UN Women Ethiopia

Country Portfolio Evaluation

Draft Report

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CONTENTS

ACRONYMS

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSO	Civil society organisation
ECO	Ethiopia Country Office
EDHS	Ethiopia Demographic and Health Survey
ERG	Evaluation Reference Group
EVAWG	Elimination of Violence Against Women and Girls
FAG	Federal Attorney General
FDRE	Federal Democratic Republic of Ethiopia
FGM	Female Genital Mutilation
M&E	Monitoring and Evaluation
PRVAWG	Preventing and Responding to Violence against Women and Girls
ToT	Training of Trainers
VAWG	Violence against Women and Girls

1 EXECUTIVE SUMMARY

BACKGROUND AND OBJECTIVES OF THE COUNTRY PORTFOLIO EVALUATION

The UN Women Ethiopia Country Office (ECO) has been in operation since 2012 and is responsible for delivering normative, operational and coordination work in support of gender equality and women's empowerment. The 2017-2020 Strategic Note outlines ECO aims and approaches in supporting Ethiopia's efforts to fulfill its commitments to advancing gender equality and empowering women and girls, including their enjoyment of human rights. The 2017-2020 Strategic Note focused primarily on:

> 1) women's leadership and political participation;
>
> 2) women's economic empowerment;
>
> 3) the elimination of violence against women and girls; and
>
> 4) accountability to gender commitments.

The SN was implemented through financial and technical support to national and regional government and civil society organizations (CSOs), including through joint programs and collaboration with academia, the media, faith-based organizations, United Nations agencies, and other stakeholders.

The Country Program Evaluation (CPE) assessed UN Women's contributions to development results with respect to gender equality. The <u>objectives</u> of the CPE were to:

1. Assess the relevance and coherence of UN Women's contributions
2. Assess ECO's effectiveness and efficiency
3. Assess the sustainability of the results
4. Analyse integration of human rights and gender equality principles
5. Assess the extent to which there have been synergies between UN Women's three mandates
6. Provide actionable recommendations with respect to the development of the next UN Women CO Strategic Note

The evaluation used a desk-based document review and in-depth interviews that were conducted virtually (due to the global pandemic) with 38 stakeholders, including government officials at national and regional levels, CSOs and INGOs, representatives of program participants, UN Women staff, UN agency staff, and development partners.

FINDINGS

Findings on Relevance

1. The UN Women ECO Strategic Note and portfolio aligned with the Government of Ethiopia's (GoE) gender related policies, including the national development plan and its GEWE policy implementation efforts. The SN was also highly relevant to strengthening implementation of international human rights commitments and principles in Ethiopia, including CEDAW, the Beijing Declaration, the African Charter for Human and Peoples' Rights, and Agenda 2030.

2. The SN's thematic focus areas were appropriate and responsive to the issues contributing to gender inequality in the country, and the portfolio was aligned with some of Ethiopian women's and girls' most important priorities and needs. The resource and capacity limitations of UN Women and its partners, along with other legal, social, and cultural constraints, impacted on the SN's scope of work. Some important issues and some thematic areas, such as Women, Peace and Security, were not covered in the SN and should be considered going forward.

3. The SN addressed the needs and priorities of some highly vulnerable and marginalized women and girls, including those who were internally displaced and survivors of sexual and gender-based violence. There is also evidence of UN Women's role in championing the priorities and responding to the needs of vulnerable and marginalized women and girls, however, stakeholders indicated that the portfolio would benefit from strengthening intersectional approaches and applying an explicit conflict sensitivity lens to approaches, including discourse with partners on policy, through coordination, in programming, and in tracking resources and outcomes.

4. There is a need for greater support to and advocacy on issues documented in the CEDAW Concluding Observations, and Women, Peace and Security. Based on high levels of persistent conflict and humanitarian crises in Ethiopia, stakeholders considered ECO's contributions to activities related to Women, Peace and Security (WPS) highly relevant, and there is demand for more focused engagement and investment. Some evaluation participants raised concerns that expanding the thematic focus to include WPS could compromise the quality of ECO's existing portfolio and over-extend resources.

5. Despite external challenges and an unprecedented period of change in the country context, the SN remained relevant in Ethiopia, and ECO responded well to the shifting conditions and capacities, including political transition, conflict and insecurity, and the global pandemic.

Findings on Coherence

6. UN Women's exclusive, resolute focus on gender equality and women's empowerment, as well as its leadership and links to a global network, are highly valued by actors and partners in all sectors.

7. Over the SN period, the mix of programming, coordination and normative work in the portfolio enabled UN Women to strengthen its access, visibility and credibility in Ethiopia. There is a need for adjustment to continue to strategically position ECO to advance GEWE results, and to ensure resources and capacities are strengthened and balanced in each of the mandate areas.

8. UN Women's unique relationship with women's organizations was viewed by stakeholders as an important factor in promoting and advancing GEWE in each of the three mandate areas.

9. There was overwhelming consensus regarding UN Women's important role and comparative advantage in supporting civil society organizations that are working to advance gender equality and women's empowerment. National feminist movements are emergent throughout the country, but there are new entry points and a clear mandate for UN Women's support.

10. ECO's contributions to analyses, programming and coordination were recognized for enhancing GEWE's visibility, positioning and integration in UN Country Team processes, platforms, and documents, particularly in response to COVID-19, in support to the establishment of the DAG Gender Sector Working Group (GSWG), and in technical inputs for country planning. Increased capacity is needed to sustain and expand coordination on GEWE and to better influence and inform UNCT work.

Findings on Effectiveness

11. UN Women supported duty bearers and rights holders through provision of financial and technical assistance, gender analyses and evidence building, capacity development, and sustaining and expanding networks. While these efforts contributed to establishing essential building blocks for women's participation in leadership and decision making, improved livelihoods and economic security, and for some women, respite from violence, ECO's activities were fragmented and not well structured to realize opportunities for synergy or maximize gains towards strategic outcomes. Going forward, ECO will require enhanced capacities, more streamlined and consolidated strategies and approaches, and a consistent focus on outcomes.

12. Capacity constraints among partners hindered effectiveness, including frequent changes in, and restructuring of, key counterpart institutions, e.g., the MoWCY, the Federal Attorney General's Office, and some regional and city agencies.

Findings on Efficiency

13. Limitations in ECO's human resource structure and capacity affected delivery of the portfolio. The office increased its financial position through resource mobilization over the period, and its strategic positioning shifted, but performance expectations and demand for higher level capabilities also increased, and staff levels and capacity have not kept pace. Some activities and internal functions, particularly the role and relationship of the AU Liaison Unit, may have had disproportionate draw on resources and capacity.

14. The structure and implementation of the M&E system hindered analysis and a reliable assessment of progress towards intended SN outputs and outcomes and limited the extent that the monitoring system could be used as a learning and management tool.

15. ECO successfully mobilized new financial resources over the course of the SN period, and there is evidence that the dedicated, longer-term donor support for the Strategic Note had a positive impact on UN Women's ability to deliver a range of GEWE results.

Findings on Sustainability

16. UN Women has made considerable contributions to strengthening capacities to promote GEWE by building the skills of key individuals within ministries and civil society organizations. There is a need for a focus on follow-up processes that strengthen their sustainability, including more systemic and integrated approaches.

Findings on Human Rights and Gender Equality

17. UN Women ECO's interventions have directly contributed to addressing some of the root causes of gender inequality in Ethiopia, but longer-term investments in social norm change are needed. There is demand for greater understanding of what works in different contexts in the country. It is important that UN Women continues to partner with feminist movements and civil society organizations and supports documentation and analysis of the processes and outcomes of transformative initiatives.

CONCLUSIONS

Conclusion 1 (based on Findings 1,2,3,4,6,9,17)

UN Women's exclusive focus on GEWE and role in amplifying women's voices and priorities, and its flexibility in responding to shifting circumstances, operational contexts, and capacities is

highly valued by Government, civil society and donor partners in Ethiopia. While the SN tackled many of the root causes of gender inequality, some highly sensitive GEWE issues and challenging human rights violations, including related to the needs of vulnerable and marginalized groups of women and girls, require greater attention and investment.

Conclusion 2 (based on Findings 6,7,8,9,10)

The SN's mix of programming, coordination, and normative work strengthened UN Women's visibility and credibility in Ethiopia, and enabled enhanced positioning and integration of GEWE in UN Country Team processes, platforms, and analyses. The fragmentation of different activities, some gaps in human resources, and limitations in the M&E system reduced opportunities to leverage synergies across the three mandate and thematic areas. Increased technical competency and institutional capacity could expand coordination and enable ECO to better influence and inform on GEWE issues, on a wider range of dimensions.

Conclusion 3 (based on Findings 6,7,8,9,10)

There is consensus on ECO's comparative advantage and a clear mandate for engagement with established and emerging feminist movements.. A better understanding of how to partner with emerging feminist movements and women's groups to advance and link to UN Women's efforts and networks is needed.

Conclusion 4 (based on Findings 11,12,13,14,15)

A transition to a more strategic orientation in the SN is needed, and consolidation of ECO's disparate activities, partners, and geographies, which exact a high cost on ECO staff and represent barriers to the achievement of SN outcomes. Despite committed and dedicated staff with considerable expertise, synergies were not well or consistently leveraged. Building human resource and technical capacities; focusing on contextualizing global normative standards and linking with programming and coordination efforts; documenting and communicating evidence from practice; and investing in more robust monitoring and evaluation is needed to strengthen ECO's ability to build on gains. This could be facilitated through the continued support of longer term donor partners, which had an overall positive impact on the development of ECO's positioning and results.

Conclusion 5 (based on Findings 13,14)

ECO's M&E system and reporting processes require significant improvement and a shift in approach, including more realistic data collection for indicators, more robust reflection and analysis of how activities and inputs contribute to outputs and outcomes, and more attention and analysis of the cumulative changes over the SN cycle.

Conclusion 6 (based on findings 13,14 and 15)

There is a need for data and critical reflection on the role, resourcing, institutional structure, strategies and results of the African Union Regional Liaison Unit, to assess its contributions to the SN's development results and organizational effectiveness and efficiency in the Ethiopia Country Office context.

Conclusion 7 (based on findings 11,12,13,14,15)

A focus on more systemic and higher level strategies to GEWE, including normative support and policy advocacy, and building longer term relationships with partners, is needed. UN Women's stretched presence on the ground and weaknesses among local partners resulted in high transaction costs when engaging in capacity building, which had a bearing on the sustainability of UN Women-supported interventions and ECO's convening role within coordination mechanisms.

RECOMMENDATIONS

Based on the findings and conclusions of the evaluation, eight recommendations for enhancing UN Women's contributions to GEWE results, with a focus on the development of the next Strategic Note, have been identified. These recommendations are based on insights and evidence gathered throughout the CPE:

1. Based on the development of clear theories of change for the overall portfolio and each thematic area, **consolidate program outputs and streamline activities**. The new Strategic Note should focus on integrated, higher level, strategic interventions and partnerships based on coherent pathways for achieving sustainable GEWE results.

2. As part of the new Strategic Note, **sharpen analysis of intersecting forms of inequality, incorporate a conflict sensitivity lens, and strengthen systems to track progress, including vulnerable and marginalized women and girls.**

3. **Develop strategies to address highly sensitive GEWE and human rights issues** in programming and normative work, including through coordination with UN sister agencies.

4. **Consider including Women, Peace and Security as a thematic area in the new Strategic Note**. Undertake a detailed analysis using the SN development tools to determine the best way to ensure relevant WPS outcomes are incorporated in the ECO portfolio.

5. **Explore mechanisms and develop a strategy on ECO's support to emerging women's movements, networks and feminist organizations**. Help broker and institutionalize a more consistent, sustained role for women's rights organizations to engage in normative dialogue and decision making at all levels.

6. **Strengthen the quality and usability of ECO's results-based management and reporting systems** to enable clearer tracking of progress towards results.

7. **Undertake an assessment of the role, resourcing, institutional structure, strategies and results of the AU Liaison Unit** and its relationship within the Ethiopia Country Office.

8. Assess **ECO's interventions and results related to transformative gender approaches and shifting gender nor**ms, in different thematic areas and programming contexts. Determine how to best advance this work from a more strategic level, including partnering with women's organizations at the community level.

2 INTRODUCTION AND OVERVIEW

Country context[1]

The Federal Democratic Republic of Ethiopia (FDRE) Constitution, adopted in 1995, establishes men and women's equal rights across economic, social, and political spheres. Ethiopia has signed and/or ratified major international and continental instruments that promote and protect women's rights, and the Constitution stipulates that ratified international human rights treaties are an integral part of Ethiopian law.

The Government of Ethiopia (GoE) has made noteworthy progress in bridging gender equality gaps and advancing women's empowerment over the last two decades. Gains include gender parity in girls' enrolment in primary education and improvements in access to sexual and reproductive health services, which have led to reductions in the maternal mortality rate and increased rates of contraceptive prevalence.

Violence against women and girls (VAWG) is highly prevalent. Data from the 2016 Ethiopian Demographic and Health Survey (EDHS) indicates that nearly one quarter (23%) of women have experienced physical violence, and one in ten women (10%) have experienced sexual violence, and more than a third of ever-married women have experienced spousal violence. While there has been reform of laws related to female genital mutilation/cutting (FGM/C), early marriage, and abduction, these practices remain highly prevalent in varying degrees across the regions.

Women are over-represented in formal unemployment and even when employed, face constraints in access to wages. Women have low levels of participation in occupations such as formal sales and services, professional, technical, and managerial roles; most work in the agriculture sector, and most are engaged in subsistence farming.

Women's representation in politics and decision-making has increased, however, the number of women in the judiciary, national legislative assembly, and at senior levels of the civil service have not reached the critical 30% necessary to engender processes and decision-making.

Institutional mechanisms for advancing women's empowerment have expanded, but the prioritization of gender equality and allocation of adequate resources remains a challenge. Measuring and tracking progress and sex disaggregated data collection to inform national planning processes is a persistent constraint.

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[1] UN Women Strategic Note and Preliminary Gender Profile of Ethiopia

Background

UN Women has operated a Country Office in Ethiopia since 2012, working in partnership with the Government of Ethiopia (GoE), civil society organizations (CSOs), UN agencies and other partners. The Ethiopia Country Office (ECO) also serves as the Liaison Office to the Africa Union Commission (AUC) and the Economic Commission for Africa (ECA).

The Ethiopia Country Office is responsible for delivering UN Women's triple mandate; *normative* work to strengthen global standards and commitments; *operational* work supporting implementation of international standards and partnerships with civil society; and *coordination* work to ensure coherence and accountability across the UN system in support of commitments for gender equality and women's empowerment.

Ethiopia Country Office Strategic Note

UN Women uses Strategic Notes (SN) as tools to plan and orient its normative, coordination and operational work in countries, and to shape the interventions that make up a country portfolio. The UN Women Ethiopia Strategic Note 2017-2020 articulated UN Women's aims and approaches in supporting Ethiopia's efforts to achieve gender equality and empower all women and girls, including the full enjoyment of their human rights.

The 2017-2020 ECO Strategic Note is grounded in the standards, principles and obligations of the Convention to Eliminate all forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform for Action. The **vision** was to:

> *Become a centre of excellence and a knowledge hub for GEWE, with the capacity and clout to influence national and regional political, social and economic agendas by 2020.*[2]

Theories of Change (ToC) were formulated for both ECO and the Regional Liaison Office. They are:

ToC Ethiopia Program

> ***If*** government institutions and officials (duty bearers) are supported to use internationally agreed norms and standards as the foundation for collecting and analyzing gender disaggregated data; delivering integrated economic and justice services; committing to gender responsive planning and budgeting; and engaging in multi-sectoral coordination; and

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2 UN Women Ethiopia Strategic Note

> *If* women (rights holders) are supported through capacity building that enables them to influence and advocate for gender-responsive government policies, budgeting, budgets, plans and laws;

> *Then*, the majority of women in Ethiopia, including vulnerable, rural and urban poor women, will gain increased economic resilience, acquire more assets, gain meaningful employment, enjoy freedom from abuse and attain leadership positions in all spheres.

ToC Regional Liaison Program

> *If* gender equality priorities with clear accountability frameworks and finances are integrated into the UN RCM, and *if* capacities of the AUC and other AU organs are enhanced to implement their mandates to mainstream gender into plans, policies and initiatives, and *if* regional policy processes and decisions are informed by evidence and knowledge on GEWE in Africa,

> *Then*, UN agencies to the AUC will be accountable for delivering on GEWE results in support to the implementation of AUC initiatives; and regional policies and processes will be gender responsive; and accountability for prioritizing, delivering and reporting on results will improve among AU, UN system and regional partners.

Between 2017 and 2020, the work undertaken by ECO to implement the Strategic Note focused primarily on four areas:

1) women's leadership and political participation;

2) women's economic empowerment;

3) the elimination of violence against women and girls; and

4) accountability to gender commitments.

Women's leadership in peace and security, a priority in UN Women's global Strategic Plan (2014-2017), was not a focus of the Ethiopia Country Office's 2017-2020 Strategic Note.

The Strategic Note impact areas and a selection of activities are mapped against UN Women's three core mandates, below;

Normative work	Coordination work	Program work
• Strengthen capacities at national and local levels to implement laws and policies that promote GEWE in line with international standards • Support the GoE in the preparation and submission of CEDAW and Beijing reports • Contribute to gender mainstreaming in the SDGs	• Coordinate the UNDAF Gender pillar • Initiate implementation of gender equality performance indicators on gender scorecard • Provide substantive leadership and technical inputs to CCA elaboration • Co-chair Ethiopia PSEA network • Support AU and ECA on implementation of regional GEWE priorities	• Women's Political Empowerment and Leadership • Women's Economic Empowerment • Women and girls living lives free of violence • Accountability for gender equality commitments and priorities in governance and national planning

The performance of the Strategic Note is tracked through the Development Results Framework (DRF) and Organizational Effectiveness and Efficiency Framework (OEEF). Simplified versions of the DRF and OEEF are included in the Annexes.

The SN is mainly implemented through financial and technical support to duty bearers and rights holders. These include Ethiopia's national and sub-national governments, civil society organizations (CSOs), including women's groups, and collaboration with academia, the media, faith-based organizations and other stakeholders. It also included Joint Programs with Rome based agencies, partnerships and collaboration with United Nations agencies, the African Development Bank and others. Work to strengthen advance gender equality and women's empowerment was undertaken through several platforms such as the Gender Coordination Group (GCG).

ECO engaged approximately 57 staff (12 international and 45 national) to support implementation of the 2017-2020 Strategic Note in 2020. At mid-term, the planned budget for implementing the Strategic Note was USD 29,945,281. Resources mobilized to March 2020 totalled USD 36,223,200. A Mid-Term Review was undertaken in October 2018, and the Strategic Note was revised based on the recommendations.

Country Portfolio Evaluation

Purpose and Objectives

UN Women commissioned a Country Program Evaluation (CPE) to assess its contributions to development results with respect to gender equality. The purpose of the CPE includes both formative and summative dimensions;

- Supporting decision-making and inform the development of future strategic work, including the next Ethiopia Strategic Note;
- Promoting learning;
- Enhancing accountability for development effectiveness.

The six *objectives* of the Country Portfolio Evaluation are to:

1. Assess the relevance and coherence of UN Women's contributions, including their alignment with international norms and conventions on gender equality and women's empowerment;
2. Assess ECO's effectiveness and efficiency in making progress towards the achievement of gender equality and women's empowerment results;
3. Assess the sustainability of the results;
4. Analyse how a human rights approach and gender equality principles have been integrated in the Portfolio;
5. Assess the extent to which there have been synergies between UN Women's three mandates (normative, coordination and Program), and provide insights to support improvements in UN Women's strategic positioning relative to gender equality and women's empowerment;
6. Identify and validate lessons learned, good practices and examples of innovation that support gender equality and human rights and provide actionable recommendations with respect to the development of new programs and the next UN Women CO Strategic Note.

Principles

The evaluation was supported by using the UN Evaluation Group's guidance "Integrating Human Rights and Gender Equality in Evaluations – Towards UNEG Guidance", the UN Women Evaluation Handbook, and the UN Women GERAAS Evaluation Quality Checklist.

The evaluators also adhered to the following commitments and principles in undertaking the evaluation:

- Respect for human rights, and the promotion of gender equality and women's empowerment

- Seeking to understand contextual power and gender relations

- Working in partnership with stakeholders

- Ensuring transparency and an inclusive and participatory process

- Respecting and ensuring national ownership

- Respecting evaluation participants and doing no harm

- Selecting methods appropriate to the values and beliefs of all cultural groups

- Ensuring integrity, independence and the provision of reliable, credible and accurate information

- Ensuring personal and professional integrity and abiding by the UNEG Ethical Guidelines For Evaluation and the UNEG Code Of Conduct for evaluation

To the extent possible given data, technology and other limitations, the evaluation responded to questions on how well human rights and gender inequality were integrated into the Strategic Note and its implementation. To this end, the evaluation methods, tools, and data analysis approaches included:

- Prioritizing engaging with participants respectfully and sensitively. This included ensuring participants' level of comfort with virtual platforms, respecting their right to speak in local language/s, and making an effort to use languages and choose topics that corresponded with the participants' preference and knowledge of issues, etc.

- Clearly explaining the reasons for seeking specific information, including advising how information would be used, assuring confidentiality as a goal and noting situations where this might not be achieved, due to the relatively small number of respondents.

- Making an effort to manage situations where differences of power, interest and influence would potentially have an impact on rapport, or how information or experiences would be shared. This included interviewing some participants separately, e.g., rights-holders and duty-bearers; staff members at different levels; and respondents whose unequal power relationships were significant.

The evaluators ensured that data gathered through interviews with stakeholders who have different levels of social and/or professional status and influence, including representatives of vulnerable people, were valued equally in analyzing the findings. The evaluators purposefully

reflected the voices and perspectives of all contributors by using direct quotes from a range of participants in the narrative analysis.

An Ethiopian evaluator was a key part of the team and made valuable contributions to understanding human rights and gender issues in the Ethiopia context. Both the national and international evaluators explicitly probed for and paid close attention to any data that related to human rights and gender equality issues, and these insights are included in the report.

Integration of Principles

The evaluators aimed to include both rights holders and duty bearers with an understanding of ECO's work in all aspects of the evaluation, including contributing data and reflections on UN Women's contributions to gender equality and development results, identifying gaps in programming, coordination and normative work, and reflecting on factors that enabled and/or limited efforts to promote and advance GEWE in Ethiopia. Both rights holders and duty bearers engaged in validation workshops to contribute to the design at inception, and to findings, sense making and proposed recommendations, which significantly contributed to data quality and reliability.

The evaluators recognize and acknowledge our own privileges and perspectives and how these contribute to power disparities that discriminate against some groups and are aware of how these may impact on the evaluation. The constraints imposed by the COVID pandemic exacerbated these disparities, including through privileges related to differential access to technology.

Design and Stakeholders

The CPE was undertaken between October 2020 and February 2021 by a team that included national and international evaluators, and UN Women as an active participant. UN Women compiled a list of stakeholders in the evaluation, and together with the evaluators, a final group of participants was identified. As high turnover meant that some partner organizations were unable to nominate individuals who were able to provide quality inputs to the evaluation, the team focused on stakeholders whose involvement spanned the Strategic Note period.

The evaluation collected and analyzed primary and secondary data. In total, 38 stakeholders were engaged for in-depth qualitative interviews, including government officials at national and regional levels, CSOs and INGOs, representatives of program participants, UN Women staff, other UN agency staff, and development partners. Consultations with UN Women included interviews with both program and management staff. The table below shows the categories of CPE stakeholders, their role and the stage of their engagement. Due to COVID related social distancing restrictions, the majority of stakeholder interviews were via Zoom. The perspectives

of women in communities were reflected through representatives of women's organizations and CSOs. Annex 1 lists all stakeholders interviewed.

Stakeholder	Type	# of Stakeholders Interviewed	Role and Stage in CPE
UN Women	Managers	9	• Management • Design & Planning • Consultation • Validation & Reporting • Reference Group
Government of Ethiopia	Implementers/ Duty bearers	14	• Design & Planning • Consultation • Validation & Reporting • Reference Group
UN Agencies	Coordination partners	4	• Design & Planning • Consultation • Validation & Reporting • Reference Group
CSOs/Representatives of program participants	Implementers/ Rights holders	7	• Design & Planning • Consultation • Validation & Reporting • Reference Group
Development Partners	Funders	4	• Design & Planning • Consultation • Validation & Reporting • Reference Group
Total		38 participants	

Methods

The methods used to inform the evaluation objectives include:

Desk Review: UN Women provided the documentation for the CPE, and the evaluation team independently sourced some other relevant material. Documents reviewed include the Strategic Note, the DRF and OOEF, monitoring reports, annual work plans and reports, evaluations,

knowledge products and other major publications. A full list of documents reviewed is included in Annex 2.

The desk review provided information on the six evaluation objectives, and contextual information on the Portfolio's performance, details of outputs and outcomes, and background on the relationships with donors and implementing partners.

In-depth qualitative interviews: National, regional and international stakeholders were identified by UN Women based on their relevant knowledge and experience for in-depth, semi-structured interviews. The interviews surfaced data to inform and assess the relevance, coherence, effectiveness, efficiency, sustainability, and integration of gender equality and human rights of the UN Women ECO Portfolio.

A discussion tool was developed to guide free-elicitation style interviews that encouraged respondents to discuss themes in depth and served to gather contextual information. The evaluators drew out responses on a wide range of topics outlined in the guide and probed on specific issues with particular respondents. As the evaluators' fluidity with the tool progressively increased, they collected more nuanced data on themes, until saturation was achieved.

The interviews were conducted virtually and in-person with individuals and small groups (up to 3 people), using English and Amarina. Each interview began with the consent process that included a plain language briefing on UN Women and the CPE and informed consent. Some stakeholders were unable to be reached for consultations due to the constraints of COVID-19, the rise of violent conflict in Ethiopia, and technical barriers. The evaluators made multiple attempts to contact stakeholders.

Stakeholder responses were carefully and comprehensively transcribed during interviews. Selected excerpted quotes are included in the report (italicized) to directly present a range of views, illustrate analytical points, and serve as evidence for the findings and conclusions. Most interviews held with national stakeholders were conducted in Amarina and subsequently summarized in English in the evaluators' notes, while the interviews conducted with 'international stakeholders' were conducted in English and translated verbatim. While the totality of the interviews offered robust evaluation data that was systematically analysed, the majority of the quotes presented in the text are labelled "international stakeholder".

To protect confidentiality as agreed in the informed consent process (see below), direct quotes are labelled with broad classifications to ensure respondent anonymity. These categories are:

- *National stakeholder,* which describes evaluation participants from national and regional government institutions, civil society organizations and women's groups

- *International stakeholder,* which describes evaluation participants from UN Women, UN agencies, development partners, and international NGOs.

Of the 38 stakeholders interviewed for the evaluation, 30 are Ethiopian.

Informed Consent

The evaluators obtained stakeholders' verbal consent to participate in the evaluation, comprising permission for data collection and comprehensive notetaking, prior to commencing interviews. The evaluators carefully and consistently presented the purpose of the evaluation, the voluntary nature of participation, the strictly confidential nature of the information, and explanations on how it would be used. All data presented in the report is aggregated.

Data analysis and quality

Data from the in-depth interviews and the desk review were analyzed and combined to surface overall findings. Data from the review of the SN documents, including the Development Results Framework and Organization Effectiveness Framework, were synthetized to draw conclusions on effectiveness. Data gathered through key informant interviews were analyzed for themes and patterns that enabled contextualization and assessment of results.

The evaluation used an in-depth qualitative interview guide to support accuracy and data quality. Similar basic questions on results and challenges and were explored and discussed with stakeholders to enable comparison of responses. The evaluators also engaged in deeper exploration of issues with some respondents based on their specific knowledge and/or when the time was available, and in some cases, conducted follow up interviews to clarify information.

In line with the confidentiality provisions in the informed consent process, the evaluators used transcribed interview notes to support data analysis and quality assurance. These notes will be securely stored when the evaluation is completed.

Limitations

Substantial limitations affected the evaluation, including response bias in terms of respondents' recall, perceptions and openness to sharing information; constraints related to language; technology and timing. In particular, the in-depth interviews were scheduled at a time when COVID-19 was spreading in Ethiopia, and conflict in the north was significantly ramping up. Further, the M&E Officer completed her posting during the evaluation, and was replaced by another member of staff.

In considering the findings of this evaluation, the following specific limitations are noted:

- The stakeholders identified for consultation were mainly chosen by UN Women with input from the Evaluation Reference Group (ERG) and represent a sample of respondents whose knowledge and insights were deemed valuable to inform the evaluation.

- The qualitative research techniques used in the evaluation generated data that reflects the personal views of the respondents interviewed and are not representative of all stakeholders or all views.

- All organisations and individuals who had a stake in the Strategic Note were not able to be included, potentially limiting the breadth and depth of perspectives represented.

- One of the proposed data collection methods was not implemented. Early in the data collection phase, the evaluation faced challenges in reaching respondents and identified that, due to the rise in political violence and ongoing COVID restrictions in Ethiopia, the availability and workload of many stakeholders was high. A decision made not to implement a quantitative survey, as it was thought that this would burden the same participants targeted for the interviews in a difficult context/time period, and was unlikely to provide more valuable, fresh or generalizable findings.

- A wide range of actors from government, United Nations sister agencies, international NGOs and national civil society organisations implemented programs and activities related to UN Women's thematic result areas during the period, and any progress towards longer-term gender outcomes cannot be attributed solely to the work of UN Women. The analysis aimed to ensure that UN Women's unique contributions are interpreted and reflected.

- UN Women ECO's M&E Officer completed her role before the conclusion of the CPE. UN Women provided effective backup to support the CPE but linking with stakeholders and other aspects of the process were affected and delayed.

- The impact of virtual consultations and data gathering was significant. While most stakeholders have adapted to using technology and virtual platforms, rapport and nuance were compromised, technology setbacks were significant, and both detail and breadth were impacted.

Despite these limitations, the evaluation was able to provide a grounded understanding of the overall quality of UN Women's support to Ethiopia and identified important contributions across thematic areas. The evaluators are confident that the findings and conclusions presented in the report accurately represent the views of rights holders, duty bearers and relevant stakeholders who contributed.

3 KEY FINDINGS

This section presents findings on UN Women ECO's contributions to gender equality and women's empowerment through the design and implementation of the Strategic Note and country portfolio. It is organized according to the OECD/DAC criteria and based on questions agreed at the evaluation's inception.

Relevance: Was the Strategic Note right to meet the needs?

Finding 1: The UN Women ECO Strategic Note and portfolio aligned with the Government of Ethiopia's (GoE) gender related policies, including the national development plan and its GEWE policy implementation efforts. The SN was also highly relevant to strengthening implementation of international human rights commitments and principles in Ethiopia, including CEDAW, the Beijing Declaration, the African Charter for Human and Peoples' Rights, and Agenda 2030.

The SN and portfolio aligned with Ethiopia's overarching economic and development policy, the *2016 – 2020 Growth and Transformation Plan II* (GTP II), the goals of key national gender related policies, and the United Nations Development Assistance Framework (UNDAF) 2015-2020. The GTP II mainstreams gender and has a standalone goal to "promote gender and youth empowerment and equity" as a specific platform for addressing the priorities of women and girls. While the GoE has been lauded for commitment to GEWE principles and efforts to progress gender mainstreaming, political will to support GEWE outcomes has been variable, and some gender equality initiatives are considered instrumental rather than transformative. Further, the legislative and policy framework is outdated with gaps in coverage of all forms of discrimination against women.[3]

> *"I'm not sure that the drive for gender equality and women's empowerment that was there when this government was first established is still there; it's a lot about economic development."* International stakeholder

The Strategic Note aligned with Ethiopia's stated efforts to implement its commitments to international human rights treaties and standards. Approaches have been through contributions to more inclusive policies, research and knowledge building, multi-stakeholder dialogues, preparation and implementation of GEWE strategies and plans, and support to accountability through reporting, including the CEDAW 8th Periodic Report and its translation and

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[3] CEDAW/C/ETH/CO/8 CEDAW Committee Concluding Observations 2019

dissemination in Amharic, the Beijing+25 National Review Report, the Voluntary National Report on the SDGs, and preparation for the Commission of the Status of Women (in partnership with the African Union).

ECO's normative, programmatic and coordination work contributed to inclusive policies, strategies and guides, such as support to the development of a gender performance tool for monitoring governments' gender mainstreaming efforts; development of Gender Responsive Media Guideline, a framework to support industry governance; assessments of legislative reform needed to improve harmonization with global gender equality standards; support to the National Planning Commission to link gender relevant SDG targets and indicators to the new national economic and development policy (the 10 Year Perspective Plan), and support to creating a roadmap to inform the MoWCY's Five Year Plan.

Finding 2: The SN's thematic focus areas were appropriate and responsive to the issues contributing to gender inequality in the country, and the portfolio was aligned with some of Ethiopian women's and girls' most important priorities and needs. The resource and capacity limitations of UN Women and its partners, along with other legal, social, and cultural constraints, impacted on the SN's scope of work. Some important issues and some thematic areas, such as Women, Peace and Security, were not covered in the SN and should be considered going forward.

Gender inequality in Ethiopia contributes to women's under-representation in decision-making, low economic status, and the high risk of and vulnerability to violence. The portfolio's thematic emphasis on increasing women's leadership and economic empowerment, ending violence against women and girls, and promoting accountability for gender equality commitments in governance and national planning, are seen as pivotal to securing women's rights and appropriate to effectively responding to GEWE priorities.

The SN was formulated based on priorities validated by government and some civil society partners through the CSO Advisory Group which was convened by UN Women. The 2009 law that constrained CSOs from working on human rights issues took a considerable toll on women's movements and progressive women's groups, and their capacity and access to influence gender agendas during the SN period was limited.

The SN and its implementation incorporated many of the outstanding issues outlined in the 2011 CEDAW Concluding Observations (see below), although some challenging issues in the country context remain (see under Finding 3, below):[4]

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[4] CEDAW Concluding Observations 2011 remained outstanding at the time the 2017-2020 SN was formulated.

- Inadequate capacity and resources of national women's machinery to ensure effective implementation of relevant laws and policies, follow-up, data collection, systematic gender mainstreaming and processes, including monitoring and evaluation and data analysis for evidence-based planning

- Family laws in some regions not in conformity with the Federal Family Law

- Insufficient sustained and systematic action to modify or eliminate negative cultural norms, practices and traditions, patriarchal attitudes and deep-rooted stereotypes regarding the roles, responsibilities and identities of women and men that persist in all spheres of life, which contribute to women's disadvantage and unequal status

- Sexual, domestic and other forms of violence against women are under-reported and criminal law provisions are not consistently enforced due to insufficient allocation of funds, lack of coordination among relevant actors, law enforcement officials' low awareness of existing laws and policies, lack of capacity to apply the law in a gender-sensitive manner and discriminatory societal attitudes

- A national strategy to combat violence against women is delayed

- Lack of assistance and rehabilitation services for VAWG survivors

- Lack of data providing concrete evidence on gender relations, roles and issues, and a need for systems to collect sex-disaggregated data at all administrative levels

- Women's equal participation in political life is impeded by systematic barriers, such as negative cultural attitudes, doubts about women's leadership capabilities, insufficient affirmative action such as quotas for women and capacity-building for potential candidates, limited financial resources and women's limited interest due to lack of logistical support

- The capacity of local women's rights organizations is obstructed by the Charities and Societies Proclamation No. 621/2009, preventing the provision of legal aid and other support to women victims of human rights violations

Finding 3: The SN addressed the needs and priorities of some highly vulnerable and marginalized women and girls, including those who were internally displaced and survivors of sexual and gender-based violence. There is also evidence of UN Women's role in championing the priorities and responding to the needs of vulnerable and marginalized women and girls, however, stakeholders indicated that the portfolio would benefit from strengthening intersectional approaches and applying an explicit conflict sensitivity lens to approaches, including discourse with partners on policy, through coordination, in programming, and in tracking resources and outcomes.

UN Women's involvement in addressing the complex issues facing vulnerable and marginalized groups was widely considered relevant. Stakeholders pointed to ECO's efforts towards Family Law reform in Afar and Somali regions, GBV and sexual harassment in cities and public spaces, and women seeking protection from and response to violence in the justice sector and through shelters, including during COVID-19 restrictions, as areas where UN Women's unique role and expertise was highly relevant. Some stakeholders noted that duplication in these thematic and geographical areas, overlapping or related institutional mandates (both UN and Ethiopian government), and high competition for donor funds are challenges in the context, reinforcing the need for effective coordination to ensure vulnerable groups are not negatively impacted or further marginalized.

Through partnerships with other UN agencies, INGOs, CSOs, and government, ECO also engaged in three of Ethiopia's four most disadvantaged regions: Afar, Somali, and Gambella. While the portfolio did address some of the needs of women who face multiple forms of discrimination, such as internally displaced and rural women, the SN did not explicitly identify and focus on the priorities of particular vulnerable groups, such as disabled women, sex workers, domestic workers, and women and girls in conflict and insecurity, among others.

> *"Leave no one behind" needs to be emphasized…we have to engage on that level.* International stakeholder

> *"If a conflict sensitivity approach was used, then we would have a very different map. Benishangul-Gumuz is a conflict area, and this war (in Tigray) will present other problems. (There is) no way can they have a Strategic Note without a conflict sensitivity approach, attending to mediation, women leaders, and addressing what must be rampant sexual violence."* International stakeholder

While implementation of the SN contributed to addressing a range of grave and persistent gender and human rights issues, including FGM, HTPs and other forms of VAWG, some key issues, including those documented in the CEDAW Committee's 2011 (and 2019) Concluding Observations, were not a deliberate focus. Legal barriers, social, cultural and political restrictions, partners without sufficient capacity, institutional arrangements, and resourcing influenced the extent that the SN recognized and addressed sensitive issues in the Ethiopia context, including marital rape, SGBV perpetrated in internal conflicts by armed forces and private militia, discriminatory laws and practices in customary and religious courts, and criminalization of consensual, same-sex relationships, among others.

ECO has nonetheless taken some important and bold steps to lay groundwork in these areas; contributions to the UN Country Team Report to the CEDAW Committee, the Review of Ethiopian Law from Gender Perspective, and the VAWG Protection Assessment in Hawassa

highlighted and sustained attention on a number of important issues. Stakeholders indicated there is a need to increase the strength and consistency of messaging, and to continue to support evidence building through and in programs, and in policy discourse.

"There are some areas we need to shed light on". International stakeholder

"As women's rights advocates, we have to be prepared to confront - we can't always lay low." National stakeholder

"I know there are challenges, but you are the UN, you cannot give in to political pressure. You have to gain some kind of muscle to speak up on behalf of the mandate." International stakeholder

"We need to engage on this with communities and government, and we need to ensure people are abiding by what they signed up for. We need to have open discussions on sexuality and gender, we can't just park it under the guise of cultural discourse". International stakeholder

Finding 4: There is a need for greater support to and advocacy on issues documented in the CEDAW Concluding Observations, and Women, Peace and Security. Based on high levels of persistent conflict and humanitarian crises in Ethiopia, stakeholders considered ECO's contributions to activities related to Women, Peace and Security (WPS) highly relevant, and there is demand for more focused engagement and investment. Some evaluation participants raised concerns that expanding the thematic focus to include WPS could compromise the quality of ECO's existing portfolio and over-extend resources.

ECO has contributed to GEWE in humanitarian contexts through facilitating, coordinating and advocating for gender mainstreaming in humanitarian operations in Ethiopia. It provided technical support on gender-sensitive programming to the Ethiopia Humanitarian Country Team, the Ethiopia Humanitarian Funding Review Board, clusters and sector task forces, UN agencies, international and local NGOs, and civil society. Notable achievements included reactivating the Gender Working Group in collaboration with the National Disaster and Risk Management Commission (NDRMC) and OCHA and contributing to the interagency prevention of *Sexual Exploitation and Abuse (PSEA) Network* as co-chair, with the World Food Program.

Women, Peace and Security was not an explicit thematic focus are of the SN, and stakeholders indicated that while WPS is highly relevant in Ethiopia, expanding ECO's engagement would require building technical expertise and networks, and additional, dedicated resources. A careful analysis of the strengths, weaknesses, and opportunities and risks of fully addressing WPS and GEWE in the humanitarian sector is needed.

"On the humanitarian work, you must ask, do you really need to, or not? Isn't there enough work to do on the normative side, designing VAWG services with the government? If the capacity is not there, it will just divert resources from the core mandates." International stakeholder

"We see there is so much need to enable women to lead in these spaces. In the women's peace forums in the regions, women told us, "We are the first to suffer. We are the ones giving support in the community". Women felt really marginalized". International stakeholder

Finding 5: Despite external challenges and an unprecedented period of change in the country context, the SN remained relevant in Ethiopia, and ECO responded well to the shifting conditions and capacities, including political transition, conflict and insecurity, and the global pandemic.

In addition to the known complexities of the Ethiopia context, multiple and intersecting crises and conflicts, including COVID-19, had adverse impacts on implementation of the SN, but overall, UN Women adapted with flexibility. During crises, ECO responded to surges in GBV and ensured that opportunities for increased coordination and information sharing were leveraged, including through the Network of Women's Shelters, and called attention to and provided support to partners in emphasizing gendered messaging and responses to women and girls' specific needs.

Coherence: Did the Strategic Note and Portfolio fit the context?

Finding 6: UN Women's exclusive, resolute focus on gender equality and women's empowerment, as well as its leadership and links to a global network, are highly valued by actors and partners in all sectors.

Stakeholders considered UN Women's comparative advantage is as a credible partner providing technical assistance, sharing knowledge, advocating for and supporting efforts to track gender mainstreaming, generating data and strengthening the capacity of the gender machinery at all levels of government and civil society and to plan, coordinate and deliver resources to advance GEWE.

"UN Women is providing much needed support on women's rights and gender equality. Despite being a small and young agency, it is playing critical role, reminding the government and UN agencies that gender equality should be at the centre of development". International stakeholder

"UN Women's support is unique (in that) it's fully focused on gender equality and their support is responsive to our needs." National stakeholder

Finding 7: Over the SN period, the mix of programming, coordination and normative work in the portfolio enabled UN Women to strengthen its access, visibility and credibility in Ethiopia. There is a need for adjustment to continue to strategically position ECO to advance GEWE results, and to ensure resources and capacities are strengthened and balanced in each of the mandate areas.

The strength and impact of the triple mandate is evident in ECO's work, particularly in women's economic empowerment, leadership, and EVAWG thematic areas. In EVAWG, programming in shelters and building capacity to strengthen protection and response services for survivors led to the establishment of networks, protocols, services, evidence, prevalence data, and collaborative, high-level policy dialogue and advocacy in the UNCT.

While ECO is currently well positioned to ensure experience and evidence informs and influences standards, practices, networks and policies, its program delivery functions draw heavily on institutional and human resources. Stakeholders indicated capacity building is needed to leverage the programmatic work, including strategically identifying entry points for policy and normative work, and ensuring that research and experience are systematically and effectively used to influence change and advance strategic GEWE goals.

> *"They're moving in a big direction and having a bigger influence, (but) there is room to improve on the strategic thinking…you can see the shift and that what UNW represents is becoming a big deal".* International stakeholder

> *"(There are) rare opportunities for GEWE to be treated as something of importance; there aren't a lot of openings."* National stakeholder

Stakeholders reflected that UN Women's approach to operational programming exacts considerable resource demands (institutional, staff, etc.) and drew from a more strategic focus, limiting progress towards high level outcomes. UN Women staff noted that the volume of activities was a factor that constrained their efforts to build synergies within and across program units.

> *"…(they're) not taking the opportunity to really build a good amount of knowledge that can be used by others. Not doing activities just to implement, but to capture lessons - that should be UN Women's role."* International stakeholder

> *"If they really want to continue to be operational, they can't keep doing little bits - they don't understand strategically what they're doing".* International stakeholder

> *"…In general, since they have such a heavy focus on their activities and outputs, it takes over from them, (and prevents them from) taking on a more flexible approach and adjusting to what is going on."* International stakeholder

While stakeholders widely agreed on the need for adjustments to ECO's programming approaches and reassessment of the balance of program, normative and coordination work, some expressed concern about the ethics and risks of UN Women shifting from established forms of support and engagement, given the scale of need in Ethiopia, the low capacity of duty bearers to deliver services, and the importance of ensuring alignment with women's rights and gender equality principles at all levels.

> *"Yes, there is engagement at policy level, but what would you do when women don't have a piece of bread on the table? Policy takes time, it's not that it's not important, but there are still a lot of basic needs that you need to fulfil. Because of conflict, people are starving, the majority are women. We can't say, 'This is not our cup of tea.'"* International stakeholder

Finding 8:   UN Women's unique relationship with women's organizations was an important factor in promoting and advancing GEWE across its three mandate areas. There was consensus among stakeholders on UN Women's comparative advantage in supporting civil society organizations that are working to advance gender equality and women's empowerment. Feminist movements are emergent throughout the country, but there are new entry points and a clear role for UN Women.

Prior to reform of the CSO law in 2019, few women's organizations could openly partner with UN Women on gender justice issues, and many have limited scope or capacity to deliver programs, services or engage in policy advocacy. The 2019 CSO law reform expanded the space for women's rights organizations to operate, but in the ten years since the law's promulgation, women's movements that promoted and protected women's rights throughout the country, particularly at the grassroots, were severely weakened. Government sponsored Women's Development Army groups work at the community level, but these are not open and accessible to all women, and they do not have the capacity, positioning or expertise to engage in advocacy, or to hold government accountable for violations of women's human rights. The lack of capable women's movements and the limitations of the government gender machinery has blocked women and girls' access to essential services, such as VAWG hotlines (recently re-established during COVID), legal aid services, and quality shelters for VAWG survivors. It has also meant that women have few channels for collective action.

UN Women expanded the institutional capacities of women's organizations through providing support to M&E, financial systems, and technical training. It also addressed GEWE specific capabilities among women's organizations, including through providing technical and financial support for expanded services to VAWG survivors, regularly convening and supporting networks such with government and the Network of Ethiopia Women's Associations (NEWA), to enable

their input into the 'Ten Year Perspective Development Plan', and the CSO Advisory Group, to provide advice on the situation of grassroots women. It also supported the establishment and performance of the Network of Women's Shelters.

New approaches that leverage UN Women's strategic positioning, support innovative program models, contribute to documentation and analysis of results, facilitate opportunities for collective action, and share evidence for GEWE advocacy and normative policy making are priorities. Investments that can build up the technical knowledge, capacity, and financial competence of women's organizations, and that can capture, document, publish and effectively communicate knowledge about outcomes, best practices, and lessons learned, will be an important step going forward.

Evaluation stakeholders emphasized that UN Women has a clear role and mandate to support women's rights organizations and movements, including in new ways, such as supporting the development of contextualized, feminist analyses of gender and power, membership, theories of change, inclusive programming, etc. UN Women can also support feminist women's movements to build and leverage their knowledge and experience to form networks for collective advocacy and to support policy.

> *"Engagement in downstream activities means they need to focus on evidence and rigorous testing of their models. Before, the space to engage in human rights was limited, so it was valid for UN Women, but now the strategy has to change".* International stakeholder

> *"(Going forward)…operational strengths will reduce, (you) have to find other ways. Look more at advocacy rather than direct implementation."* International stakeholder

> *"There is not a very strong women's movement - this is a need for UN Women - to invest in a strong women's movement. Some do exist; young vibrant groups like Setaweet and the Universities; these are fascinating groups, but they don't come together, (so they) don't make an impact or have visibility."* This is an area where UN Women needs to invest in in the future. International stakeholder

> *"UN Women could work more on building local capacity and strengthening civil society, especially those that are working on feminist agendas and women's rights. Now that the has law changed, there is space. How can they use the opportunity to reach grassroots women and girls and build the advocacy capacity of women's rights movements…strengthening their capacities to mobilize and be a voice to bring them to policy level discussions? "* International stakeholder

The expansion and changing status of women's groups has increased the need for strategic thinking and innovative, adaptable models for partnering. Stakeholders also stressed that caution and careful navigation is necessary so as not to be overcome by – or inadvertently contribute to - challenges that can destabilize cohesive women's movements, including social and political backlash, conflict among allied groups, etc.

> *"Once we pack up and go, there needs to be something alive on the ground. We need to support the drivers, not be too technical. The law changed recently, now we need to support these emerging seeds. That requires a whole different kind of thinking, they are not technically equipped yet"* International stakeholder

> *"There are a lot of civil society organizations, and they all have different capacities. Everyone tends to work with the darlings; it is difficult to work with the grassroots."* International stakeholder

> *"No one will clap their hands, there will be backlash from men. Even government would not welcome a strategic women's movement that challenges the status quo. Taking bold steps and being ready to take risks…women will be labelled, they have to be ready, it has consequences.   These are the challenges."* International stakeholder

Finding 10:   ECO's contributions to analyses, programming and coordination were recognized for enhancing the visibility, positioning and integration of in UN Country Team processes, platforms, and documents, particularly in response to COVID-19, in support to the establishment of the DAG Gender Sector Working Group (GSWG), and in technical inputs for country planning.   Increased capacity is needed to sustain and expand coordination on GEWE and to better influence and inform UNCT work.

Through various mechanisms and in different roles, UN Women integrated and advanced GEWE through platforms at UN inter-agency, governmental, non-government and technical levels, including the UN Country Team, the Ethiopian Humanitarian Country Team (EHCT), the Gender Theme Working Group, co-chair of the PSEA Network with World Food Program, the UNDAF results group, and the DRM Gender Working Group. Participation and leadership in technical roles included the Alliance on Child Marriage and FGM, the SDG Task Force, the DRM Network, and the CSO Advisory Group. ECO played a key role in integrating a gender analysis into the Common Country Assessment (CCA) which supported determining gaps and actions needed to address them.

Stakeholders commended UN Women's role in coordination, its technical inputs and advocacy for gender responsive resources to the COVID response. There are signals that ECO's capacity does not match demand in this area, and that more investment is needed to be on the front foot

with opportunities for strategic coordination. Stakeholders indicated that consideration of joint approaches, including related to planning and programming, are needed for more coherence in engaging with the GoE. There is some indication that resource mobilization and contested spaces around where and how to work have had a negative impact on coordination.

> *"When COVID came, UN Women were quick to act and mobilize and say where (the UN Team) needed to intervene…In the UN-wide planning on COVID, they were there, pushing on the needs and unique situation of women and girls, taking into account their vulnerabilities…That was something that was very good."* International stakeholder

> *"They need more senior staff to have more strategic impact…to do what needs to be done at the senior level. They have to deal with this somehow."* International stakeholder

> *"When it comes to practice, they need to enter into more policy dialogue in their UN role. This could be strengthened."* International stakeholder

> *"When it comes to UN agencies, the UNDAF, or the Development Framework, different reviews, unless UN Women sees those documents, the gender dimension is missing. The CCA, the UNCT, or the new indicators for the new UNDAF, in those, unless UNW is there, those gender components are missed completely."* International stakeholder

Effectiveness: Is what we are doing working?

Finding 11: UN Women supported duty bearers and rights holders through provision of financial and technical assistance, gender analyses and evidence building, capacity development, and sustaining and expanding networks. While these efforts contributed to establishing essential building blocks for women's participation in leadership and decision making, improved livelihoods and economic security, and for some women, respite from violence, ECO's activities were fragmented and not well structured to realize opportunities for synergy or maximize gains towards strategic outcomes. Going forward, ECO will require enhanced capacities, more streamlined and consolidated strategies and approaches, and a consistent focus on outcomes.

There is evidence that UN Women's contributions to analyses of laws and policies and their implementation was effective in building evidence and enabling policy advocacy. Coordination and integration of GEWE in UN planning processes and documents was more challenging, but there is strong demand from the UNCT and partners for strengthened UN Women leadership and influence in the Country Team.

ECO advanced **women leading and participating in decision making at all levels** through supporting development of gender-responsive legislation, reducing GEWE data gaps, and

establishing building blocks for women's influence in political institutions. Key contributions included:

- Expanding the pool of women leaders in two regions through institutionalizing a Transformative Leadership for Gender Equality training program and standardizing a curriculum
- Strengthening partnerships with Bahir Dar University, regional BoWCYAs
- Training women political party heads and members, the Amhara Regional Council Standing Committee and others on gender equality, political campaigning skills, gender mainstreaming and transformative leadership, expanding to Afar and Gambella
- Supporting the National Electoral Board of Ethiopia (NEBE) in a gender mapping of political parties and a gender analysis of electoral laws
- Working to change attitudes around gender norms in communities
- Training the Ethiopian Broadcasting Authority and media houses in how to positively portray women leaders using a Gender Responsive Media Guideline
- Supporting a gender analysis of the Public Finance Management (PFM) system, developing a Gender and Aid Effectiveness training manual, and publishing a Gender Responsive Budgeting toolkit to support Parliament
- Collaborating with the Central Statistics Agency (CSA) to undertake a gender assessment of the national statistics system, and supporting a CSA Gender Statistics Guideline
- Training members of parliament on Gender Responsive Parliamentary Oversight Functions and Gender Responsive Budgeting (GRB)

ECO delivered on many of the outputs in this outcome area, but there is a lack of systematic data or analysis on how the outputs linked to the outcome, or the extent that activities resulted in transformative change. Stakeholders in some areas provided examples of change.

> *"Relevant laws now include mandatory provisions that all government budgets should include and reflect gender issues. Specific articles that require the inclusion of gender issues in the preparation of budget are included in the Budget Circular. Appropriate manuals and guidelines are also in place to facilitate and ensure the application of GRB by budgeted institutions."* National stakeholder

The thematic area is comprised of a myriad of outputs and diverse activities, partners, and geographies, which are not clearly linked by a theory of change. Noted obstacles to progress toward the outcome included technical, financial and human resource capacity gaps among ECO's partners, and varying – often low - levels of institutional or community support, resources and willingness to apply or utilize new skills and knowledge. There was a heavy focus on one-

off inputs, and this and other practical limitations stretched ECO's resources and capacity, along with challenges in responding to strategic entry points and building on gains. Some stakeholders noted a perception that UN Women's multiple projects and partners stretched their ability to build on synergies, such as between Ministries responsible for planning, budgeting and M&E, were not realized.

> *"It was not consolidated, the programs were not programs, they were bits and pieces. We were always trying to catch up."* International stakeholder

UN Women strengthened **women's economic empowerment** through supporting gender-responsive services and economic policies, supporting women in acquisition of assets, decent work, income security, and economic autonomy. Examples of contributions include:

- Sharing experience on Women's Empowerment Principles and providing training to businesses on gender and macro-economics
- Training members of women's agri-business cooperatives in improved agricultural practices and supporting links to market opportunities
- Sharing evidence on Climate Smart Agriculture (CSA) practices to women-owned agri-businesses
- Facilitating secure working premises and plant seedlings for women, including internally displaced people (IDP)
- Conducting workshops with women's cooperatives to establish cooperatives and facilitating joint planning between the MoA and the federal Cooperatives Agency
- Supporting women's businesses to lobby for secure electricity
- Providing technical support to gender mainstreaming to the Ministry of Agriculture
- Coordinating dialogue and joint effort between district Women's Affairs offices and women's cooperatives, including granting of Government land

Stakeholders indicated that ECO's interventions in **women's economic empowerment** resulted in positive shifts in women's access and control over resources, including land titles, working premises and facilities, and in economic autonomy. There are signs that ECO's coordination and support to building evidence, sharing knowledge and networking led to shifts in government practices, including in national budget planning and land administration.

> *"The pilot model training has changed the lives of many women – especially the model training on poultry. Many women have become successful, and it has the potential to be replicated."* National stakeholder

Positive factors were implementation informed by robust scientific knowledge, attention to community generated values and identified needs, and strong technical and professional

support from UN Women, including seconded staff in the MoWCY, to ensure smooth coordination and collaboration. Challenges hindering progress included implementation of too many activities, resulting in fragmentation, insufficient focus, inadequate follow-up, and financial and other resource gaps.

UN Women contributed to progress on **ending violence against women and girls** through efforts to align legislation and policies with international standards, to improve essential services for violence survivors, and to shift social norms, attitudes and behaviors at community and individual levels to prevent VAWG. Key contributions include:

- Building and disseminating evidence through studies and assessments, including on the barriers that hinder the adoption of Family Law in Afar and Somali regions, on the socio-economic status of women and girls in those regions, on alignment of National Laws in Ethiopia with international gender equality standards
- Mobilizing communities at different levels to shift social norms, including those related to respectful relationships
- Supporting policy dialogue with regional actors, including religious leaders, Islamic scholars (Ulammas), Sharia court Judges, Clan leaders (Ugazes) and government bureaus, including Police, Bureau of Justice, Bureau of Women and Children Affairs and Parliaments
- Building the capacity of service providers to provide standardized essential services to VAWG survivors
- Developing and supporting the Ethiopian Network of Women Shelters (ENWS), including the development of national Standard Operating Procedures (SOP) for shelter service providers
- Financially and technically supporting four shelters throughout the country
- Developing capacity building tools such as a shelter VAWG counselling program and a standardized special investigation and prosecution manual for police and prosecutors

The approaches used in this outcome area were generally informed by robust evidence from practice, and from studies, assessments, and program evaluations. There are clear links between the planned and delivered interventions and the transformative outcomes they aimed to progress toward. For example, findings from an assessment on VAWG reporting, investigation, prosecution and adjudication in two cities informed the development of interventions designed to improve those services and collection of VAWG administrative data. There is evidence that global initiatives such as Safe Cities enhanced effectiveness through providing a common framework and enabling access to networks, knowledge and opportunities, however, some stakeholders indicated that this particular project drew from a focus on other

outputs. With the many development partners and UN agencies working to eliminate VAWG in Ethiopia, and the gaps in the GoE leadership in this space, there are risks of duplication of effort, and of other (political, funding, thematic) agendas sidetracking the focus on root causes and context appropriate, evidence-based responses.

> *"We need to create an atmosphere of more trust. You do that by exchanging information, making sure you are talking, not thinking about how you can gain more resources or gatekeep. It requires commitment to the agenda."* International stakeholder

> *"We're finding out we're all supporting the same things in bits and pieces; we need to make sure we're not paying for the same things and still having issues…why are we not asking the critical questions ourselves?"* International stakeholder

ECO contributed to enhancing how well **governance and national planning reflect accountability for gender equality commitments and priorities.** Examples of contributions include:

- Supporting preparation of Beijing +25 National Review Report and CEDAW Report

- Working with women's movements on specific projects, including linking with communities on the SDGs

- Supporting alignment of SDG targets and indicators to Ethiopia's long-term planning

- Facilitating dialogue between the GoE and the CEDAW committee on issues raised on Ethiopia's State Report

- Supporting inputs to the government's Ten Year Perspective Plan and MoWCY's Sectoral Plan

- Strengthening government accountability frameworks through building capacity on assessing GEWE performance using a tailored tools

Interventions were aimed at strengthening government's capacity to integrate a gender perspective in planning and accountability mechanisms, including gender statistics. The interventions were considered to be mostly successful in building capacity and providing technical support, and brought about some positive results, but some stakeholders noted these were fragmented and the extent that they added up to consolidated progress towards outcomes was unclear. Stakeholders noted that some interventions, such as the Levelling Tool, were delayed or not well tailored, reducing their effectiveness.

Finding 11: Capacity constraints among partners hindered effectiveness, **including frequent changes in and restructuring of key counterpart institutions, e.g., the MoWCY, the Federal Attorney General's Office, and some regional and city agencies.**

The Minister of the MoWCY was replaced three separate times during the term of the SN, resulting in chronic losses to momentum and institutional memory, relationship setbacks, and uncertainty around appropriate levels of engagement with one of ECO's primary partners. Where commitment to GEWE was more stable, such as in the Ministries of Agriculture, Statistics, and Planning, implementation was stronger.

> *"This is the 3rd Minister since starting the Strategic Note, and each time (they change), you have to start all over again… Now there is a new Minister and they need to be oriented to things again. The new person comes with their own priorities. It's a challenge."* International stakeholder

> *"Their main counterpart is the Ministry of Women…who are not as reliable as you would want them to be. Some things couldn't happen because of that; impacts would have been greater if there was a stronger Ministry."* International stakeholder

> *"…We invest in building the capacity of individuals, then that individual goes. We need to invest in functioning systems, so even if we're not around, someone can run with it."* International stakeholder

ECO's strategies and approaches in this outcome area needs critical review. The Ministry's status and resourcing is generally low, and institutional weakness is persistent and likely to remain. Some stakeholders indicated that UN Women could bring to bear its position with both MoWCY and UN partners to effectively broker more strategic partnerships and planning.

> *"Are we sitting down when work planning is taking place - before we go to the Ministry? (We need) a systematic, structural way of approaching things. It would be at a technical level, making sure we're all aligned, approach in better way, as One UN."* International stakeholder

At the regional level, strategies, institutional structure, and partnership arrangements for implementing the portfolio were challenging and required considerable resources to address gaps. In some areas, such as work on Family Law in Somali region and the Transformational Leadership program in Amhara, ECO invested in capacity building and capacity supplementation to address constraints, and gains have been gradual. Well elaborated theories of change, a clear analysis of risks and assumptions, context specific strategies and realistic planning for inputs are needed for ongoing work in Ethiopia's regions.

> *"(UN Women) needs to do a lot more thinking…and engage earlier, when we're doing planning. Their expertise is brought to bear, but it's not early enough… Are we sitting down when work planning is taking place, before we go to the Ministry?"* International stakeholder

Efficiency: How well did we use resources?

Finding 12:   Limitations in ECO's human resource structure and capacity affected delivery of the portfolio. The office increased its financial position through resource mobilization over the period, and its strategic positioning shifted, but performance expectations and demand for higher level capabilities also increased, and staff levels and capacity have not kept pace. Some activities and internal functions, particularly the role and relationship of the AU Liaison Unit, may have had disproportionate draw on resources and capacity.

Government, donor and civil society stakeholders highlighted a growing reliance on UN Women's technical expertise in Ethiopia. ECO's resources, staff, and programming expanded and strengthened over the period, and there was wide agreement on the quality of ECO's support and engagement, but many considered that high-level program capacity and expertise related to normative and coordination mandates, should be expanded. For example, in 2020 due to COVID 19, both the Representative and Deputy were not in the country, which stakeholders noted as challenging.

UN Women and external stakeholders considered that program units would benefit from more senior capacity to guide high level strategic work across all three mandate areas, in particular in areas that require a mix of substantive gender expertise and influential capacity, such as efforts with political, traditional and religious leaders on Family Law in Somali and Afar,

> *"UN Women is a new kid on the block, it's still growing up in many ways. They need support in terms of seniority. They need more senior staff on the team.*" International stakeholder

> *"It's not just about (staff) numbers, it's about where you put people, and the results. (How) do they use their expertise? UN Women is a knowledge expert, (they provide) advice on whether programming is properly integrating gender, and the knowledge products they produce show that they do have this expertise. This should then be able to be taken to the next step."* International stakeholder

> *"(They) need expertise…it doesn't have to be an international, but someone who is a P4. Look at UNICEF…you need someone at that level to lead the teams…That's what's lacking, that kind of expertise."* International stakeholder

There is also a need for more data and a critical reflection on the role, resourcing, institutional structure, strategies and results of the AU Liaison Unit, to assess its contributions to organizational effectiveness and efficiency in the Ethiopia Country Office context. Some stakeholders indicated that operational resources apportioned to the AU Liaison Unit represent

a disproportionate draw on the Ethiopia CO's overall institutional resources, and that the Unit's results at the regional level and in the multi-lateral contexts do not translate to positive impacts in Ethiopia or in the Ethiopia Country Office context. Going forward, the ECO and the Regional Liaison program institutional arrangements, strategies, theories of change, and budgets should be carefully examined and redrawn.

> *"There is a need to reinforce the operations team as (some functions) are still very large tasks for such a small team."* International stakeholder

Finding 13: The structure and implementation of the M&E system hindered analysis and a reliable assessment of progress towards intended SN outputs and outcomes and limited the extent that the monitoring system could be used as a learning and management tool.

Both ECO's internal and external reporting mechanisms, including reports on the Annual Work Plans and donor reports, detail inputs, activities and some outputs, but these are not linked to usable financial data or the all indicators, and they lack a robust analysis and meaningful assessment of GEWE results. Generating usable data for the outcome and many of the output indicators in the SN's Development Results Framework (DRF) and Organizational Efficiency and Effectiveness Framework (OEEF) requires data collection processes that are largely beyond ECO's institutional capacity (e.g. national or population based). This creates alignment gaps in terms of how the available data is mapped onto the DR and OEE frameworks; it is not organized or analyzed in a way that enables a clear understanding of progress, and particularly cumulative changes, over the SN period. The M&E system and structure makes it difficult for managers, program specialists, and donor partners (and evaluators) to use the frameworks for learning or as tools to adapt approaches, as they do not enable a means to gauge the extent that activities are building towards strategic outcomes.

> *We want to see their contributions…looking further to see what strategic issue is being changed. Now, the number and volume of outcomes is too much.* International stakeholder

> *"…You can see there is a lot of 'capacity building'…200 people trained here or there, but there's no 'So what?', or, 'What does this mean?'. There's no asking about what the outcomes are, the longer term changes. The operational is almost divorced from the strategic thinking. How do you reach that level, of paying attention to transformative change?"* International stakeholder

> *"I don't know why the baselines are missing, are there challenges internally? Tracking the indicators…the baseline information…there is a lot to be done around consolidating and streamlining."* International stakeholder

Finding 14: ECO successfully mobilized new financial resources over the course of the SN period, and there is some indication that the dedicated, longer-term support for the Strategic Note had a positive impact on UN Women's ability to deliver results.

Institutional resourcing and flexible funding for the Strategic Note by some donors has been a positive factor that contributed to ECO's growing strength and positioning. Adaptable funding supported some flexible responses, such as programming during the pandemic, and was also considered to be important for supporting the development of a pool of progressive women's organizations and some government partners.

Sustainability: Will the benefits last?

Finding 15: UN Women has made contributions to building capacity to promote GEWE through training and skill building, particularly targeting individuals in ministries and CSOs, but there is a need for strategies that focus on more systemic approaches and increased follow-up to ensure sustainability of results.

Capacity building was one of ECO's key sustainability strategies during the SN period, through support, engagement, and training to government institutions, civil society and women's organizations. While there is generally strong demand for this, and reasonable buy-in for GEWE initiatives in different spheres, stakeholders indicated there are significant limitations to partners' ability to make and sustain change.

Factors that limited the sustainability of outputs include lack follow-up activities to support implementation of new knowledge; lack of resources to implement, or replicate, approaches that introduced; individuals' lack of internal influence to bring about changes; institutional reshuffling and staff turnover; and the short time frames of many activities. Supportive factors were enduring relationships with partners, including through staff or experts embedded in organizations; linked, strategic programming; and tools and knowledge products with technical support for their integration. Some stakeholders indicated that a systems perspective is needed to enhance sustainability, such as investments in VAWG multi-stakeholder referral mechanisms and the associated tools, guidelines and manuals that support these.

> *"Looking at it from a systems approach would be more helpful. It's a different kind of lens than asking 'What are the problems, who's going to do what?'"* International stakeholder

> *"What happens, we invest in building the capacity of individuals, then that individual goes. We need to invest in functioning systems, so even if we're not around, someone can run with it."* International stakeholder

"The short duration of the project may compromise adequate institutionalization of the structures, which may affect sustainability." National stakeholder

"The support on GRB focused on building systems and structures, and changes have already been institutionalized, ensuring continuity of GRB considerations. Organizational structural reform was implemented in 2020, and a Gender Equality team is included in the Project M&E Directorate." National stakeholder

There is widespread agreement that efforts to establish sustainability require more comprehensive and streamlined approaches that link upstream and downstream work and that plan for deeper and integrated follow up.

"We have a tendency to spread too thin, to try to do everything. We have to be realistic - where can we make a difference? At times it's about activities, activities, activities…it's not necessarily transformative. It has to be about digging deeper." International stakeholder

"…(UN Women staff) need to move from program managers to policy thinkers. There is also a need for a different monitoring system, one that goes deeper. This requires time; to do things for longer." International stakeholder

"(A) major concern is the duration of the project, which is very short. Interventions on gender responsive elections should be continuous engagement and should not necessarily be tied only to election season. For instance, there is a need to undertake post-election monitoring (to determine whether) elected women finish their terms. This needs to be monitored until the next election." National stakeholder

Human Rights and Gender Equality: Did we advance gender equality and the realization of human rights?

Finding 16: UN Women ECO's interventions have directly contributed to addressing some of the root causes of gender inequality in Ethiopia, but longer-term investments in social norm change are needed. There is demand for greater understanding of what works in different contexts in the country. It is important that UN Women continues to partner with feminist movements and civil society organizations and supports documentation and analysis of the processes and outcomes of transformative initiatives.

Stakeholders indicated that some programming contributed to shifts in gender power dynamics in localized contexts through initiatives that worked directly with rights holders, such as SASA! and university students. In some circumstances, efforts to transform deeply embedded norms were less visibly successful in the timeframe, such as initiatives in Somali and Afar related to

the reform of Family Laws. It is important that UN Women reflect on, document results, and build on the learning from such initiatives to continue to advance rights based social change.

> *"We are trying to be strategic and culturally sensitive, but still trying to push and show the gaps. So for Family Law, we have been trying for a long time. We are now deploying expert lawyers to look at gaps in the laws and document findings, and lobbying government."* International stakeholder

Most stakeholders considered that UN Women applies rights-based approaches consistently to its technical support and normative work. For example, in its support to a UNICEF-UNFPA program evaluation and development process, UN Women ensured that the program explicitly recognized and documented child marriage as a form of VAWG, with gender inequality as a key driver. However, some stakeholders signaled that ECO's approaches to feminist and human rights principles and gender equality agendas need further attention, investment, and strengthening internally and in discourse with communities and government., including sexuality and gender diversity, and sexual and reproductive health and rights.

> *"…Staff haven't upgraded themselves - a lot of them are quite dated in feminist and gender transformative approaches (and they are) risk averse as an institution. In terms of a radical feminist perspective – they are nowhere near that. If we are going to move the dial on gender equality in Ethiopia, we need to do more than women's economic empowerment."* International stakeholder

4 CONCLUSIONS

Conclusion 1 (based on Findings 1,2,3,4,6,9,17)

UN Women's exclusive focus on GEWE and role in amplifying women's voices and priorities, and its flexibility in responding to shifting circumstances, operational contexts, and capacities is highly valued by Government, civil society and donor partners in Ethiopia. While the SN tackled many of the root causes of gender inequality, some highly sensitive GEWE issues and challenging human rights violations, including related to the needs of vulnerable and marginalized groups of women and girls, require greater attention and investment.

Conclusion 2 (based on Findings 6,7,8,9,10)

The SN's mix of programming, coordination, and normative work strengthened UN Women's visibility and credibility in Ethiopia, and enabled enhanced positioning and integration of GEWE in UN Country Team processes, platforms, and analyses. The fragmentation of different activities, some gaps in human resources, and limitations in the M&E system reduced opportunities to leverage synergies across the three mandate and thematic areas. Increased technical competency and institutional capacity could expand coordination and enable ECO to better influence and inform on GEWE issues, on a wider range of dimensions.

Conclusion 3 (based on Findings 6,7,8,9,10)

There is consensus on ECO's comparative advantage and a clear mandate for engagement with established and emerging feminist movements.. A better understanding of how to partner with emerging feminist movements and women's groups to advance and link to UN Women's efforts and networks is needed.

Conclusion 4 (based on Findings 11,12,13,14,15)

A transition to a more strategic orientation in the SN is needed, and consolidation of ECO's disparate activities, partners, and geographies, which exact a high cost on ECO staff and represent barriers to the achievement of SN outcomes. Despite committed and dedicated staff with considerable expertise, synergies were not well or consistently leveraged. Building human resource and technical capacities; focusing on contextualizing global normative standards and linking with programming and coordination efforts; documenting and communicating evidence from practice; and investing in more robust monitoring and evaluation is needed to strengthen ECO's ability to build on gains. This could be facilitated through the continued support of longer term donor partners, which had an overall positive impact on the development of ECO's positioning and results.

Conclusion 5 (based on Findings 13,14)

ECO's M&E system and reporting processes require significant improvement and a shift in approach, including more realistic data collection for indicators, more robust reflection and analysis of how activities and inputs contribute to outputs and outcomes, and more attention and analysis of the cumulative changes over the SN cycle.

Conclusion 6 (based on findings 13,14 and 15)

There is a need for data and critical reflection on the role, resourcing, institutional structure, strategies and results of the African Union Regional Liaison Unit, to assess its contributions to the SN's development results and organizational effectiveness and efficiency in the Ethiopia Country Office context.

Conclusion 7 (based on findings 11,12,13,14,15)

A focus on more systemic and higher level strategies to GEWE, including normative support and policy advocacy, and building longer term relationships with partners, is needed. UN Women's stretched presence on the ground and weaknesses among local partners resulted in high transaction costs when engaging in capacity building, which had a bearing on the sustainability of UN Women-supported interventions and ECO's convening role within coordination mechanisms.

5 RECOMMENDATIONS

The evaluation has identified 8 recommendations for enhancing UN Women's contributions to GEWE results, with a focus on the development of the next Strategic Note. These recommendations are based on insights and evidence gathered throughout the CPE:

1. Based on the development of clear theories of change for the overall portfolio and each thematic area, **consolidate program outputs and streamline activities**. The new Strategic Note should focus on integrated, strategic interventions and partnerships based on coherent pathways for achieving sustainable GEWE results.

2. As part of the Strategic Note development **sharpen 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.**

3. **Develop strategies to address highly sensitive GEWE and human rights issues** in programming and normative work, including through coordination with UN sister agencies.

4. **Consider including Women, Peace and Security as a thematic area in the new Strategic Note**. Undertake a detailed analysis using the SN development tools to determine the best way to ensure relevant WPS outcomes are incorportated in the ECO portfolio.

5. **Explore mechanisms and develop a strategy on ECO's support to emerging women's movements, networks and feminist organizations**. Help broker and institutionalize a more consistent, sustained role for women's rights organizations to engage in normative dialogue and decision making at all levels.

6. **Strengthen the quality and usability of ECO's results-based management and reporting systems** to enable clearer tracking of progress towards results.

7. **Undertake an assessment of the role, resourcing, institutional structure, strategies and results of the Regional Liaison Unit** and its relationship within the Ethiopia Country Office.

8. Undertake an **analysis of ECO's interventions and results related to transformative gender approaches and shifting gender nor**ms, in different thematic areas and programming contexts. Determine how to best advance this work from a more strategic level, including partnering with women's organizations at the community level.

6 ANNEXES

Annex 1: EVALUATION PARTICIPANTS

	First Name	Last Name	Position	Organisation	Interview
1.	Addisalem	Befekadu	Program Specialist EVAWG	UN Women	Zoom
2.	Anna	Parini	Deputy Director	UN Women	In person
3.	Annika	Törnqvist	Program Manager Private Sector, Market Systems and Gender Equality	Embassy of Sweden	Zoom
4.	Bettina	Maas	Country Representative (former)	UNFPA	Zoom
5.	Lydia	Atomssa	Senior Policy Officer Gender/SRHR	Embassy of the Netherlands	Zoom
6.	Kebedech	Ambaye	Strategic Planning and UN Coordination Specialist	ESA Regional Office	Zoom
7.	Tikikel Tadele	Alemu	Program Specialist - Regional Program	UN Women	Zoom
8.	Shalom	Aklilu Haile	Gender Focal Point	Embassy of Denmark	Zoom
9.	Desset	Abebe	Program Specialist- Leadership and Governance	UN Women	Zoom
10.	Nechitie	Filatie	Director, Gender Directorate	House of People Representatives	In person

11.	Esther	Watts	Country Director	CARE Ethiopia	Zoom
12.	Feyera	Abdi	Executive Director	SOS Sahel Ethiopia	Face to face group discussion
13.	Dr. Abeduba	Yakob		SOS Sahel Ethiopia	Face to face group discussion
14.	Naomi	Brihanu		SOS Sahel Ethiopia	Face to facegroup discussion
15.	Desalew	Alehegn	Project Officer seconded by UN Women	Amhara BoWCYA	Zoom
16.	Gashawbeza	Haile	Project Manager	EOC-DICAC	Telephone
17.	Eskinder	Lakew	Team Leader	Ministry of Education	Zoom
18.	Anchinesh	Shiferaw	Focal Person	Addis Ababa University	Zoom
19.	Rakeb	Messele	Senior Strategic Advisor	Ethiopian Human Rights Commission	Zoom
20.	Maria	Munir	Executive Director	AWSAD	In person
21.	Karin	Heisseler	Chief, Child Protection	UNICEF	Zoom
22.	Yelfigne	Abegaz	National Program Coordinator	UN Women	Zoom
23.	Sehin	Teferra	Executive Director	Setaweet	Zoom
24.	Wondmneh	Lemma	Project Coordinator	EWLA	Zoom

25.	Abebaw	Abebe	Coordinator	MoA	Zoom
26.	Markos	Mekonnen	Senior Gender Expert	MoA	In person
27.	Yaregal	Zelalem	Project Manager	MoA	In person
28.	Dr. Hirut		TA seconded by UN Women	MoA	In person
29.	Seleshi	Tadesse	Director	MoWCY	Zoom
30.	Ashenafi	Feyissa	Director	MoWCY	Zoom
31.	Sorsie	Gutema	Director	Central Statistics Agency	Zoom
32.	Letty	Chiwara	Representative	UN Women	Zoom
33.	Michele	Servedei	Deputy Representative (Programs)	UNICEF	Zoom
34.	Tsige	Haile	Executive Director	WISE-Organization for Women in Self Employment (WISE)	Zoom
35.	Etsehiwot	Eguale	Program Specialist EVAWG	UN Women	Zoom
36.	Fikerte	Abebe	Knowledge Management Officer	UN Women	Zoom
37.	Yohannes	Mersha	Associate Professor	Bahir Dar University, Gender Studies Department	Zoom
38.	Neteru	Wondwossen	Gender Directorate Director - Former	Ministry of Finance	Zoom

39.	Per	Mogstad	Counsellor – Head of Development Cooperation	Embassy of Norway	Zoom
40.	Tyobestya	Shalemariam Teklemariam	Gender and Migration Prorgamme Officer	Embassy of Norway	Zoom

ANNEX 2: Documents Reviewed

1. UN Women Ethiopia Country Office, April 2018. Report on Strategic Note 2017-2020: Development Results Framework (DRF)

2. UN Women Ethiopia Country Office, April 2018. Report on Strategic Note 2017-2020: Organizational Effectiveness and Efficiency (OEE)

3. UN Women Ethiopia Country Office, April 2018. Report on Strategic Note 2017-2020: Narrative

4. UN Women Ethiopia Country Office, September 2018. Report on the Midterm Review of the Strategic Note (2017-2020) 1st draft

5. UN Women Ethiopia Country Office, October 2018. Strategic Note 2017-2020: Updated DRF- MTR 2018

6. UN Women Ethiopia Country Office, October 2018. Strategic Note 2017-2020: Updated OEEF- MTR 2018

7. UN Women Ethiopia Country Office, October 2018. UN Women Strategic Note 2017-2020: Updated Narrative 2018

8. UN Women Ethiopia Country Office. 1st Report on Strategic Note to Government of Sweden (Swedish International Development Cooperation Agency) for period of Jan – Dec 2017

9. UN Women Ethiopia Country Office. 2nd Report on Strategic Note to Government of Sweden (Swedish International Development Cooperation Agency) for period of Jan – Dec 2018

10. UN Women Ethiopia Country Office. Report on Strategic Note to Governments of Sweden (represented by Swedish International Development Cooperation Agency), Norway and Netherlands for period of Jan– Dec 2019

11. UN Women Ethiopia Country Office. 2016 East and Southern Africa Region Annual Report and Annual Work Plan Country Report for Ethiopia. Report Date: 1/10/2018

12. UN Women Ethiopia Country Office. 2017 East and Southern Africa Region Annual Report and Annual Work Plan Country Report for Ethiopia. Report Date: 3/2/2018

13. UN Women Ethiopia Country Office. 2018 East and Southern Africa Region Annual Report and Annual Work Plan Country Report for Ethiopia. Report Date: 9/8/2020

14. UN Women Ethiopia Country Office. 2019 East and Southern Africa Region Annual Report and Annual Work Plan Country Report for Ethiopia. Report Date: 9/8/2020

15. UN Women Ethiopia Country Office. Evaluation Plan 2017-2020. August 2020

16. UN Women Ethiopia Country Office. Mid-Term Evaluation of the Program on Increased Participation and Representation of Women in Leadership in Ethiopia: The Road to Equitable Development. May 2020

17. UN Women Ethiopia Country Office. End Evaluation Report: Joint Program on Rural Women's Economic Empowerment in Ethiopia. November 2018

18. UN Women Ethiopia Country Office. Independent Evaluation of the UN Women Preventing and Responding to Violence against Women and Girls Program. July 2018

19. UN Women Ethiopia Country Office. Monitoring, Evaluation and Research Plan (MERP) 2017-2020

20. UN Women Ethiopia Country Office. Monitoring, Evaluation and Research Plan (MERP) revised for 2019-2020 (SN MTR)

21. UN Women Ethiopia Country Office. Monitoring, Evaluation and Research Plan (MERP) for 2020

22. UN Women Annual Work Plan Guidance note

ANNEX 3: Information Sheet

The following information sheet will be provided to stakeholders participating in the evaluation.

Information Sheet: UN Women Ethiopia Country Portfolio Evaluation

Thank you for your interest in the UN Women CPE. Please read this information before deciding whether or not you wish to take part in the evaluation.

What is the purpose of the review?	UN Women has commissioned Margot Szamier and Yosef Endeshaw to conduct an evaluation of its Ethiopia Country Portfolio to assess the relevance, coherence, effectiveness, efficiency of its work in preventing and responding to violence against women and girls, the sustainability of the benefits, and integration of human rights and gender equality. The findings will be used to inform decisions about UN Women's strategic work, and shape future engagement with its development partners.
Why have I been asked to participate?	You/your organisation has been identified as having a relationship or association with the UN Women.
What happens to the evaluation findings?	Your responses will be analysed and combined with the findings from other stakeholders. A report will be provided to UN Women and its partners.
What's involved?	We would like about one hour to discuss your experiences with the Program. The interview will happen in December 2020.
What questions will you ask me?	We will ask you questions about UN Women's work in Ethiopia, and your ideas on how it could be enhanced. You do not have to answer any questions that you feel uncomfortable with.
Do I have to participate?	Your participation is completely voluntary. The evaluators will keep your information confidential. We will not share the information you provide in a way that you can be identified, without your permission.
What if I have questions?	Please email a member of the review team, if you have questions about the review: • Margot Szamier – margot.szamier@gmail.com

ANNEX 4: Informed Consent

The following informed consent will be obtained from participants before the collection of interview data.

I agree to participate in this interview for the **UN Women Ethiopia Country Portfolio Evaluation**, as outlined in the information provided to me by the evaluators, Margot Szamier and Yosef Endeshaw.

I understand that:

- My participation is voluntary, and I can withdraw from the evaluation at any time.

- Whether or not I participate in the evaluation will not affect any current or future relationship with UN Women.

- The evaluators will seek to keep my information strictly confidential. No information in the report will be attributed to individuals without direct consent.

- I can request any information collected from me to be withdrawn at any time up until the analysis stage.

- The interview, with my permission, may be taped, and may be transcribed.

- Digital recordings, notes, and summaries will be stored securely with the evaluators and will not identify me.

I have been given the opportunity to ask questions. I give my consent to participate in this interview.

Name: _____

Signature: _____

Date: _____

ANNEX 5: Question Guide for In-depth Interviews

Qualitative Interview Discussion Guide

The following sets of questions will be used to guide in-depth, semi-structured interviews with evaluation participants. The questions will be tailored to specific audiences. Not all question areas will be used with all participants.

INTRODUCTIONS

- Introduce the CPE and the evaluation team

- Explain informed consent

- Ask participant to give an overview of their role and involvement with the UN Women

CONTEXT SETTING

- Describe work on gender equality and women's empowerment in this context

- What are the key issues and priorities for women and girls in Ethiopia?

- What is being done to address these?

   o PROBE: what is working/not working well, different actors, etc.

- What coordination mechanisms exist in the GEWE sector?

   o What is working/not working well?

RELEVANCE - Is UN Women doing the right things to meet needs?

- Is UN Women providing the right support to Ethiopia's national and local level priorities?

   o Probe: approaches, gender equality and human rights, level of engagement

- To what extent is UN Women focussed on the highest priorities for Ethiopia? Are the needs of the most vulnerable women and girls included? Give examples.

- Has UN Women adapted well to changing contexts and capacities, e.g. political, environmental, social and economic?

- What is UN Women's unique role in contributing to priorities and needs?

PROBE: other organisations, mechanisms and approaches, relative strengths and weaknesses, gaps or duplication at different levels, missed or seized opportunities

- What opportunities are there to strengthen coordination and strategic focus on these issues?

- What aspects of UN Women's work do you consider most valuable?

PROBE: funds, technical, knowledge, coordination, normative

COHERENCE – Does UN Women's Portfolio fit the Ethiopia context?

- In terms of its triple mandate, what do you consider UN Women's strong points (operational/programming, coordination and policy/normative work)? Does the Portfolio reflect an optimal balance?

- In the context of the UN system, Ethiopia, and the African Union, what is UN Women's unique contribution and comparative advantage?

- To what extent has UN Women had access to adequate and appropriate skills, knowledge and capacities to make progress towards the GEWE outcomes? (Show outcomes framework)

EFFECTIVENESS – Is what UN Women is doing working?

- To what extent has UN Women made progress towards its planned outcomes in the operational, normative and coordination areas? What, if any, outcomes have been achieved? (give examples)

PROBE: Show Outcomes Framework

- What helped the achievement of outcomes? What got in the way of the achievement of outcomes? Are there still gaps, and if so, where?

PROBE: human rights-based approaches, four impact areas, capacity, funding, choice of partners

- What has been most effective in making progress towards each outcome area? Which areas are weaker? Please give examples.

- Have there been unexpected outcomes?

- Are there groups, partners and/or communities that are not being reached as successfully? Why?

- Does UN Women have the right mix of strategies and activities to achieve its goals? Are there any that should be enhanced or discontinued?

- Has UN Women linked with the right partners? Why or why not? Which kinds of partnerships were most effective in delivering outcomes, and why?

- To what extent have resources and capacity been sufficient to achieve results, including access and ability to mobilize the necessary skills, knowledge and capacities?

EFFICIENCY - How well did UN Women use its resources?

- Were UN Women's interventions managed and delivered in good time and to a high quality standard? What has enhanced and/or constrained UN Women's efficiency in delivering on its plans?

- Are UN Women's structures, resources and capacities needed to implement the Strategic Note sufficient and appropriate to achieve its intended results

PROBE: human and financial resources, management, and institutional structure, principles and practices, both internally and among partners?

- How does organizational structure and human and financial resource management contribute to or constrain progress towards outcomes?

PROBE: implementing partners, multiple donors, UN system, technical support, capacity building

- Have resources been sufficient and appropriate to achieve its outputs and outcomes?

PROBE: funds, expertise, time, procedures, regulations, administrative costs, etc.

- To what extent has UN Women's efforts generated or resulted in synergies (internally and/or between partners), including the UNCT?

PROBE: duplication of effort

SUSTAINABILITY - Will the benefits last?

- Is there any evidence that UN Women's achievements/outcomes will be sustained? (Please give examples)

- What strategies were used to build sustainability? What factors constrain it?

- To what extent have UN Women's approaches and management contributed to or limited sustainability?

- To what extent is there national ownership for different elements of UN Women's Portfolio? How has this been enabled or supported?

- Are there particular priorities for support that would enhance sustainability?

HUMAN RIGHTS AND GENDER EQUALITY - Did UN Women advance gender equality and contribute to the realization of human rights?

- How and to what extent has UN Women contributed to addressing the root causes of gender inequality and supporting the realization of human rights?

RECOMMENDATIONS

- What is needed to enhance the relevance, coherence, effectiveness, efficiency and sustainability of Ethiopia's work on GEWE?

- What improvements could be made in the Strategic Note?

- Are there any other comments you would like to make that we didn't cover in this interview?

THANK AND CLOSE

Outcomes and Outputs		Indicators
Impact 1: Women lead and participate in decision making at all levels		
Outcome 1.1	**Women leaders effectively participate in and influence decisions in political institutions at Federal and Regional levels.**	• **% increase of women in senior level management in the two targeted regional civil service** • **Number of women MPs promoted to leadership positions in the parliamentary structure**
Output 1.1.1	Increased technical capacity of women to compete for leadership positions with in the executive and legislative branch of the government in Amhara and SNNPR Regional State and at Federal Level	• Percentage increase in the knowledge/skills of trainees in the capacity building training subject matter • Transformational Leadership Training Curriculum institutionalized in Amhara Regional State • Number of women MPs able to integrate gender into parliamentary discussions • Number of MPs (male and female) that were able to integrate gender in their committee work and legislation
Output 1.1.4	A new generation of leaders is encouraged through role modelling and mentorship of experienced women leaders	• Number of women leaders engaged in mentoring women leaders at lower level leadership positions
Outcome 1.2	**Women are perceived as equally legitimate and effective political leaders as men**	• **% of target community who perceive women as equally leaders as men in society**
Output 1.2.1	Increased community and civic understanding of gender equality and women's right to political participation	• Percentage increase in the understanding of target community/CBO members towards gender equality and women's right to political participation
Output 1.2.2	The media promotes positive portrayals of women leaders and gender equality as a social goal	• Indicator 1.2.2A: Number of media reports and positive tonality generated by media personnel trained by UN Women that highlight the work of women leaders

Output 1.2.3	Male political leaders lead by example and promote gender equality and women's leadership	• Indicator 1.2.3A: Number of male MPs /regional members of council and political leaders publicly committed to taking action through HeForShe Solidarity Movement.
Output 1.2.4	Increased availability of data and analysis on the equal representation and effective participation of women in leadership positions in the government	• Indicator 1.2.4A: Number of researches including MoWCA's study on women in leadership and master's thesis on aspects of participation and representation of Ethiopian women in politics and decision-making
Outcome 1.3	**Fiscal laws, policies and strategies of the Government prioritize budgetary allocations in favour of GEWE**	• **Introduced provisions for GEWE in budgetary laws, policies and strategies**
Output 1.3.1	Strengthened Institutional capacity of MoFEC, its directorates and OFAG for gender responsive public finance management (PFM)	• gaps identified on the gender responsiveness of the Public Finance Management System to inform decisions by Government. • Number of Federal and Regional Finance and Economic Cooperation and key stakeholders supported with targeted tools and studies to address the identified gaps in gender-responsive public finance management and resource allocation. • Percentage of trained Experts of Ministries/Bureaus of Finance and Economic Cooperation that reported an increase in knowledge on gender-responsive public finance management and resource allocation. • Gender Equality Strategy developed by MoFEC to ensure gender responsiveness of PFM • Percentage of trained auditors that reported an increase in knowledge on gender performance audit
Outcome 1.4.	**Quality, comparable and regular gender statistics are available to address national data gaps and meet policy and reporting obligations on national and international commitments.**	• **Number of gender-related indicators in SDGs with at least 75% country level data coverage**

Output 1.4.1.	Capacity of the national statistical system (NSS) strengthened to compile Tier I indicators in the minimum set and SDGs.	• Number of sectors reporting against gender-sensitive indicators on SDGs under Tier I
Output 1.4.2.	Capacity of the national statistical system (NSS) strengthened to compile Tier II indicators in the minimum set and SDGs.	• Proportion of time spent on unpaid domestic and care work, by sex, age and location identified • Proportion of total agricultural population with joint/individual land use entitlement identified by sex and marital status • Number of regional states and city administrations linked through a network to feed into the MIS • Percentage of data collected under the minimum set of gender indicators under Tier III • Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions identified
Outcome 1.5	More Sectoral Ministries develop gender-responsive plans and budgets	• Number of sectors influenced to develop gender-responsive plans and budget • Number of sectors that have improved allocation of resources to address GEWE financing gap.
Output 1.5.1	Job creation Agency and MoANR capacitated to revise their planning template to enhance tracking of resource allocated for GEWE	• Availability of revised planning template of of targeted Sectoral Ministries and Agencies • Percentage of High Officials and Experts of Sectoral Ministries and Agencies who reported increase in knowledge on the revised planned template
Output 1.5.2	Enhanced capacity of targeted parliamentarians (Women and Youth and budget standing committees) to	• Number of targeted parliamentarians with technical capacity on gender-responsive planning and budgeting

	question sectoral Ministries on their plan and budget from a gender perspective	• Number of sectoral Ministries questioned about their plan and budget from a gender perspective during budget hearing using the guide in the toolkit
Output 1.5.3	Capacity of Gender Advocates and members of Multi Stakeholder group strengthened to advocate for increasing Financing for GEWE	• Multi-stakeholder group set up to advocate for increased financing for GEWE • Percentage of gender advocates and members of Multi-Stakeholders group who reported increased in knowledge on advocacy for increased financing for GEWE
Output 1.5.4	Availability of evidence on gender financing gaps increased	• Number of Sectors for which Gender gap analysis of their budget was conducted and the budget gap identified
Output 1.5.5	Agriculture and Job Creation sectors capacity built to address the gender budget gap to increase financing for gender equality in their programs	• Availability of recommendations proposed by High Officials and Experts trained by UN Women to address the gender budget gap and to increase financing for gender equality in their programs
Outcome 1.6	**Supportive policy environment in place to ensure gender-responsive localization and effective monitoring of the SDGs.**	• **Proportion of Sustainable Development Indicators with full [sex] disaggregation produced at the national level.**
Output 1.6.1	An assessment of gender statistics and identification of gaps is conducted at the national level	• Number of assessments conducted on the gender data gaps
Output 1.6.2.	Enabling legal frameworks, institutional arrangements, and adequate resources for gender statistics are in place	• Number of gender-responsive policies on statistics
Output 1.6.3.	National plans to localize gender related SDGs targets and indicators are developed	• A list of indicators tailored to the national context identified and agreed by all stakeholders • Number of Annual Progress Report (APR) on the GTP II reported against gender-sensitive indicators
Outcome 1.7	**Women are promoted as leaders in gender sensitive political institutions (NEW)**	• **Number of legislations adopted specifically addressing gender equality or assessed for gender sensitivity**

		• **Number of parliamentary debates lead, and motions proposed related to gender equality initiated by female parliamentarians** • **Availability of training modules, guidelines and checklists on gender equality, gender sensitive parliamentary processes and leadership**
Output 1.7.1	Improved capacity of elected representatives to discharge their legislative, representative and oversight functions in a gender responsive manner	• Skill/knowledge of parliamentarians on gender equality and mainstreaming gender in parliamentary processes
Output 1.7.2	Enhanced capacity of the parliamentary secretariat to provide support for gender responsive legislative function	• Increased knowledge and capacity of the secretariat staff on gender equality and gender mainstreaming in parliamentary processes • Availability of knowledge products (checklists; guidelines) in the office of the secretariat to guide the gender mainstreaming effort of the parliament
Output 1.7.3	Women members of parliament have enhanced capacity to lead and effectively participate in parliamentary functions	• Leadership skills of participants in leadership trainings
Output 1.7.4	Strengthened capacity of women parliamentarian caucus to articulate practical and strategic needs of their constituencies and become an agent of change	• Number of consensus building forums organized by the women parliamentary caucus (at national and regional level) to articulate strategic demands of Ethiopian women • Mentorship structure set up
Outcome 1.8.	**Gender statistics are accessible to all users (including government, civil society, academia, and private sector) and can be analysed to inform research, advocacy, policies and programs and promote accountability. (NEW)**	• **Number of knowledge products published including gender assessments of SDGs using agreed SDGs indicators**
Output 1.8.1.	Increased dissemination of data at national, regional state and sectoral levels for a broad audience.	• Number of user-friendly data sources that can be easily accessed by data users.

		• Number of user-producer dialogue forums and workshops
Output 1.8.2.	User-producer dialogues regularised to increase accessibility, quality, transparency, and demand for gender statistics at the federal and regional state statistical offices and sectors.	• Number of user-producer dialogue forums and workshops
Output 1.8.3.	Capacity of civil society, government, and other actors to generate, use, publicise, analyse and disseminate gender statistics to inform decision-making is strengthened.	• Number of trainees with adequate skill and knowledge to roll-out training on data generation and analysis from a gender perspective
Impact 2: Women, especially the poorest and most excluded, are economically empowered and benefit from development		
Outcome 2.1	**Women sustainable livelihoods enhanced by gender-responsive services and access and control over means of production and resources.**	• **Number of models adopted by Regional Governments to provide consolidated development assistance to women (technology, Business development services, finances etc.) that scale up women's employment through agro-processing in the Regions.** • **Percentage of rural women with diversified, sustainable income sources and able to create assets and long-term employment.**
Output 2.1.1	Rural women in agro and/or other business cooperatives/enterprises have increased access and control over productive resources (land, technologies/tools and business development services) to improve their livelihoods, resilience and employment	• Number of rural women enterprises/cooperatives accessing better technologies to add value to their products. • Number of rural women entrepreneurs with improved access to BDS services and market opportunities • Number of women owned small and micro enterprises linked with medium enterprises/ buyers for market opportunity and other exposures.

Output 2.1.2	Enhanced capacity of selected Federal, Regional and Woreda government institutions to respond to women's challenges in accessing and benefiting from productive resources such as land, technologies, and other financial and non-financial services.	• Number of rural-based sectors/offices/associations that have included priorities on women land issues and services for women (and their enterprises) in their development plans of Women Affairs and their regional bureaus • A fully operational gender-sensitive BDS center is set up to provide ongoing/onsite standardized services to targeted rural women in agro-businesses
Output 2.1.3	Strengthened dialogue mechanisms facilitated within communities and relevant stakeholders to enable them to engage at all levels of economic policy and poverty eradication processes.	• Number of target community members who positively understand gender/women's economic rights and supporting women's • Number of community dialogues between rural women entrepreneurs/rural women and regional and woreda public officials on regional poverty eradication and women economic empowerment strategies.
Output 2.2.1	Gender equality networks and mechanisms established and strengthened to ensure gender is mainstreamed and assessed within national plans, laws and policies promoting economic empowerment.	• Number of gender equality networks established to influence national plans, laws and policies promoting economic empowerment • Number of consultations organized and held by the gender equality networks and women land right taskforce with relevant government stakeholders on either 1) revision of law, policy and plan on economic empowerment or 2) to influence the implementation of existing laws, policies and plans.
Outcome 2.2	**Gender equality advocates influence economic policies to promote women's economic empowerment and sustainable development.**	• **Availability of gender responsive polices, and strategies, guidelines and procedures for enhanced women economic empowerment influenced by gender equality advocates/networks.**
Impact 3: Women and girls live a life free from violence		
Outcome 3.1	**Federal and regional normative framework and enforcement mechanisms to prevent and respond to VAWG developed and implemented in line with international human rights standards**	• **Indicator (FP) FP6_1.1A: In the reporting year, did your country have VAW laws and policies in place that are in line with international standards on VAW** • **Indicator (FP) FP6_1.1B: In the reporting year, did your country have legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex**

	An enabling legislation and policy environment in line with international standards on EVAWG and other forms of discrimination is in place and translated into action	• **Number of Regional Family laws aligned with international human rights standards** • **Percentage of violence against women and girls reported cases with convictions reached in selected regions** • **Percentage of cases of violence against women and girls filed in courts that have a verdict reached.**
Output 3.1.1	Somali region enabled to adopt family law in line with the Federal Family Code and International instrument on women's rights	• Somali Family Law Bill adopted
Output 3.1.2	Strengthened capacity of law enforcement bodies to prevent and respond to cases of VAWG	• % increase in VAWG cases investigated and prosecuted in selected areas
Output 3.1.3	Evidence-based data, information and analysis on VAWG and women's access to justice available (NEW)	• % increase in VAWG cases investigated and prosecuted in selected areas
Outcome 3.2	**Women and girls who experience violence can use available, accessible and quality essential services so the impact of violence is addressed, and perpetrators are held accountable**	• **In the reporting year, where there Increase in the # of women using quality essential services in line with relevant monitoring and reporting frameworks (denominator is output 3.3)** • **Number of women and girls survivors of violence who have accessed comprehensive services** • **Percentage of reduction of violence in SASA piloted communities** • **Number of members of the Network of Ethiopian women shelters that are using standardized operating procedures** • **Number of community pacts on ending VAWG endorsed in Amhara and Oromia**

Output 3.2.1	Increased availability, accessibility and use of survivor focused protective services	• Number of shelters providing comprehensive survivors focused services
Output 3.2.2	Capacities of CSOs and government in the provision of quality services to survivors of violence and in collecting and using data in an ethical manner strengthened	• Number of service providers applying standardized and model services • Number of interventions on EVAWG initiated through the multi-sectoral coordination mechanisms
Output 3.2.3	Increased social engagement in the prevention and protection of women and girl's human rights	• Number of partners that have completed all phases of SASA! • Number of women referred by women groups (associations, affairs office, development army) to service providers and police • Number of religious and traditional leaders trained and committed to working on EVAWG and on women's rights promotion
Outcome 3.3	**Favorable social norms, attitudes and behaviors are promoted at community and individual levels to prevent VAWG**	• **Percentage difference in reduction of prevalence of intimate partners violence in SASA! Kebeles compare to non SASA! Kebeles** • **Number of community pacts on ending VAWG endorsed in Amhara and Oromia regions**
Output 3.3.2:	Educational curricula and programs addressing gender equality and VAWG are developed and integrated into formal and nonformal education	• Increased number of VAWG (including sexual harassment) cases reported by students and schools • Standard teachers training manual on VAWG in schools developed
Output 3.3.3	Increased social engagement in the prevention and protection of women and girl's human rights	• Number of women referred by women groups (associations, affairs office, development army) to service providers and police • Number of religious and traditional leaders trained and committed to working on EVAWG and on women's rights promotion
Output 3.3.4	Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for	• Number of CSO led advocacy initiatives that demonstrate influence in regional and global intergovernmental processes on EVAWG, HPs and SRHR dimensions

	GEWE and ending VAWG, including SGBV/HP, and promoting SRHR, with relevant stakeholders at sub-national, national, regional and global levels	• Number of AU-CSO joint consultative platforms on EVAWG, HPs and SRHR supported by the regional Spotlight Initiative
Output 3.3.5	AUC and regional CSOs and networks have increased capacity to generate and disseminate knowledge and evidence on VAWG, HPs and SRHR under the regional Spotlight Initiative (NEW)	• Number of advocacy products and platforms developed and published by AUC and CSOs • Number of AU policies, strategies and initiatives that make reference to Spotlight Initiative knowledge products on EVAWG, HP and SRHR
Impact 5: Governance and national planning fully reflect accountability for gender equality commitments and priorities		
Outcome 5.1	**Quality, comparable and regular gender statistics are available to address national data and gender financing gaps to create political consensus and re-prioritization of gender equality goals in Ethiopia.**	• **Availability of networked data management system institutionalized within government for assessing implementation of GTP II and sector plans align to the UNDAF (2017-2020) and SDGs** • **Number of sectors that have addressed the gender financing gaps in their planning and resource allocation.** • **Number of girls entering higher education in ICT and coding** • **Number of African countries that have ICT and coding as part of their national curricula** • **Number of young girls and women accessing tech clubs listed in database**
Output 5.1.1	Young girls have increased skills in digital literacy, coding and personal development through coding camps across Africa	• Young girls will have increased skills to be builders and entrepreneurs. For example, young girls indicate that they are feeling equipped with digital literacy, coding and personal development skills
Output 5.1.2	Young girls have confidence in ICT and coding and feel that they are able to overcome prejudice and traditional gender roles	• Confidence level of young girls in ICT and Coding

Output 5.1.3	Young girls and women are inspired by media to choose education and career within coding and ICT.	• Number of girls citing media and/or role models as their inspiration
Output 5.1.4	Relevant ministries have the capacity (tools) to mainstream and implement ICT, gender and	• Number of countries where staff in relevant ministries have been trained. • Staff indicate to have the capacity (tools) to mainstream and implement ICT, gender and coding into the national curricula.
Output 5.1.5	Relevant ministries have the capacity to mobilize resources for strengthening educations on ICT and coding.	• Number of Ministries of Education who have mobilized resources specifically for strengthening educations on ICT and coding.
Output 5.1.6	Secondary and high schools include education and career options within ICT and coding in their career advice to girl students.	• Number of countries indicating that education and career advice in secondary and high schools include advice on ICT and coding and that advice is also targeting girls. • Number of countries that have printed and distributed manuals to schools on gender sensitive education and career advice
Output 5.1.7	Girls that have participated in the Coding Camps are able to approach tech clubs, tech companies and CSOs working within ICT and Coding.	• Number of young girls with established contacts to tech clubs, tech companies and CSOs • Number of tech clubs, tech companies and CSOs listed by organizers (listing will include specific contact persons at each club, company and CSO) • Number of girls organising Open houses and showcasing their skills at the exhibition
Output 5.1.8	Role models - including male role models - from different sectors (teachers, entrepreneurs, artists, politicians, community leaders etc.) are encouraging young girls and women to access an education and career within ICT and coding.	• Number of role models that have committed themselves to the AGCCI campaign and are visible (appear in the media) • Number of male corporate leaders who promote (with public statements reg. corporate policy promoting gender diversity) a diverse workforce under the AGCCI campaign • Number of HeForShe champions from the ICT sector

Impact 6: A comprehensive and dynamic set of global norms, policies and standards on gender equality and women's empowerment is in place and is applied through action by Governments and other stakeholders at all levels		
Outcome 6.2	Systems of accountability in place to hold duty-bearers to account to deliver on GEWE commitments in national and international frameworks	• Number of sectors that have institutionalized policies, guidelines and accountability mechanism aligned with SDG/GTP II targets on GEWE
Output 6.2.1	Institutions have strengthened capacity to mainstream gender within GoE to enhance accountability, track and monitor sector's performance on GEWE to match SDG/GTP II targets on GEWE	• The gender performance levelling tool endorsed by the National council (led by the Deputy Prime minister), the regional councils & all sectors • Number of sectors and regional bureaus that have institutionalized the levelling tool • Consecutive Annual progress report on GTP II with concrete results on GEWE
Output 6.2.2	NWMs have the capacity to influence, analyze, monitor implementation and report on national and global commitments on GEWE (GTP II, CEDAW, SDGs, Agenda 2063 etc.)	• Number of sectors/bureaus, which have mainstreamed gender in their respective sector plans and budgets • Number of periodic CEDAW reports submitted by Government of Ethiopia • Proportion of recommendations of 8th state report on CEDAW implemented