gender equality objectives. The **Ten-Year Perspective Development Plan (2021–2030)**— the country's primary long-term strategic framework— explicitly mainstreams gender across priority areas including education, leadership, land rights, infrastructure, and health. It articulates a vision for inclusive prosperity that recognizes the need to address structural barriers to women's participation and empowerment.[81]*

*Earlier efforts, notably the **Growth and Transformation Plans I and II (2010–2020)**, introduced gender-responsive components aimed at closing gaps in girls' education, increasing women's access to economic opportunities, and enhancing institutional mechanisms for gender mainstreaming. [82] These foundational efforts laid the groundwork for the current integration of gender equality into Ethiopia's long-term national planning frameworks.*

*In addition to these overarching policies and plans, the government has also issued more recent guidance to support implementation, such as the **Gender Equality and Social Inclusion (GESI) Mainstreaming Guidelines**. These guidelines aim to institutionalize gender and social inclusion considerations across sectors and are aligned with the priorities of the 2021–2030 development plan.[83]*

Ethiopia has also made notable strides in implementing Gender Responsive Budgeting (GRB) to promote gender equality and women's empowerment. In 2016, the

---

[75] *UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf*

[76] *UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf*

[77] *Ethiopia: Ten years development plan 2021-2030 by the Planning and Development Commission of the Federal Democratic Republic of Ethiopia (2020) | Capacity4dev*

[78] *UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf*

[79] *National Policy on Ethiopian Women (1993): https://www.abyssinialaw.com/online-resources/policies-and-*

strategies/national-policy-on-ethiopian-women/download

[80] *Includovate (for CARE Ethiopia and MoWCY). (2021, June 10). Consolidated Report: Review of the National Policy on Ethiopian Women. Submitted to CARE Ethiopia.*

[81] *Ethiopia 10-Year Development Plan (2021–2030): https://www.dpgethiopia.org/resources/the-10-year-development-plan/*

[82] *Government of Ethiopia & National Planning Commission. (2016). Growth and Transformation Plan II (2016–2020). Addis Ababa. Retrieved from Growth and Transformation Plan II | United Nations in Ethiopia*

[83] *GESI Mainstreaming Guidelines (2025) as referenced in DPG Ethiopia materials: https://www.dpgethiopia.org/resources/the-10-year-development-plan/*

government adopted Finance Proclamation No. 970/2016, mandating the integration of gender perspectives into budget preparation across sectors to enhance women's participation and benefits.[84] Building on this foundation, the Ministry of Finance (MoF), with support from UN Women, developed and endorsed a Gender Equality Strategy in 2023 which demonstrates commitment, ensuring leadership towards the priorities of women and girls through coordination among MoF departments for enhanced gender-responsive planning and budgeting.[85]

Institutional Gender Machinery

Ethiopia has demonstrated its commitment to gender equality by signing and ratifying key international frameworks such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, and the Maputo Protocol.[86] Nationally, the country has enacted several gender-focused laws and policies, including the Constitution, the National Policy on Women, and the Education Sector Development Program V.[87] The Ministry of Women and Social Affairs (MoWSA) leads the coordination of gender equality efforts, supported by Gender Directorates established within all line ministries. These directorates are accountable both to their respective ministries and to MoWSA.[88] At the federal level, MoWSA is responsible for implementing gender mainstreaming policies and programs, and for overseeing the National Action Plan on Gender Equality (2006–2010), which advances Ethiopia's commitments to the Beijing Platform and promotes women's rights and empowerment.[89]

Ethiopia's gender equality agenda is implemented through a structured institutional machinery led by the **Ministry of Women and Social Affairs (MoWSA)**, established in October 2021 following a federal cabinet restructuring[90]. MoWSA inherited the gender equality mandate from the former Ministry of Women, Children and Youth (MOWCY), while also expanding its remit to cover social protection, disability inclusion, and support to vulnerable populations.[91] MoWSA is mandated to coordinate gender mainstreaming across all sectors, develop gender policies, promote women's leadership and participation, and oversee affirmative action measures. It houses dedicated directorates for gender equality and social inclusion and chairs a **Gender Sector Working Group**, which brings together gender focal persons from federal ministries and agencies.[92]

At sub-national levels, each of Ethiopia's regional states and city administrations maintains a **Bureau of Women and Social Affairs**, which adapts federal directives to local contexts. These bureaus are replicated at **zonal** and **woreda (district)** levels through "gender desks" or local offices responsible for service delivery, coordination, and community outreach[q]. For instance, regions such as Amhara and Oromia have established multi-functional directorates addressing gender, children's rights, and social protection within their bureaus.[93]

Capacity challenges remain acute, particularly at regional and woreda levels. These include insufficient staffing, limited financial resources, inadequate monitoring tools, and weak inter-sectoral coordination.[94] Frequent reorganizations and high staff turnover within MoWSA and regional bureaus have also affected institutional continuity and undermined long-term planning efforts.[95] Local-level offices often struggle with high staff turnover, limited funding, and insufficient institutional presence, constraining their ability to execute core tasks such as data collection, grievance

[84] Federal Democratic Republic of Ethiopia. (2020). Review and appraisal of the implementation of the Beijing Declaration and Platform for Action (1995). UN Women. https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/65/MS%20Inputs%20Review%20Theme/Ethiopia.pdf

[85] United Nations Ethiopia. (2023, November 30). Ministry of Finance and UN Women join forces to accelerate gender equality agenda. https://ethiopia.un.org/en/265722-ministry-finance-and-un-women-join-forces-accelerate-gender-equality-agenda

[86] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[87] Ibid

[88] Ibid

[89] Ibid

[90] Reuters. (2021). Ethiopia reshuffles ministries, creates Ministry of Women and Social Affairs. Reuters Article

[91] MoWSA. (2023). Mandate and Organizational Structure. MoWSA Website

[92] Development Partners Group Ethiopia. (n.d.). Gender and inclusion. https://www.dpgethiopia.org/what-we-do/thematic-area-working-groups/human-development/gender-inclusion/

[93] Mid-term Evaluation Report of the UN Women Programme on Increased Participation and Representation of Women in Leadership in Ethiopia. 2019.

[94] African Development Bank. (2024). Gender Equality Country Profile – Ethiopia. https://www.afdb.org/en/documents/ethiopia-country-gender-equality-profile-2024

[95] OPM. Building Resilience in Ethiopia – Technical Assistance (BRE-TA): Final Evaluation and Annexes. Published June 2024. https://www.opml.co.uk/sites/default/files/2024-05/bre-final-report-annexes.pdf?utm_source=chatgpt.com

redress, and community outreach. [96] Moreover, stakeholders have expressed concern that the broader social affairs mandate of MoWSA could dilute the focus on gender-specific priorities unless carefully balanced.[97]

Women's movements

In 2019, the Government of Ethiopia (GoE) took significant steps to address systemic gender issues by enacting key legislative reforms. Among these was the 2019 Proclamation for Civil Society Organisations (CSOs), which marked a pivotal shift in policy by allowing CSOs receiving foreign funding to engage in rights-based advocacy, including women's rights. This reform represented a notable departure from previous restrictions, enabling greater civil society participation in advancing gender equality and empowering women.[98]

In parallel, Ethiopia hosts a robust civil society ecosystem, notably the Network of Ethiopian Women's Associations (NEWA). Founded in 2003, NEWA comprises over 40 women-led and women-focused organizations, playing a critical role in advocacy, legal literacy, and capacity building across all regions.[99]

Several Ethiopian women's organizations have been important in increasing awareness and fighting for women's rights. The Ethiopian Women with Disability National Association (EWDNA) [100] works toward equal rights and ending social discrimination against women with disabilities. EWDNA serves women with disabilities of all kinds. EWDNA's work includes the "provision of services in rehabilitation, education and skills training; the promotion of mobility and accessibility, reproductive health and HIV/AIDS education/support" and the comprehensive participation of persons with disabilities on all levels.[101]

Setaweet is a feminist movement based in Addis Ababa, formed in 2014. It is a grassroots movement that seeks to create and espouse a uniquely Ethiopian form of feminism. Setaweet runs gender workshops in secondary schools, [102] provides a gender-based violence call center for women who have experienced abuse, runs a women's scholar program and presents exhibitions to raise awareness about issues like sexual violence against women.[103]

Socio-economic context

This section provides an overview of the socio-economic context, in terms of health and education and economic equality.

Health and education

Evidence from Ethiopia indicates a significant correlation between early marriage and school dropout rates among girls, particularly at the secondary education level. A study analyzing data from the 2016 Ethiopian Demographic and Health Survey (EDHS) found that 62.9% of girls experienced early marriage (marriage before the age of 18), while 75.4% had dropped out of school. The study revealed that girls who married early were 1.39 times more likely to drop out of school compared to their unmarried peers.[104] Additionally, the likelihood of early marriage and school dropout was higher among girls from rural areas and those in the lowest wealth quintile.[105]

The study also focused on teenage pregnancy, a common consequence of early marriage, and showed that 10.3% of teenage girls in Ethiopia had given birth, with higher prevalence in regions such as Afar (20.68%), Gambela (15.57%), and Somali (15.36%). Notably, 64.38% of these teenage mothers resided in rural areas, and a significant portion had limited or no formal education.[106]
In Ethiopia, there is no specific legislative framework guaranteeing the right of pregnant or parenting girls to continue their education. While many African countries have introduced legal reforms to explicitly protect

[96] Concluding observations on the eighth periodic report of Ethiopia (2019), UN Committee on the Elimination of Discrimination against Women.

[97] African Feminist Macroeconomic Academy (AFMA). (2022). Policy Brief on Gender and Institutional Reforms in Ethiopia.

[98] Center for the Advancement of Rights and Democracy (CARD). (n.d.). CSO Proclamation. Center for the Enforcement of Civil and Economic Rights (CECOE). https://cecoe.org/document-tag/proclamation/

[99] NEWA. (2024). About Us. NEWA Website

[100] Womankind Worldwide. (n.d.). Ethiopian Women with Disabilities National Association (EWDNA). https://www.womankind.org.uk/partners/ethiopian-women-with-disabilities-national-association-ewdna/

[101] The Borgen Project. (2021, October 4). Women's rights in Ethiopia. https://borgenproject.org/womens-rights-in-ethiopia/

[102] Setaweet. (n.d.). Gendershops. http://setaweet.com/gendershops/

[103] The Borgen Project. (2021, October 4). Women's rights in Ethiopia. https://borgenproject.org/womens-rights-in-ethiopia/

[104] Hassen, H. M., & Hassen, K. M. (2024). Determinants of women's empowerment in Ethiopia: Evidence from the 2016 Demographic and Health Survey. **Heliyon, 10**(7), e108036. https://doi.org/10.1016/j.heliyon.2024.e108036

[105] Ibid

[106] Ayalew, T. W., Mariam, D. H., Tadesse, E., Alemayehu, W., & Astatkie, A. (2023). Disparities in health care utilization by insurance status in Ethiopia, 2016: A cross-sectional study. **PLOS Global Public Health, 3**(7), e0002087. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10409268/

adolescent girls' right to stay in school during pregnancy and motherhood, Ethiopia remains among the nations without such provisions.[107]

The table below sets out some key health and education statistics.

Indicator	Figure
Health	
Contraceptive prevalence, any method (% of married women ages 15-49) (2020).	38
Maternal mortality ratio – per 100,000 live births (2020)	267
Life expectancy at birth (Female) (2022)	69
Prevalence of HIV, female (% ages 15-24) (2022)	0.3
Education	
Literacy rate, youth female (% of females ages 15-49) (2019)	70
Primary completion rate, female (% of relevant age group) (2023)	56

Source: https://data.worldbank.org/country/ethiopia?view=chart

Main Marginalized and vulnerable groups

Ethiopia has made significant strides, women still experience a disproportionate amount of poverty, which is often linked to other intersectional social and economic factors, including.

- **Women living with HIV/AIDS**: In Ethiopia, while significant progress has been made in addressing HIV/AIDS prevention and treatment, the country has not yet codified specific legislation prohibiting discrimination based on HIV/AIDS status. This gap means that, despite efforts to address the epidemic, individuals living with HIV/AIDS may still face legal challenges regarding inclusion and non-discrimination. Ethiopia, along with several other countries in the region, has yet to fully integrate protections for people living with HIV/AIDS into its

legal framework, leaving room for improvement in safeguarding their rights.[108]

- **Women with disabilities:** a 2021 study by the Ethiopia Central Statistics Agency (CSA) found that there are approximately 7.7m persons with disabilities in Ethiopia, which accounts for 9.24 per cent of the total population. Out of these, an estimated 437,582 are economically active, with 397,926 employed and 39,655 unemployed. As of 2021, the estimated number of economically active persons with disability is 437,582, of which 397,926 are employed and 39,655 are unemployed. Females with disabilities are more unemployed compared with males in all places of residence.[109]

- **Internally displaced women:** Internally displaced women in Ethiopia face heightened vulnerability. Displacement—driven by conflict, drought, and intercommunal violence—often severs social networks and limits access to livelihoods, healthcare, and protection services. Women and girls are at increased risk of gender-based violence, including sexual exploitation and abuse, particularly in overcrowded or poorly monitored IDP sites. Displacement also restricts access to sexual and reproductive health services and undermines women's participation in decision-making processes related to humanitarian response and recovery efforts.[110]

UN Country System

Ethiopia is a founding member of the United Nations. The UN System in Ethiopia is one of the largest in the world and covers both development and humanitarian assistance. The UN Country Team (UNCT) in Ethiopia is composed of representatives of 28 UN funds and programmes and specialized agencies .Some of the UN agencies in the UNCT have regional mandate or act as liaison offices to the UN Economic Commission in Africa and the African Union. The UN works through a harmonized assistance framework to support Ethiopia to deliver the Sustainable Development Goals (SDGs) and

---

[107] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[108] UN Women. (2024, January). Ethiopia Country Gender Equality Profile. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

[109] Central Statistical Agency (CSA) & International Labour Organization (ILO). (2021). 2021 Labour Force and Migration

Survey: Key findings report. https://www.scribd.com/document/579853796/Final-2021-Labour-Force-and-Migration-Survey-Key-Finding-Report-17aug2021

[110] International Organization for Migration (IOM). (2024). Ethiopia: Protection Snapshot, July–August 2024. Displacement Tracking Matrix (DTM). https://dtm.iom.int/sites/g/files/tmzbdl1461/files/reports/DTM%20Ethiopia_Protection%20Snapshot_July%20-%20Aug%202024%20%282%29.pdf

national development priorities. The UN in Ethiopia is also in the process of developing the United Nations.[111]

Ethiopia is host to the African Union and is an active member of the Inter-Governmental Authority on Development (IGAD).[112]

United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020–2025

The UNSDCF is the strategic partnership framework between the Government of Ethiopia and the United Nations (UN) to support the country's development priorities in alignment with the 2030 Agenda for Sustainable Development and Ethiopia's national plans, such as the Ten-Year Development Plan (2021–2020, extended to 2023).[113]

The UNSDCF focuses on key areas such as:

- **Inclusive and Sustainable Growth**: Promoting economic diversification, poverty reduction, and enhancing Ethiopia's resilience to climate change.
- **Human Capital Development**: Improving access to quality education, health, and social protection services, with a focus on marginalized and vulnerable populations, including women and youth.
- **Good Governance and Rule of Law**: Strengthening democratic governance, institutional capacities, and human rights protections to ensure inclusive and transparent decision-making.
- **Environmental Sustainability**: Advancing Ethiopia's Climate-Resilient Green Economy strategy and integrating environmental sustainability into development policies.

- **Gender Equality and Social Inclusion**: Ensuring the empowerment of women, youth, and marginalized groups, with a focus on equality and social inclusion.

Ethiopia Common Country Analysis (CCA)

The Ethiopia Common Country Analysis (CCA), updated in 2020, serves as a foundational assessment conducted by the United Nations Country Team (UNCT) to inform the United Nations Sustainable Development Cooperation Framework (UNSDCF) for 2020–2025. [114] The analysis provides a comprehensive overview of Ethiopia's development landscape, identifying key challenges and opportunities across multiple sectors. It highlights economic growth and poverty reduction, noting Ethiopia's significant progress in these areas while emphasizing persistent urban-rural disparities. The social development section examines improvements in education and healthcare, while also addressing ongoing concerns such as youth unemployment and gender inequality. The CCA also underscores the need for stronger governance and human rights protections to promote inclusive development. Additionally, environmental sustainability is a critical focus, with the report warning about the risks posed by climate change and environmental degradation. By addressing these areas, the CCA provides a strategic framework for aligning UN interventions with Ethiopia's national priorities and the Sustainable Development Goals (SDGs).[115]

---

[111] United Nations Ethiopia. https://ethiopia.un.org/en
[112] United Nations Ethiopia & Government of Ethiopia. (2020). United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020–2025. Retrieved from ETHIOPIA UNSDCF 2020 2025 SIGNED_1.pdf
[113] Ibid

[114] United Nations Ethiopia. (2020, September 21). Common Country Analysis: Ethiopia (Updated). Retrieved from https://minio.dev.devqube.io/uninfo-production-main/176efa8e-a381-46dd-bd8f-cc9c05f65943_ETHIOPIA_CCA_-_updated_-_21Sep20.pdf
[115] Ibid

UN WOMEN IS THE UN ORGANIZATION DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

UN WOMEN