

ANNEXES

**UN WOMEN ETHIOPIA COUNTRY
OFFICE STRATEGIC NOTE (2022-2025)
EVALUATION**

The annexes provide further detail to supplement information in the main body of the report. The annexes are set out as follows:

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The priorities are intended to be delivered across UN Women's triple mandate: normative, coordination, and selective operational delivery where UN Women brings a particular value add. Normative and coordination functions are cross-cutting enablers across every item.

This section consolidates stakeholder inputs and ranks them against clear criteria to support prioritization for the new Strategic Note (SN). The evaluation does not set out to recommend implementing all priorities, nor all tier 1 priorities, but to set out priority areas for consideration, based on the evaluation findings.

Cross-cutting priorities from the comparative advantage analysis. Across the SN, three cross-cutting priorities shape both what to prioritize and how to deliver: strengthening gender data systems for accountability and policy use; supporting feminist movement-building and WROs/WLOs for voice, participation, and financing; and institutionalizing gender equality across government policy and planning systems through laws and standards, GRB and budgeting, audits, and results frameworks.

The process identifies areas with clear demand, opportunities to institutionalize and a credible route to scale in this period. It suggests prioritizing working on policies and systems where UN Women adds most value; reflects the current context (such as the current status of GBV legislation and timing of the 2026 elections) and seeks to identify cross-thematic synergies. Across prioritized areas, the ECO should confirm agreed divisions of labour under the relevant UNSDCF Outcome; agree the normative products and the coordination mechanism; and specify any selective implementation required to secure uptake.

Prioritization criteria. Areas were assessed based on the following criteria:

1. **Demand and ownership.** Explicit asks from government or repeated donor and UN signals, and where UN Women is named in sister-agency CPDs.
2. **Pathway to scale through systems.** A clear route to institutionalization through laws and standards, budget lines and GRB, audit and oversight, and national data systems, rather than small-scale projects.
3. **Strength of comparative advantage.** Fit with UN Women's core roles in policy influence, system coordination, and gender evidence.
4. **Coherence and division of labour.** Reduced duplication and a joint-programming setup with defined roles across agencies.
5. **Feasibility in the SN horizon.** Opportunities, political and operational risk, and current capability and resourcing.

6. **Evidence to date.** Documented foundations, pilots, or models that can be built on.

Tier 1. Priorities for consideration

Areas with strong demand, clear routes into government/UN systems, and feasible delivery within the new SN, representing a set of options.

1) GBV system institutionalization (including a standalone VAWG law)

Rationale: There is strong government interest in CRMS from Justice and Police and on a VAWG law from MoWSA. Donors and UN agencies are converging on prevention and survivor-centred systems. There is a direct route to scale through legislation, by-laws, SOPs, and GRB and financing. UN Women has demonstrated significant effectiveness around supporting policy and coordination in this area. This also advances follow-up on CEDAW/Beijing commitments and aligns with EVAW coordination platforms.

UN Women role: Lead policy and coordination; build gender-mainstreaming capacity in ministry legal departments and regional bureaus of women affairs; support the legislative process for a VAWG bill, SOPs, and financing; set norms metrics; lead GRB and costing; follow up on SWAP; work with WRO coalitions on advocacy and oversight, and support BoWSAs to convene multi-sector EVAW platforms at regional/municipal level.

Potential partners: MoJ, MoWSA, BoWSAs, Police and Prosecution, Parliament committees, political parties, UNFPA, UNICEF, CSO and WRO coalitions.

2) WPS and transitional justice (including CRSV)

Rationale: Stakeholders and CPDs name this repeatedly. UN Women has a clear role on participation, CRSV accountability, and coordination within peace and governance outcomes. It is feasible when anchored in WPS and linked to humanitarian GBV and CRSV data and referral pathways. It operationalizes UNSCR 1325+ NAP commitments and CEDAW General Recommendation 30, while linking humanitarian GBV/CRSV data to justice pathways.

UN Women role: Coordinate across peace architectures; synthesize and share evidence; advocate MoWSA's role; ensure WRO participation; link survivor feedback and data to justice pathways.

Potential partners: MoWSA, MoJ, national peace institutions, UNDP, UNFPA, OHCHR, WROs.

3) Humanitarian coordination

Rationale: There are clear asks to be present in regional mechanisms, participate in OCHA-led rapid assessments, progress

localization, and implement links across the humanitarian, development and peace. This embeds WROs and WLOs in humanitarian spaces and channels CRSV and GBV evidence to WPS and justice, so policy and coordination and service delivery reinforce each other.

UN Women role: Resource GiHA leadership; integrate gender in HCT, ICCG, and HRP; co-lead Rapid Gender Analyses with OCHA and clusters; provide structured support for WLO and WRO participation and funding access; work through local structures for enforcement and clear feedback and follow-up mechanisms; maintain an explicit interface between humanitarian work and WPS and WEE.

Potential partners: OCHA, HCT and ICCG, clusters, UNFPA, UNICEF, WFP, WLOs and WROs, BoWSAs.

4) Gender-responsive budgeting and public finance

Rationale: MoF and OFAG have made explicit asks. GRB is a proven system lever through tagging, budget circulars, and audits, with high scalability. Donors want an economic framing around care and productivity. This is a direct way to institutionalize gender across planning and budget systems and to drive accountability.

UN Women role: Lead GRB standards, tagging, and audit integration; produce care-economy analytics; engage Parliament and media; support WRO budget monitoring.

Potential partners: MoF, OFAG, Parliament, UNDP, media and CSO and WRO coalitions.

5) GBV, norms, and youth prevention at scale

Rationale: UNFPA and UNICEF align with UN Women on the importance of prevention. There is evidence on community-led models such as SASA!, on school-based approaches, and on faith and traditional platforms. Donors stressed prevention and metrics, not only services. UN Women leads policy, coordination, and norms measurement while delivery agencies scale, which provides a clear division of labour.

UN Women role: Set prevention frameworks and metrics; coordinate with MoE and religious and traditional institutions; ensure active engagement of men and boys; include youth and disability; enable WRO and WLO engagement in shaping prevention design, through building the women's movement.

Potential partners: UNFPA, UNICEF, MoWSA, MoE, FBO councils, CSOs and WROs.

6) Gender data and accountability, aligned to Women Count approaches

Rationale: National statistics systems face gaps in census and DHS. There is cross-agency demand for sex, age, and disability-disaggregated data and for citizen-generated and alternative sources. This has high leverage across all other priorities and fits UN Women's mandate around generating and disseminating gender evidence.

UN Women role: Lead standards and methods and policy use-cases, for example GBV costs, care, and labour; steward gender data portal and scorecards; formalize collaboration with CRMS for national VAWG data flows; support WRO-led accountability such as social audits and community scorecards.

Potential partners: National statistics within Planning, MoF, MoWSA, UNDP, UNFPA, UNICEF, World Bank, academia and CSOs, CRMS unit.

Tier 2. High-potential, context-dependent opportunities

Promising fits for the mandate that likely deliver if partner platforms, sequencing, or resourcing line up.

7) WEE with social protection and food security as a cross-cutting entry point

Rationale: Stakeholders consistently asked for this and for mainstreaming WEE across thematic programmes, especially at regional level. It aligns with UNICEF and World Bank and WFP platforms and can shift norms and reduce VAWG risk. Scale depends on partner systems and careful sequencing.

UN Women role: Provide the economic framing; shape childcare and care policy; integrate gender criteria in SP registries and payments; link survivors to livelihoods; gender-mainstream ongoing SP and food-security work with UN agencies; enable WRO participation in design and oversight.

Potential partners: MoL and Planning, MoA, MoH, UNICEF, World Bank, WFP, private sector, CSOs and WROs.

8) Labour-market advocacy on the informal sector and minimum wage

Rationale: Donors flagged a policy opportunity. Most women work informally, so income security and care constraints are directly affected. Scale and enforcement require tripartite alignment.

UN Women role: Develop evidence and policy options on minimum wage and informal-sector protections, including inspection and enforcement and links to care and occupational safety and health; build coalitions with social partners; support WRO advocacy platforms.

Potential partners: MoL and tripartite partners, Planning, ILO, UNDP, World Bank, employer and worker federations, CSOs and WROs.

9) Elections and inclusive leadership to 2026

Rationale: There is a defined window and strong demand for early engagement. Trauma-informed and disability-inclusive approaches are needed. There is an opportunity to institutionalize gender training across civil-service and policy cadres, not only among elite leadership.

UN Women role: Provide policy guidance with NEBE and parties; institutionalize basic and advanced gender training through

universities and civil-service academies; support leadership curricula; back women's engagement in digital and public-service one-stop shops; bring in WROs as mentors and monitors.

Potential partners: NEBE, political parties, universities and civil-service academies, UNDP, WROs and OPDs.

Tier 3. Emerging opportunities

Areas to monitor and gather evidence, build partnerships and policy options, in preparation for future opportunities.

10) Care-economy reform

Rationale: The economic case and donor interest are strong, while fiscal and policy commitments are still forming. Once commitments materialize, this would be a direct route to institutionalize gender through services and financing.

UN Women role: Costing, policy options, and municipal pilots in childcare and elder care; link to GRB and labour-market reforms.

Potential partners: MoF and Planning, municipalities, World Bank, ILO, UNICEF, CSOs and WROs.

11) Gender-responsive climate and resilience

Rationale: Relevance is high, and effective delivery requires close alignment to UNDP and FAO platforms to avoid duplication. Foundations in the CO would require developing and should be developed jointly.

UN Women role: Policy and evidence; standards for gender-responsive climate planning; links to WEE resilience and WRO community platforms.

Potential partners: UNDP, FAO, IFAD, MoA and Environment, CSOs and WROs.

12) Safe Cities scale-up, selective

Why: The model is proven. City-level political will and financing vary. Focus on places where coalitions and financing are ready.

UN Women role: City policy and ordinances, budgeting, coordination, and a norms and evidence package; engage WROs in oversight.

Potential partners: Municipalities, Police, Transport, UN-Habitat, UNDP, CSOs and WROs.

ANNEX 2: GENDER RESULTS EFFECTIVENESS SCALE

This annex summarises ratings of sampled UN Women Ethiopia projects against a Gender Results Effectiveness scale, indicating whether interventions are gender-responsive, show transformative potential, or are gender-transformative. It synthesises evidence on how far each project addresses differential needs, strengthens systems and accountability, and shifts norms/power relations.

Sampled projects	Gender Results Effectiveness
Gender equality Roadmap Ethiopia (coordination)	Transformative potential. Costed, system-embedded plan (GRB, accountability, monitoring) with scope to shift power structures pending implementation at scale.
Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women's empowerment (cross-thematic)	Transformative potential. The project contributed to institutionalizing GBV policy/coordination and embedding women rights organizations' voice in systems, signaling shifts in power structures and accountability, and scope to influence norms if sustained.
Access to essential services (EVAW)	Gender transformative. The interventions provided survivor-centered essential services (health, psychosocial care and livelihood support), strengthens referral pathways and institutional capacity, and invests in GBV evidence systems (EDHS VAW module; CRIMS), thereby addressing differential needs and equitable access for women and other survivors.
Addressing the Effects of Conflict-Related Sexual Violence in Ethiopia (EVAW)	
Ethiopia Safe Cities and Safe Public Spaces Programme for Women (EVAW)	Transformative Potential. Advanced policy, community norms, and digital safety, but still faced structural and sustainability gaps.
ME function of the Women's Peace and Humanitarian Food Security Programme (humanitarian)	Transformative Potential. the project centers women's differential needs and agency (women-led committees, leadership training, CSO capacity building) and improves equitable access to resources (cash, livelihoods, nutrition), signaling movement toward shifts in decision-making power,
UNW Leadership in GBV (Humanitarian)	Gender responsive, delivered survivor-centred, multi-sectoral GBV services, supported women led organizations to engage in sub-national clusters, and sensitized communities
Strengthening gender mainstreaming and PSEA throughout the humanitarian programme cycle (Humanitarian)	Gender responsive, strengthening systems and actors to respond to differential needs and provide survivor-centred support that improves equitable access and quality of services, but no deliberate work to target norms or power structures.
Making Migration Safe Ethiopia (WEE)	Transformative Potential. The project addressed differential needs and strengthened systems, with early signals toward shifts in norms/power relations
Increased participation and representation of women in leadership in Ethiopia (WILG)	Transformative. The project Institutionalized women's leadership capacity, shifted community norms, and embedding gender equality in Ethiopia's governance structures.
Ensuring Gender-responsive Democratization process in Ethiopia (WILG)	Transformative Potential. The program advanced women's leadership and shifting power relations in Ethiopia's governance and society. It created sustainable pathways by embedding gender-responsive policies, mentorship systems, and norm-changing community practices.
Strengthening Political Leadership of women aspirants in Ethiopia (WILG)	Transformative. The program Empowered women leaders, addressed structural barriers, and fostered institutional commitment to gender equality in political participation.
Presidential Leadership Program for Women Parliamentarians – Ethiopia (WILG)	Transformative. The program equipped women leaders with skills, fostered institutional reforms, and challenged systemic gender barriers to achieve lasting impact.

ANNEX 3: LIST OF STAKEHOLDERS CONSULTED AND DOCUMENTS REVIEWED

The first two tables provide an overview of institutions and people consulted and details of the breakdown across stakeholder category and gender. This is followed by a detailed list of the stakeholders consulted and documents reviewed.

Target and actual sample

	Survey		Interviews	
	Target	Actual	Target	Actual
Government	-	-	9	19
CSOs	5	10	30	52
Academic institutions	-	-	1	2
Donors and multilaterals	-	-	4	12
Programme participants	-	-	2	13
Private sector, financial institutions and media	-	-	1	1
UN agencies	-	-	6	17
UN Women	15	17	7	23
<i>Total</i>	20	27	60	139

Disaggregation by gender

	Interviews	Focus Groups	Survey	<i>Total</i>
Male	54	9	14	77
Female	85	84	13	182
Total	139	93	27	259

Survey

	Female	Male	<i>Total</i>
Country Office	11	6	17
External (Civil society)	2	8	10
Total	13	14	27

Interviews

232 stakeholders were interviewed / consulted in focus group discussions in total. The table below lists the stakeholders. Stakeholders representing vulnerable groups noted in the 'LNOB group' column.

No	Organization	Title	Gender	Thematic Area	LNOB Group
Academia					
1	Tigray Polytechnic College	Training Coordinator	M	WEE	
2	Tigray Polytechnic College	Training Coordinator	M	WEE	
Civil Society					
3	Empathy for Life Integrated Development Association (ELiDA)	Executive Director	F	Coordination	
4	Young Women Christian Association (YWCA)	Manager	F	Coordination, EAW	Engage youth/people with disability
5	Agar Ethiopia	Program Officer (Addis Ababa)	F	EAW	Engage youth/people with

No	Organization	Title	Gender	Thematic Area	LNOB Group
					disability
6	Agar Ethiopia	Shelter Manager (Addis Ababa)	F	EVAW	
	Agar Ethiopia	Safe House Manager (Bahir Dar)	F	EVAW	Engage youth/people with disability
7					
	AWSAD	Senior Program Coordinator	F	EVAW	Engage youth/people with disability
8					
9	Community In Action Against Poverty-CAAP	Project Manager	F	WEE	
10	Community In Action Against Poverty-CAAP	Project team member	F	WEE	
11	Community In Action Against Poverty-CAAP	Project team member	M	WEE	
12	Community In Action Against Poverty-CAAP	Project team member	M	WEE	
	The Consortium of Self-help group Approach Promoters (CoSAP)	Project Coordinator	M	Coordination	Engage youth/people with disability
13					
14	DEC's Economic Empowerment of Migrant Women project	Trainer/Training Coordinator for DEC Project Hairdressing Program	M	WEE	
15	DEC's Economic Empowerment of Migrant Women project	Food Preparation Instructor	M	WEE	
16	DEC's Economic Empowerment of Migrant Women project	Senior Hairdressing Instructor	M	WEE	
17	DEC's Economic Empowerment of Migrant Women project	Garment Production Instructor	M	WEE	
18	DEC's Economic Empowerment of Migrant Women project	Trainer/Training Coordinator for DEC Project Hairdressing Program	M	WEE	
19	DEC's Economic Empowerment of Migrant Women project	Project Coordinator	M	WEE	
20	DEC's Economic Empowerment of Migrant Women project	Executive Director	M	WEE	
21	DEC's Economic Empowerment of Migrant Women project	Cluster Manager	M	WEE	
22	DEC's Economic Empowerment of Migrant Women project	Economic Empowerment Sector Staff	F	WEE	
23	DEC's Economic Empowerment of Migrant Women project	Training Officer	F	WEE	
24	DEC's Economic Empowerment of Migrant Women project	Program Director	M	WEE	
25	DEC's Economic Empowerment of Migrant Women project	Food Preparation Instructor	M	WEE	
26	DEC's Economic Empowerment of Migrant Women project	Senior Hairdressing Instructor	M	WEE	
27	DEC's Economic Empowerment of Migrant Women project	Garment Production Instructor	M	WEE	

No	Organization	Title	Gender	Thematic Area	LNOB Group
28	GARAD (Gender and Rehabilitation Association for Development)	Executive Director	M	WPS & HA	
29	GARAD (Gender and Rehabilitation Association for Development)	Project Manager	M	WPS & HA	
30	GARAD (Gender and Rehabilitation Association for Development)	Technical Advisor	M	WPS & HA	
31	GARAD (Gender and Rehabilitation Association for Development)	M&E Officer	F	WPS & HA	
32	Norwegian Church Aid	GBV/SRH Program Advisor	F	EVAW, Coordination	Engage youth/people with disability
33	Relief Society of Tigray	Project Coordinator for UN Women support program	M	WPS & HA	
34	Relief Society of Tigray	Proposal development specialist	F	WPS & HA	
35	Relief Society of Tigray	Proposal development specialist	F	WPS & HA	
36	Women's Association of Tigray	Deputy Director	F	WPS & HA	IDPs
37	Women's Association of Tigray	Deputy Director	F	WPS & HA	IDPs
38	Young Women Christian Association (YWCA)	Program Head	F	Coordination, EVAW	Engage youth/people with disability
39	Organization for Women in Self Employment (WISE)	Executive Director	F	WEE	
40	Development for Peace Organization (DPO)	Global Director General	M	WPS & HA	
41	Development for Peace Organization (DPO)	Programme Director	M	WPS & HA	
42	Development for Peace Organization (DPO)	Protection Manager	F	WPS & HA	
43	Ethiopian Center for Development	Monitoring and reporting	M	WPS & HA, Coordination	
44	Ethiopian Center for Development	Programme manager	M	WPS & HA, Coordination	
45	Ethiopian Center for Development	Executive director	F	WPS & HA, Coordination	
46	Ethiopian Midwives Association	Deputy director	M	WPS & HA	
47	Ethiopian Midwives Association	Programme manager	F	WPS & HA	
48	Ethiopian Women Lawyers Association (EWLA)	Program Coordinator	M	EVAW	
49	Ethiopian Women Lawyers Association (EWLA)	Executive Director	F	EVAW	
50	GOOD SAMARITAN ASSOCIATION	Executive Director	F	EVAW	
51	GOOD SAMARITAN ASSOCIATION	Centre Manager	F	EVAW	
52	NEWA	Executive Director	F	Coordination, WILG, WPS and HA	Engage youth/people with disability
53	TAYA	Managing Director	M	WILG	
54	Union of Ethiopian Women and Children Association (UEWCA)	Executive Director	F	GRB	Engage youth/p

No	Organization	Title	Gender	Thematic Area	LNOB Group
					people with disability
Donor					
55	Norwegian Ministry of Foreign Affairs	Counsellor – Head of Development Cooperation	F	SN	
56	Agencia Española de Cooperación Internacional para el Desarrollo (AECID)	Head of Cooperation	M	Coordination, EVAW	
57	Agencia Española de Cooperación Internacional para el Desarrollo (AECID)	Project Management and Administration Consultant	F	Coordination, EVAW	
58	Austria	Governance manager	F	WILG	
59	Embassy of Canada	Counsellor (Development)	M	Coordination	
60	Embassy of Ireland/Irish Aid	Gender equality and governance lead	F	Coordination	
61	Embassy of Ireland/Irish Aid	Programme officer	F	Coordination	
62	Foreign, Commonwealth & Development Office (FCDO)	Previous co-chair of gender group	M	Coordination	
63	Gates Foundation	Senior Program Officer, Agricultural Development	F	Coordination, EVAW, WILG	
64	Government of Luxembourg	Premier Secrétaire Affaires humanitaires et coopération au développement	M	WPS & HA	
65	Government of Norway	Gender Equality and Social Inclusion (GESI) Advisor	F	Coordination	
66	Government of Sweden	First Secretary Governance; Gender Equality	F	SN	
Financial Institution					
67	ENAT Bank	Bank District Manager	M	WEE	
Government					
68	Bureau of Women Affairs (BOWA)	Deputy Head of Bureau and Service Marketing Manager	F	WPS & HA	
69	Bureau of Women and Social Affairs-Amhara	Head of BoWSA	F	WILG	
70	Bureau of Women and Social Affairs-Amhara	Deputy Head of BoWSA	F	WILG	
71	Bureau of Women and Social Affairs-Amhara	Beneficiary	F	WILG	
72	Bureau of Women and Social Affairs-Amhara	Beneficiary	F	WILG	
73	Bureau of Women and Social Affairs-Amhara	Beneficiary	F	WILG	
74	Bureau of Women and Social Affairs-Amhara	Gender and Social Inclusion Mainstreaming Directorate Director	M	WILG	Office also works on disability issues.
75	Ethiopian Statistics Services	Social Inclusion Department Head	F	Coordination	
76	Ethiopian Statistics Service	Team lead for Gender and Disabilities	M	Coordination	Person with disabilities. Work focuses on people with

No	Organization	Title	Gender	Thematic Area	LNOB Group
					disabilities and gender.
77	Ministry of Finance (women, children and youth)	Executive of Women and Social Affairs Inclusive Implementation	F	GRB, WEE	
78	Ministry of Justice	Women and Cross Cutting Affairs Directorate Director	F	EVAW	
79	Ministry of Peace (MoP)	Chief Executive of Peace building	M	WPS & HA	
80	Ministry of Plan and Development (MoPD)	Executive of Women and Social Affairs Inclusive Implementation	F	GRB	
81	Ministry of Women and Social Affairs	Mainstreaming Department M&E Specialist	M	Coordination	
	Ministry of Women and Social Affairs	Interim Executive Director for Disability Affairs	M	Coordination	Leads people with disabilities department within MoWSA
82					
83	MoWSA	Women Leadership and Political Participation Expert	F	WILG	
84	MoWSA	Women Economic Empowerment Desk Head	F	Coordination	
85	Office of the Federal Audit General (OFAG)	Gender Director	F	GRB	
86	Women, Children and Social Affairs Bureau	Senior official responsible for women capacity building, economic development and social affairs	F	WEE	
Programme Participants					
87	Agar Ethiopia	Programme Participant	F	EVAW	
88	Agar Ethiopia	Programme Participant	F	EVAW	
89	Agar Ethiopia	Programme Participant	F	EVAW	
90	Agar Ethiopia	Programme Participant	F	EVAW	
91	Agar Ethiopia	Programme Participant	F	EVAW	Youth
92	Agar Ethiopia	Programme Participant	F	EVAW	Youth
92	Agar Ethiopia	Programme Participant	F	EVAW	Youth
93	Agar Ethiopia	Programme Participant	F	EVAW	
94	AWSAD	Programme Participant	F	EVAW	Youth
95	AWSAD	Programme Participant	F	EVAW	Youth
96	AWSAD	Programme Participant	F	EVAW	
97	AWSAD	Programme Participant	F	EVAW	Youth
98	Norwegian Church Aid	Programme Participant	F	EVAW, Coordination	
UN Agency					
99	UNDP	Strategic Governance Specialist	F	WILG	
100	WHO Ethiopia and UNICEF Ethiopia	PSCA coordinator for WHO Ethiopia and PSCA specialist from UNICEF	F	EVAW	
101	WHO Ethiopia and UNICEF Ethiopia	PSCA coordinator for WHO Ethiopia and PSCA specialist from UNICEF	F	EVAW	
102	RCO	data management officer	F	Coordination	
103	RCO	RCO, youth and gender disability inclusion specialist	F	Coordination	
104	RCO	Specialist - Partnership and finance, LNOB	F	Coordination	
105	UNFPA	Programme Specialist- Gender Equality and Social Norms	F	Coordination and WILG	
106	UNICEF	Gender Program Specialist	F	Coordination	

No	Organization	Title	Gender	Thematic Area	LNOB Group
107	IOM Ethiopia	Senior Program Officer	F	EVAW, Migration	
108	IOM Ethiopia	Senior Program Officer	F	EVAW, Migration	
109	OCHA (Office for the Coordination of Humanitarian Affairs)	Humanitarian Coordinator and Program Officer	M	WPS & HA, Coordination	
110	OCHA (Office for the Coordination of Humanitarian Affairs)	Humanitarian Coordinator and Program Officer	M	WPS & HA, Coordination	
111	UNFPA	Senior staff member and GBV Interagency Coordinator	M	WPS & HA	
112	UNFPA	Senior staff member and GBV Interagency Coordinator	M	WPS & HA	
113	UNFPA Tigray Regional Team	GBV Coordinator	F	EVAW	
114	UNFPA Tigray Regional Team	Sexual and Reproductive Health Specialist	F	EVAW	
115	UNFPA Tigray Regional Team	Immigration Support Specialist	M	EVAW	
UN Women					
116	UN Women Ethiopia Country Office	Operations Manager	M	Operations	
117	UN Women Ethiopia Country Office	Communication Specialist	F	Communication	
118	UN Women Ethiopia Country Office	National Programme Coordinator	F	Coordination	
119	UN Women Ethiopia Country Office	Programme Specialist	F	Coordination	
120	UN Women Ethiopia Country Office	Deputy representative	M	All	
121	UN Women Ethiopia Country Office	Human Resources Associate	F	Operations	
122	UN Women Ethiopia Country Office	Monitoring, Evaluation and Reporting Officer	M	MRE	
123	UN Women Ethiopia Country Office	National Coordinator-Making Migration Safe	F	WEE	
124	UN Women Ethiopia Country Office	UN Women Representative - Somali Region	F	WPS & HA	
125	UN Women Ethiopia Country Office	Operations Manager	M	Coordination	
126	UN Women Ethiopia Country Office	Team Leads for Women's Economic Empowerment	F	WEE, coordination	
127	UN Women Ethiopia Country Office	Team Leads for Humanitarian programmes	M	WPS & HA, Coordination	
128	UN Women Ethiopia Country Office	UN Women Representative - Somali Region	F	WPS & HA	
129	UN Women Ethiopia Country Office	Operations Manager	M	Coordination	
130	UN Women Ethiopia Country Office	Team Leads for Women's Economic Empowerment	F	WEE, coordination	
131	UN Women Ethiopia Country Office	Team Leads for Humanitarian programmes	M	WPS & HA, Coordination	
132	UN Women Ethiopia Country Office	Team Lead for Women in Leadership and Governance	F	WILG	
133	UN Women Ethiopia Country Office	Program Analyst EVAWG	M	EVAW	
134	UN Women Ethiopia Country Office	Program Specialist HR & EVAWG	F	EVAW	
135	UN Women Ethiopia Country Office	Programme Officer-EVAWG	F	EVAW	
136	UN Women Seconded to BoWSA Amhara	Program Officer	M	WILG	
137	UN Women Tigray Regional Representatives	Humanitarian Programme Staff	M	WPS & HA, Coordination	
138	UN Women Tigray Regional Representatives	Humanitarian Programme Staff	M	WPS & HA, Coordination	

Focus group discussions

92 stakeholders were consulted as part of focus groups. The table below provides further details on the focus groups.

Project/Partner	Description	Participants		Inclusion
		F	M	
Resilience and Institutional Support to Empower Women in Somali Region, Ethiopia:	IDP community members, SACCO management committee member	17	6	IDPs

Project/Partner	Description	Participants		Inclusion
		F	M	
Community in Action Against Poverty-CAAP				
Economic Empowerment of Migrant Women and Potential Migrant Workers: Development Expertise Center (DEC)	Participants in hairdressing, food preparation, life skills, garment and textile technical skills trainings	45	0	Youth
Ethiopian Network of Women Shelter (EWNS)	EWNS members	7	2	
Support the sustainable and inclusive reintegration of women ex-combatants and other vulnerable women and girls affected by the conflict in northern: Bureau of Women Affairs (BoWA)	Programme participants	8	0	Women with disabilities
Empower HER: Crisis-Resilient Women Leading Food Security Initiative: Save Your Holy Land Association (SYHLA)	Community leaders, programme participants, and community networks	7	0	

Documents reviewed

108 documents were reviewed. These are listed in the table below.

Category	Document
Country Context	<ul style="list-style-type: none"> • AFDB and UN Women. Country Gender Equality Profile. 2024. • Annual report 2022, 2023,2024 • Annual Workplan 2022-23 • Annual Workplan 2024-25 • Ethiopia CO Organigram 2024- 2025 • Ethiopia CO Organigram 2025 • Ethiopia Strategic Note (2022-2025) • Ethiopia UNSDCF 2020 2025 • Evaluation of Country Programme Support to UNFPA, UNICEF and UN Women (2022) • Narrative Report_Irish Aid_Oct 2022–Oct 2023 • Programme operations meeting minutes • CO Representative handover notes (2025) • SN donor annual report 2022 and 2023 • UN Women (2021). Ethiopia Country Portfolio Evaluation 2017–2020. Independent Evaluation Service. • UN Women Country Office for Ethiopia Situation Analysis of Women and Girls in Ethiopia 2023 • UNDP 2025-30 Country programme document • UNDP ICPE • UNFPA 2025-30 Country programme document • UNFPA CPE • UNICEF 2025-30 Country programme document • Workplans for 2022-2025
Systems	<ul style="list-style-type: none"> • RMS data on results and donors • OneApp and Quantum Data
Thematic	

Category	Document
Coordination	<ul style="list-style-type: none"> • 2022 Annual Progress Review: • UNCT-SWAP Gender Equality Scorecard Annual Review and Action Plan 2022 • 2024 Comprehensive Assessment: • UNCT SWAP Gender Equality Assessment Ethiopia 2024 • Center for development - 2023 and 2024 progress report, UN Women performance analysis • Community of Self-Help Group Approach promoters - project proposal, narrative report and UN Women performance assessment • Ethiopia National Voluntary Review 2022. • Ethiopia: Civil Society Mapping Report 2024 • Ethiopia: Civil Society Mapping Report. 2024 • Ethiopian Gender Asset Gap Survey Analytical Report 2022 • Ethiopian Gender Asset Gap Survey Key Findings 2022 • EU Joint programme - Results and Resource framework and proposal Oct 24 • Federal Democratic Republic of Ethiopia Country Gender Profile • Federal Democratic Republic of Ethiopia: The Sixth National Report on Progress Made in The implementation of the Beijing Declaration and Platform for Action (Beijing +30), June 2024. • Gates Foundation - 2021 proposal, 2022 interim narrative report • Gender & Inclusion Working Group website • Irish Aid - Results framework, proposal, project document, narrative reports - phases 1-4 • MEWGC Mid-Term Evaluation (MTE) 2021 • Strengthening the Institutional Capacity of Gender Machineries in Ethiopia proposal • The Sixth National Report on Progress made in the implementation of the Beijing Declaration and Platform for Action (Beijing +30) June 2024 • UNCT-SWAP Gender Equality Scorecard Comprehensive Assessment Report and Action Plan United Nations Country Team in Ethiopia 2024
Ending Violence Against Women and Women Peace and Security	<ul style="list-style-type: none"> • 2023 Safe Cities First Progress Report _AECID • AWSAD Support Phase Rapid Assessment Survey in three kebeles of Adama City Administration • Case Study: Learning From Power: Programme on Women’s Empowerment in Sexual, Reproductive, Maternal, Newborn, Child and Adolescent Health Rights in Humanitarian Settings in The Horn of Africa Region • POWER - Program on Women’s Empowerment in Sexual, Reproductive, Maternal, New-born, Child and Adolescent Health (SRMNCAH) rights in humanitarian settings in the Horn of Africa Region- Final Report • Preventing Violence Against Women and Girls and Delivering Essential Services to Survivors in Ethiopia Final Report 2018-2022 • Program Evaluation Report: Preventing Violence Against Women and Girls and Delivering Essential Services to Survivors in Ethiopia” 01 January 2019 to 31 December 2026 • SASA AWSAD Support Phase Rapid Assessment Survey in three kebeles of Adama City Administration 2024
Gender Responsive Budgeting	<ul style="list-style-type: none"> • Ethiopia Voluntary National the Third Review 2025 - Ministry of Planning and Development • Final Evaluation Transformative Financing for Gender Equality and Women’s Empowerment in Ethiopia Programme (2017-2021) • Final Narrative report - Promoting Gender Responsive Budgeting for Equitable Service Delivery Phase III 2024 • Final Narrative report Promoting Gender Responsive Budgeting for Equitable Service Delivery - Phase I 2021 • Final Narrative report Promoting Gender Responsive Budgeting for Equitable Service Delivery - Phase II 2023 • Gender Equality Strategy Ministry of Finance (MoF) 2021-2026 (UN Women, Ethiopian Ministry of Finance) • Gender Responsiveness of Fiscal Policies and Related Legal Frameworks in Ethiopia - 2023- UN Women Ethiopia Country Office • Ministry of finance - project document- implementing Gender Equality Strategy to Promote Financing for Gender Equality • Ministry of Finance - report on the Project- implementing Gender Equality Strategy to Promote Financing for Gender Equality • Office Of the Federal Auditor General Gender Audit Manual • Project document - Transformative Financing for Gender Equality and Women’s Empowerment in Ethiopia • Promoting Gender Responsive Budgeting for Equitable Service Delivery Final Compiled Project Report Phase II April 7, 2023 • Toolkit On Gender and Aid Effectiveness 2021 (UN Women, Ethiopian Ministry of Finance) • Toolkit on Gender Responsive Budgeting 2024 (UN Women, Ethiopian Ministry of Finance) • UN Women - Assessment of the Gender-Responsive Planning and Gender-Responsive Budgeting Performance

Category	Document
	<ul style="list-style-type: none"> of Selected Sectors in Ethiopia and Identifying Gender Priorities at Federal and Regional Level 2025 UN Women Report on Gender Equality and Taxation in Ethiopia -Inception Report (2024)
Women's Economic Empowerment	<ul style="list-style-type: none"> CAADP Malabo Declaration commitments Ethiopian Agricultural and Rural Development Policy (2024) Feminist Collaborative Evaluation on the Social Norms Outcome Area Country Case Study Ethiopia Gender Equality Strategy in Agriculture Land Use Proclamation (2024) MOA Capacity Building report MOA lessons learned Part 2 Ten-Year Development Plan (2021–2030) TOT_Gender mainstreaming in agriculture manual UN Women Developmental Evaluation on Care Economy - Ethiopia Case study UN Women Ethiopia (2023). Gender Asset Gap Study: Final Report. Addis Ababa: UN Women Ethiopia Country Office. UN Women's support on institutionalization of gender mainstreaming at the Ministry of Agriculture in Ethiopia improves gender responsive delivery: https://africa.unwomen.org/en/stories/news/2023/07/un-womens-support-on-institutionalization-of-gender-mainstreaming-at-the-ministry-of-agriculture-in-ethiopia-improves-gender-responsive-delivery <p>Success /impact stories</p> <ul style="list-style-type: none"> From where I stand: "Women's organization's efforts resulted in an exceptional increase of my financial capital" UN Women's integrated economic empowerment initiative enhances women's economic growth and well-being UN Women – Africa Women Empowerment Principles driven actions enhance Enat Bank's performance: Inclusive implementation of the principles outstands for the progress UN Women – Africa UN Women's support on institutionalization of gender mainstreaming at the Ministry of Agriculture in Ethiopia improves gender responsive delivery UN Women – Africa https://www.unwomen.org/en/news-stories/interview/2025/06/for-all-women-and-girls-saron-mesele-on-bridging-the-digital-gender-gap Rural women in Ethiopia get involved in income generating activities UN Women – Africa UN Women and partners are contributing to the economic empowerment of vulnerable women in Ethiopia UN Women – Africa <p>Knowledge products</p> <ul style="list-style-type: none"> https://africa.unwomen.org/en/digital-library/publications/2024/09/gender-mainstreaming-in-agriculture-training-of-trainers-manual-abridged-version https://africa.unwomen.org/en/digital-library/publications/2024/09/policy-brief-gender-responsive-unpaid-care-and-domestic-work https://africa.unwomen.org/en/digital-library/publications/2024/09/policy-brief-unpaid-care-and-domestic-work-training-of-trainers-manual JP RWEE: Unlocking the potential of rural women in Ethiopia (youtube.com) <p>Unpaid care good practice</p> <ul style="list-style-type: none"> https://youtu.be/eUCaV97S7nc <p>Care Deficits</p> <ul style="list-style-type: none"> https://africa.unwomen.org/en/digital-library/publications/2024/02/estimating-care-deficits-investment-costs-and-economic-returns-for-early-childhood-care-and-education-ecce-in-ethiopia https://africa.unwomen.org/en/digital-library/publications/2024/02/the-costs-and-returns-of-investing-in-childcare-in-ethiopia <p>Stimulus:</p> <ul style="list-style-type: none"> https://africa.unwomen.org/en/digital-library/publications/2023/12/gender-responsiveness-of-stimulus-packages-fiscal-policies-and-related-legal-frameworks-in-ethiopia-policy-brief <p>About National WEE Forum</p> <ul style="list-style-type: none"> https://ethiopia.un.org/en/192343-national-womens-economic-empowerment-forum-established https://twitter.com/unwomenethiopia/status/1521858109697835008 https://twitter.com/unwomenethiopia/status/1521858116677259264 https://www.facebook.com/100623751429705/posts/554128449412564/?app=fbl

Category	Document
	<ul style="list-style-type: none"> • https://africa.unwomen.org/en/stories/news/2023/07/un-women-ethiopia-hosts-the-annual-womens-economic-empowerment-forum-2023
Women in Leadership and Governance	<ul style="list-style-type: none"> • Austrian Development Agency (ADA) narrative report • Civil Society Resource Center final narrative report 2022 • Increased participation and effective representation of women in leadership in Ethiopia: The road to equitable development Final Report 2019-2022 • Presidential Leadership Program for Women Leaders- Report • Strengthening Political Leadership of Women Aspirants in Ethiopia- NEWA Quarter Progress report Quarter Two & Three, October 24, 2024. • TAYA final narrative report 2022
Women's Peace and Security and Humanitarian Action	<ul style="list-style-type: none"> • DPO final narrative report 2024 • MSI Ethiopia Reproductive Choices - final narrative report 2022 • NMWEO small grant report • Strengthening gender mainstreaming and PSEA throughout the Humanitarian Program Cycle (HPC) through enhanced engagement with all clusters/sectors and other humanitarian stakeholders – project progress monitoring report March 2024 (Development for Peace Organization) • Luxembourg donor interim narrative report • First Annual Status Report of Progress_132281_ROK FNL

ANNEX 4: THEORY OF CHANGE

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

Figure 1: Theory of change

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

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

- UNSDCF Output 1.1.** Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life.
- UNSDCF Output 1.2.** Gender inequalities and violence reduced, rights and accountability mechanisms strengthened and opportunities for women and children enhanced.
- UNSDCF Output 1.4:** Displacement affected persons enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways.

- SN Output 1.1.** The GoE, the UN system, and development partners have enhanced capacities and strengthened political will to advance gender equality principles and practices in all initiatives relating to expanding women and young women's access to decent work and participation in civic life, especially marginalized and disadvantaged young women.
- SN Output 1.2.** National and sub-national governments, the UN system, development partners, and civil society, produce and use evidence, have improved knowledge, capacity and resources as well as political will to develop, adopt, implement, and monitor legislation, policies, strategies, programs and systems to reduce gender inequality and combat VAWG in all its forms.
- SN Output 1.2.** National and sub-national governments, the UN system, development partners, and civil society, produce and use evidence, have improved knowledge, capacity and resources as well as political will to develop, adopt, implement, and monitor legislation, policies, strategies, programs and systems to reduce gender inequality and combat VAWG in all its forms.

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

- UNSDCF Output 2.1.** Government of Ethiopia's capacity to improve the performance of institutions and promote participation, transparency and accountability increased at national and subnational level.
- UNSDCF Output 2.2.** Capacities and mechanisms strengthened at the national and sub-national level for enhanced protection of human rights, rule of law, access to justice and protection for vulnerable populations.
- UNSDCF Output 2.3** Peace architecture and related instruments strengthened to prevent, mitigate and manage conflict and promote peace, reconciliation and social cohesion at national and local level.
- UNSDCF Output 2.4** Civil society and the media empowered to exercise their rights and enjoy increased participation in political, economic and civic space.

- SN Output 2.1.** Women's leadership is increased at all levels through improved knowledge, capabilities, gender responsive policy and institutional frameworks, systems and tools that advance it at all levels, including women with disabilities and young women.
- SN Output 2.2.** The GoE, women's organizations and civil society have strengthened knowledge, evidence, capacities, resources, political will, mechanisms, and accountability frameworks and platforms to ensure women and girls' rights and access to justice, and to provide protection across the humanitarian-development-peace-security nexus.
- SN Output 2.3.** Gender and vulnerability responsive peace architecture at federal, regional and sub-regional levels prevent and respond to violations of women's and girls' rights in conflict, and women and their organizations have improved capacities to participate in conflict prevention, resolution, reconciliation, and peace building, in alignment with global normative frameworks.
- SN Output 2.4.** Women's movements, feminist civil society organizations and the media have evidence, strategies, resources, partnerships, skills, and tools that enable them to support women and girls to claim their rights and actively participate in political, economic and civic spaces.

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

- UNSDCF Output 3.1** Policies, regulations and institutions strengthened to create decent jobs and to promote equal access to finance for micro, small and medium enterprises to invest in their productivity and competitiveness.
- UNSDCF Output 3.2** Access to decent jobs, employment and livelihood opportunities in formal and informal sectors improved particularly for youth and women.

- SN Output 3.1.** The GoE at national and sub-national levels, and gender machineries and women's civil society organizations, have increased capability, tools and political will to integrate, monitor and respond to gender inequalities in planning, financing and budgeting, including investments in micro, small and medium enterprises (MSMEs).
- SN Output 3.2.** GoE and women's civil society organizations have increased evidence, capacities, resources, approaches and political will to tackle discriminatory social norms, practices and legislation in formal and informal employment sectors, and expand women's access to decent jobs, livelihood opportunities, and gender-responsive social protections, including young, vulnerable and marginalized women.

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

- UNSDCF Output 4.2** Normative frameworks, institutions and systems strengthened for conservation, sustainable use and equitable benefit sharing from the use of biodiversity and natural resources to ensure environmental sustainability for development.
- UNSDCF Output 4.1** Government of Ethiopia's capacity at national and subnational levels for climate and disaster risk management strengthened to build resilience.

- SN Output 4.1** The GoE at national and subnational levels has capacity, evidence, and tools to develop and adopt gender and vulnerability responsive prevention, preparedness and disaster recovery legislation, strategies, and systems, to address climate and disaster risk adaptation, mitigation and environmental sustainability.
- SN Output 4.2.** The GoE and women's civil society organizations have capacity to strengthen normative frameworks, institutions, systems and capacities to promote gender equitable benefit sharing from the use of natural resources, and women and girls' leadership in disaster risk management, environmental governance and climate related planning is enhanced.

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

Outputs:

- 1.1** The Government of Ethiopia, the UN system, and development partners have enhanced capacities and strengthened political will to advance gender equality principles and practices in all initiatives relating to expanding women and young women's access to decent work and participation in civic life, and (humanitarian) decision making processes especially marginalised and disadvantaged young women.
- 1.2** *National and sub-national governments, the UN system, development partners, and civil society, produce and use evidence, have improved knowledge, capacity and resources as well as political will to develop, adopt, implement, and monitor legislation, policies, strategies, programs and systems to reduce gender inequality and combat VAWG in all its forms, including CRSV and other violence in crisis and conflict affected settings;*
- 1.3** National and subnational governments and civil society, including local women's organizations and networks have capacity to design and implement gender-responsive policy and regulatory frameworks, strategies and tools that ensure equitable, safe, and dignified response and recovery mechanisms to enable women and girls who are affected by conflict, humanitarian crisis and displacement to rebuild their lives in sustainable ways, particularly focusing on those that are marginalized and vulnerable

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

Outputs:

- 1.1** Women's leadership is increased at all levels through improved knowledge, capabilities, gender responsive policy and institutional frameworks, systems and tools that advance it at all levels, including women with disabilities and young women.
- 1.2** *The GoE, its institutions, women's organisations, humanitarian actors, and civil society have strengthened knowledge, evidence, capacities, resources, political will, mechanisms, and accountability frameworks and platforms to ensure women and girls' rights and access to justice, and to provide protection and gender responsive services across the humanitarian-development-peace-security nexus.*
- 1.3** Gender and vulnerability responsive peace architecture at federal, regional and sub-regional levels prevent and respond to violations of women's and girls' rights in conflict, and women and their organizations have improved capacities to participate in conflict prevention, resolution, reconciliation, and peace building, in alignment with global normative frameworks.
- 1.4** Women's movements, feminist civil society organizations and the media have evidence, strategies, resources, partnerships, skills, and tools that enable them to support women and girls to claim their rights and actively participate in political, economic and civic spaces.

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

Outputs:

- 3.1** *The GoE at national and sub-national levels, and gender machineries and women's civil society organizations, have increased capability, tools and political will to integrate, monitor and respond to gender inequalities in planning, financing and budgeting, including investments in micro, small and medium enterprises (MSMEs);*
- 3.2** GoE, humanitarian actors and women's civil society organisations have and use increased evidence, capacities, resources, approaches and political will to tackle discriminatory social norms, practices and legislation in formal and informal employment sectors, and expand women's access to decent jobs, livelihood opportunities, and gender-responsive social protection, including young, vulnerable and marginalised women including as part of humanitarian and early recovery interventions.

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

Outputs:

- 1.1** The GoE at national and subnational levels has capacity, evidence, and tools to develop and adopt gender and vulnerability responsive prevention, preparedness and disaster recovery legislation, strategies, and systems, to address climate and disaster risk adaptation, mitigation and environmental sustainability;
- 1.2** *The GoE and women's civil society organizations have capacity to strengthen normative frameworks, institutions, systems and capacities to promote gender equitable benefit sharing from the use of natural resources, and women and girls' leadership in disaster risk management, environmental governance and climate related planning.*

ANNEX 5: SUMMARY OF RESULTS DATA

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

The tables below set out the summary of progress against indicators for the DRF and OEEF. As data collection was undertaken in July 2025, findings in the report are based on the status as at Q2 2025.

Red	No change from baseline / achievement far from target
Orange	Some progress towards target
Green	Target reached or surpassed
NA	Not applicable

Table 1: Summary of progress against indicators for the DRF outcomes and outputs (by thematic area) as at Q4 2025.

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2025 value	Country Office Commentary
Outcome: ETH_D_1.1 - All people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.				
ETH_D_1.1B (UNSDCF 1.2.5.) Proportion of recommendations of the 8th state report on CEDAW implemented.	30%	75%	2022: N/A 2023: N/A 2024: N/A 2025: N/A	Ethiopia is still awaiting the issuance of List of Issues Prior to Reporting to submit the 9th Periodic Reporting on CEDAW
SP_D_3.2 SDG 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (Desk Review)	2018: Physical violence: 23% Sexual violence: 10% Spousal violence: 34% Sexual harassment: TBC	Physical violence: 20% Sexual violence: 9% Spousal violence: TBC	2025: Physical violence: 23% Sexual violence: 8% Spousal violence: 30%	Drawing on EDHS 2024-25 report
SP_D_0.1.4 Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	7	3	2022: 0 2023: 0 2024: 1 2025: 0 Cumulative: 1	National Rural Land Administration and Use Proclamation No.1324/2024. Inputs to the revision of the Criminal Procedure and Evidence Code and regional family laws in Afar and Somali regions, but these are not yet adopted.
SP_D_0.1.5 Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	3	1	2022: 0 2023: 1 2024: 3 2025: 1 Cumulative: 5	2023: Prevention and Response to Violence Against Women in Elections Action Plan (National Electoral Board of Ethiopia)

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2025 value	Country Office Commentary
				<p>2024: Gender Mainstreaming Strategy and Gender Mainstreaming toolkit (House of Peoples Representatives); Gender Mainstreaming Strategy for Peacebuilding (Ministry of Peace)</p> <p>2025: Voluntary Code of Conduct for Gender Responsive Political Parties (Ethiopian Political Parties Joint Council Women’s wing)</p>
SP_D_0.3.1 Extent of bias in gender equality attitudes and/or gender social norms among individuals	2016: Women (15-49): 63% Men: 28%	Women (15-49): 58% Men: 22%	2025: Women (15-49) 55%; Men: 39%	Based on draft 2024/25 EDHS data
SP_D_0.3.3 Number of countries with comprehensive and coordinated VAW prevention strategy at national and/or sub-national government levels (CO)	Yes	Yes	2022: No 2023: Yes 2024: Yes 2025: Yes	The five-year national strategy for the prevention and response to violence against women and children was endorsed in 2023.
SP_D_0.4.1 Number of countries where there has been an increase in the number of women who access services after experiencing violence or discrimination (CO)	2021: No	Yes	2022: Yes 2023: Yes 2024: Yes 2025: Yes	Country Office has provided services to ex-combatants, gender-based violence and conflict-related sexual violence survivors.
SP_D_0.5.4 Number of normative, policy, peace and humanitarian processes influenced by civil society organizations (CO, RO, HQ)	0	2	2022: 2 2023: 2 2024: 3 2025: 1 Cumulative: 6 (some processes spanned two years)	Revision of the criminal procedure code of Ethiopia (2022); Gender Equality Roadmap for Ethiopia for the national policy on gender equality and women’s empowerment (2022-23); Beijing Declaration and Platform for Action (BdPFA) Comprehensive Review (Beijing+30) (2024); the GBV prevention and response policy (2023-4); National Action Plan on Women, Peace and Security (2024-25)
SP_D_0.7.2 Percentage of UNCTs that conducted the comprehensive UNCT-SWAP Gender Equality Scorecard in the past four years, and met or exceeded requirements for at least 60% of UNCT-SWAP standards (derived from QCPR indicator 1.4.15) (Desk Review)	No	Yes, met or/exceeded	2022: Yes 2023: N/A 2024: No 2025: No	In 2025, the review found UNCT met or exceeded minimum requirements in 3 of 6 indicators (50%).
SP_D_0.7.3 Percentage of UN	60%	80%	2022: No	The new UNSDCF (2025-

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2025 value	Country Office Commentary
Sustainable Development Cooperation Frameworks that have: a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes (derived from QCPR indicator 1.4.16) (Desk Review)			2023: No 2024: No 2025: Yes	2030) has a standalone Gender equality and women empowerment outcome.
SP_D_0.7.6 Percentage of HCT response plans and strategies that demonstrate the integration of gender equality (Desk Review)	No	Yes	2022: No 2023: N/A 2024: Yes 2025: N/A	No Humanitarian Response Plan (HRP) was finalized in 2025.
Outcome: ETH_D_1.2 - All people in Ethiopia live in a cohesive, just, inclusive and democratic society.				
ETH_D_1.2A (UNSDCF 1.2.1) Proportion of women in leadership in the Executive branch at federal and target regions (disaggregated by persons with disabilities and age)	Federal (33%), Regional Data Cabinet Level (Amhara (11%), Oromia (28%))	50%	2022: 33% 2023: 36% 2024: 45.5% 2025: 42%	Women held 42% of cabinet positions (10 out of 24).
ETH_D_1.2B (UNSDCF 2.3.1) Extent to which gender and vulnerability responsive national architecture for peace are operational at federal, regional and sub-regional levels.	0	4	2022: High>70% 2023: Medium 30-69% 2024: High>70% 2025: Medium 30-69%	Finalizing consultations on the WPS NAPs, supporting the development of a gender-responsive legal framework for Transitional Justice, advocating for a 30% quota in the National Dialogue Plenary, and building capacity of women participants.
SP_D_1.1 SDG 5.5.1: Proportion of seats held by women in (a) national parliaments, (b) local governments and (c) executive positions/ministers (cabinets) held by women (Desk Review)	2021: Federal 41.4% and Regional 41%	Federal 50% and Regional 50% (2024)	N/A	Ethiopia holds national and regional elections every five years. The proportion of seats held by women has remained unchanged since June 2021, until the next election in 2026.
SP_D_0.1.7 Number of adopted National Action Plans on Women, Peace and Security with monitoring indicators (CO)	2021: No	Yes, the Steering Committee has met to monitor the progress of implementation, and 1 Regional Action plan drafted	2022: No 2023: No 2024: No 2025: No	National Action Plan on Women, Peace, and Security finalized and submitted for approval, though not yet formally approved.

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2025 value	Country Office Commentary
SP_D_0.6.1 Percentage of gender-specific Sustainable Development Goals (SDGs) indicators with available data (Desk Review)	50%	75%	2022: 50% 2023: N/A 2024: N/A 2025: 37.7%	According to the Draft Ethiopia Gender Snapshot 2025, more than six out of ten gender-relevant SDG indicators remain unreported or lack sufficient data.
SP_D_0.6.2 Number of national plans and strategies that integrate gender statistics as an objective or strategy (CO, RO, HQ)	0	1	2022: 0 2023: 0 2024: 0 2025: 0	Draft Statistics Act in place, but not yet finalized. UN Women supported development of Gender Statistics Guideline.
SP_D_0.6.3 Number of policies, plans, and/or strategies that have been informed by gender data and statistics (CO, RO, HQ)	No	Yes	2022: 0 2023: 0 2024: 1 2025: 0 Cumulative: 1	The available Gender Statistics were used informing the revision and finalization of the national policy on gender equality and women's empowerment in 2024.
SP_D_0.7.8 Number of UNCTs implementing UN-system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States (CO)	2021: Yes	2024: Yes	2022: Yes 2023: No 2024: No 2025: Yes	Two UN Needs Assessment Missions to help ensure electoral process is credible and inclusive. UN Women supporting National Electoral Board of Ethiopia to ensure electoral process is fair, transparent and inclusive.
Outcome: ETH_D_1.3 - All people in Ethiopia benefit from an inclusive, resilient and sustainable economy				
SP_D_2.1 SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (Desk Review)	Urban women: 10 hours Rural women: 12 hours *Average	Urban women: 6 hours Rural women: 8 hours	2022: N/A 2023: N/A 2024: N/A 2025: N/A	Figures remain the same as baseline as Ethiopia has not conducted time use survey for the last 10 years.
SP_D_0.2.1 SDG Indicator 5.c.1: Proportion of countries with systems to track and make public allocations to gender equality and women's empowerment (Desk Review)	No	Yes	2022: N/A 2023: N/A 2024: Yes 2025: Yes	The Ministry of Finance (MoF) has developed a gender budget statement which is a budget tracking tool to track budget allocated for gender equality.

SP/SN DRF Outcome / Indicator	Baseline value (2020)	Target (2025)	2025 value	Country Office Commentary
SP_D_0.2.2 Number of countries that incorporate gender equality targets within national investment and financing frameworks (CO)	No	Yes	2022: No 2023: Yes 2024: Yes 2025: Yes	For example, the Ministry of Agriculture (MoA) set clear targets to strengthen women's economic empowerment and access to productive resources, the Ministry of Health (MoH) incorporated gender-responsive targets to address disparities in access to health services, the Ministry of Justice (MoJ) embedded gender equality objectives within its sector plan
SP_D_0.2.4 Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2018: 3	4	2022: 0 2023: 0 2024: 0 2025: 0	Planned innovative financing instruments could not be implemented due to budget constraints.
SP_D_0.4.3 Number of countries where multi-sectoral systems, strategies or programs are implemented to advance women's equal access to and use of services, goods and/resources, including social protection (CO)	No		2022: Yes 2023: Yes 2024: Yes 2025: Yes	Women's Economic Empowerment (WEE) Forum. Ministry of Agriculture and Ministry of Women and Social Affairs developed training manuals and guidelines. UN Women supported establishment of women's rights and women-led organizations (WLOs/WROs) were established.
Outcome: ETH_D_1.4 - All people in Ethiopia live in a society resilient to environmental risks and adapted to climate change.				
ETH_D_1.4A (UNSDCF 4.2) Gender transformative approaches and practices have been promoted among actors working on climate action, agriculture ,agri-business and disaster risk management – Government, private sectors, academic and research institutions	2019: No	Yes	2022: Yes 2023: Yes 2024: Yes 2025: Yes	the Federal Rural Land Administration and Use Proclamation No. 1324/2024 integrates gender issues, and was approved in 2024. UN Women contributed to the development of frameworks for Economy, Food Systems and Energy and Environmental Sustainability, Resilience, and Preparedness result groups of the UNSDCF 2025-30.

Source: OneApp Results Management System

Table 2: Summary of progress against indicators for the OEEF as at Q4 2024.

SP OEE Output / Indicator Statement	Baseline (2021)	Target (2025)	2024 value
ETH_O_1 - Assuring an accountable organization through principled performance			
SP_O_1A Implementation rate for regular resources (Desk Review)	94%	100%	2022: 96 % 2023: 67% 2024: N/A
SP_O_1B Implementation rate for other resources (Desk Review)	70%	85%	2022: 73% 2023: N/A 2024: N/A
SP_O_1D Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Desk Review)	97%	100%	2022: 100% 2023: N/A 2024: N/A
SP_O_1E A) Percentage of agreed long outstanding internal audit recommendations B) Percentage of agreed long outstanding external audit recommendations management need to complete action (Desk review)	0	14%	2022: 100% 2023: N/A 2024: N/A
SP_O_1F Percentage of offices compliant with a) Business continuity plans and processes b) Occupational Safety and Health requirements c) UNSMS Security policies (Desk Review)	97%	100%	2022; 97.1% 2023: Yes 2024: N/A
QBR_O_1A Percentage of donor reports submitted on time	90%	100%	2022: 100% 2023: 90% 2024: 91
ETH_O_2 - Advancing partnerships & resourcing; Effectively influencing for impact & scale			
SP_O_2C Percentage of UN-Women's field offices and relevant HQ Units that implemented dedicated initiatives to engage with non-traditional partners (CO, RO, HQ)	0	9	2022: 1 2023: 1 2024: 1
SP_O_2D Number of partnerships to support UN-Women's mission including (1) resourcing for Gender Equality (financial or non-financial), (2) Convening, (3) Responsible Business Practices, (4) Influencing and/or Knowledge Sharing (Desk review)	12	32	2022: 8 2023: 27 2024: 8
SP_O_2E UN women's increased influence as per percentage of mentions in top tier media, number of unique visitors to UN Women websites and followers on all UN Women social media channels (Desk Review)	15%	5%	2022: 10% 2023: N/A 2024: 5%
QBR_O_2A Percentage of new Strategic Notes and annual work plans that incorporate gender-responsive interventions and targeted results on youth and gender equality	100	100	2022: 100 2023: N/A 2024: 100
ETH_O_3 - Advancing business transformation			
SP_O_3E Number of cross-regional knowledge exchange initiatives which promote innovative ways of working / promising practices (CO, RO, HQ)			2022: 0 2023: 3 2024: 3
SP_O_3G Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review)	100%	100%	2022: 100% 2023: N/A 2024: N/A
ETH_O_4 - Nurturing an empowered workforce and advancing an inclusive UN-Women culture			
SP_O_4A Average time to select a candidate/complete a recruitment process (Desk Review)	16 weeks	15 weeks	2022: 16 weeks 2023: N/A

SP OEE Output / Indicator Statement	Baseline (2021)	Target (2025)	2024 value
			2024: N/A
QBR_O_4A Percentage of annual performance management and development reviews completed on time	100	100	2022: 100 2023: 93 2024: 90
QBR_O_4B Percentage of staff members completing mandatory trainings	100	100	2022: 100 2023: 100 2024: 100
ETH_O_5 - Effective normative, programmatic and coordination products, services and processes			
SP_O_5A Percentage of non-core funding that is directly applied towards the Strategic Note (Desk Review)	36%	60%	2022: 53% 2023: 31% 2024: N/A
SP_O_5B Percentage of evaluations rated "good and above" (Desk Review)	80%	100%	2022: 0% 2023: N/A 2024: N/A
QBR_O_5F Average time to complete procurement process	2022: 0	10	2022: 2023: 2 2024: 4.63

Table 3: Summary of progress against indicators for the SN OEE Outputs and indicators as at Q2 2025.

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

Source: OneApp Results Management System

ANNEX 6: SAMPLING FRAME

The sampling approach for stakeholders is as follows:

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

ANNEX 7: STRATEGIC NOTE INTERVENTIONS

Strategic Note Interventions

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

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

Project Name	Donor	Start	Finish	Budget	Thematic Area	Sampled
Gender equality Roadmap Ethiopia	Bill And Melinda Gates Foundation	2021	2026	\$597,906	Coordination	x
Joint Programme on Strengthening the Institutional Capacity of Gender Machineries in Ethiopia	Spain	2025	2027	\$800,000	Coordination	
Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women’s empowerment	Irish Aid	2021	2024	\$2,309,891.53	Cross Thematic	x
Access to essential services	Government Of Denmark	2021	2023	\$2,280,843.98	EVAW	x
Addressing the Effects of Conflict-Related Sexual Violence in Ethiopia	Bill And Melinda Gates Foundation	2024	2025	\$1,940,042.59	EVAW	x
Ethiopia Safe Cities and Safe Public Spaces Programme for Women (combined 4 projects)	Agencia Española de Cooperación Internacional para el Desarrollo (AECID)	2021	2025	\$503,058.9	EVAW	
Program On Women’s Empowerment (POWER) Promoting Sexual, Reproductive, Maternal, New-born, Child and Adolescent Health (SRMNCAH)	Austrian Development Agency	2021	2022	\$438,550.31	EVAW	
UNAIDS Joint HIV program	UNAIDS	2021	2024	\$166,537.64	EVAW	
Essential Services Package and Prevention Frameworks and Initiatives	Australian DFAT	2022	2024	\$34,800.00	Humanitarian and DRR	
ME function of the Women’s Peace and Humanitarian Food Security Programme	Multi-Donor Trust Fund Office	2022	2025	\$2,897,633.92	Humanitarian and DRR	x
Promoting Localized Gender Accountability to	Government Of Germany	2022	2024	\$313,776.15	Humanitarian and DRR	

Project Name	Donor	Start	Finish	Budget	Thematic Area	Sampl ed
Address Inequality and GBV in Humanitarian Crisis						
SPF2 Humanitarian action	Government Of Sweden	2021	2022	\$6,000.00	Humanitarian and DRR	
SPF3 Humanitarian Action	Swedish International Development Cooperation	2024	2024	\$30,000.00	Humanitarian and DRR	
Spotlight Initiative	MPTF-Spotlight Initiative Fund	2021	2024	\$5,450,299.23	Humanitarian and DRR	
Strengthening gender mainstreaming and PSEA throughout the humanitarian programme cycle (HPC) through enhanced engagement with all clusters / sectors and other humanitarian stakeholders.	UNOCHA	2023	2024	\$705,295.10	Humanitarian and DRR	x
Strengthening the interagency Ethiopia PSEA Network through the establishment of community-based complaint and mechanisms (CBCMs) as well as survivor-centred support services as response to sexual exploitation and abuse (SEA) amongst internally displaced people (IDP) communities in Tigray (i.e. Mekelle, Shire and Axum) region of Ethiopia.	UNOCHA	2021	2024	\$362,970.75	Humanitarian and DRR	
UNW Leadership in GBV	UNOCHA/Central_Emg_Resp_Fund	2021	2023	\$1,716,145.68	Humanitarian and DRR	x
African Girls Can Code Initiative Phase III	Government Of Belgium FINLAND NATIONAL COMMITTEE	2021	2024	\$1,651,976.26	WEE	
AGCCI Coding Camps in 5 AU member states	Germany National Committee	2022	2023	\$573,624.55	WEE	
Making Migration Safe Ethiopia	Government Of Germany	2024	2025	\$1,639,880.00	WEE	x
Promoting Decent Employment for Women through Inclusive Growth Policies and Investments in the Care Economy	JP UN Women as AA	2021	2023	\$269,540.35	WEE	

Project Name	Donor	Start	Finish	Budget	Thematic Area	Sampled
Supporting SMEs in the Context	MPTF-UN COVID-19 Response Recovery	2021	2022	\$94,694.34	WEE	
Ensuring Gender-responsive Democratization process in Ethiopia	Government Of Denmark	2021	2023	\$1,495,101.00	WILG	x
Increased participation and representation of women in leadership in Ethiopia	Austrian Development Agency	2021	2023	\$1,623,060.00	WILG	x
Leadership Access Empowerment	Government of Japan	2021	2021	\$147,776.98	WILG	
Presidential Leadership Program for Women Parliamentarians - Ethiopia	Center for International Reproductive Health Training	2023	2024	\$116,256.99	WILG	x
Presidential Leadership Programme	Bill And Melinda Gates Foundation	2021	2024	\$500,000.00	WILG	
Support women's effective engagement in electoral processes	United Nations Development Programme	2021	2023	\$494,172.08	WILG	
Women are promoted as leaders	United Nations Development Programme	2021	2022	\$140,247.34	WILG	
Post Global Women's Forum (GWF) 2023: Supporting CSOs' Joint Advocacy Actions to promote the Berlin Declaration and Advance the WPS-HA Agenda	Multi-Donor Trust Fund Office	2024	2024	\$21,400.00	WPS	
Rule of Law and Human Rights for Sustaining Peace and Fostering Development for onward support of the Global Focal Point for Rule of Law	United Nations Development Programme	2021	2021	\$114,716.16	WPS	
Support advocacy on WPS	Irish Aid	2021	2022	\$180,237.68	WPS	
Support to National Action Plan on Women Peace and Security in Ethiopia	Government Of Luxembourg Government of Germany	2024	2025	\$406,397.49	WPS	

Source: Quantum

The table below sets out the proposed sample:

TABLE 4

Project sample

Project title	Budget value	Includes normative	Geographic coverage	Case study			Outcome	Start and end date
				LNOB targeting	Long-term project	UN joint programme		
Cross-thematic (EVAW, WPS and Coordination)								

Project title	Budget value	Includes normative	Geographic coverage	Case study			Outcome	Start and end date
				LNOB targeting	Long-term project	UN joint programme		
Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women's empowerment	US\$ 2.3 million	Yes	Federal level, Afar, Amhara, Somali, Gambella, Central, Southern and Oromia regions. <i>Data collection proposed at federal level and Amhara and Somali region.</i>	Yes	Long-term programme in phase IV, pre-dating the SN.	No	1, 2, 3 & 4	2021-25
Coordination								
Gender equality Roadmap Ethiopia	US \$.8 million	Yes	Federal level	Not directly	No	No	1, 2, 3 & 4	2021-25
WILG								
Increased participation and representation of women in leadership in Ethiopia and Ensuring Gender-responsive Democratization process in Ethiopia	US \$1.6m	Yes	Federal level, Amhara and Oromia <i>Data collection proposed at federal level and Amhara.</i>	Yes, women with disabilities and young women targeted	No	Funded by UNDP and involves collaboration with UNDP	1&2	2021-23
Presidential Leadership Programme	US \$0.5 million	Yes	Federal level, Oromia, Amhara, Sidama, Southern Nations, Nationalities and Peoples (SNNPR), Harari, Afar, Somali, Gambella, Sidama, Benishangul, Southwest. <i>Data collection proposed at</i>	Vulnerable groups of women, particularly women leaders in conflict-affected areas and emerging regions targeted	Builds on previous programming	No	1&2	2021-4

Project title	Budget value	Includes normative	Geographic coverage	Case study			Outcome	Start and end date
				LNOB targeting	Long-term project	UN joint programme		
			<i>federal level and Amhara.</i>					
Ensuring Gender-responsive Democratization process in Ethiopia	US \$1,495,101.00	Yes	Federa level, Amhara, Oromia, BeniShangul, Somali, Gambela, Afar. <i>Data collection proposed at Federal level and Amhara region.</i>	Yes	No	No	1,2 &3	2019-22
EVAW								
Access to essential services	US \$ 2.8 million	Yes	Addis Ababa, Afar, Amhara, Oromia, Sidama and Somali regions. <i>Data collection proposed at federal level and Amhara.</i>	Yes	Yes, builds on programming that started in 2018	No, but some coordination with UNFPA	1&2	2021-23
Addressing the Effects of Conflict-Related Sexual Violence in Ethiopia	US \$1,940,042.59	No	Addis Ababa, Oromia, Amhara, Afar , Benishngul Gumuz, Gambella, Sidama, Somali	Yes, women with disabilities	No	No	1&2	2024-25
WPS and humanitarian								
ME function of the Women's Peace and Humanitarian Food Security Programme	US \$ 2.9 million	Yes	Tigray, Amhara, Afar, Somali <i>Data collection proposed in Tigray and Somali region.</i>	Yes	No	No	1, 2, 3 & 4	2022-25
UNW Leadership in GBV	US \$ 1.7 million	No	Tigray, Amhara, Afar, Somali <i>Data collection proposed in Tigray and Somali region.</i>	Yes	No	Funded by OCHA	1, 2, 3 & 4	2021-23

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

Note: Gender-responsive budgeting (GRB) activities are funded through Strategic Note (SN) donor contributions and implemented by UN Women Ethiopia personnel. Hence, there are no standalone projects. All the work under this thematic area was reviewed.

Across the six thematic areas, the largest projects by value in each area were covered. The sampled projects addressed all outcomes. Sampling ensured inclusion of projects targeting Leave No One Behind stakeholders, those implemented jointly with other UN agencies, and those delivered over extended periods to assess sustainability. Projects of varying durations and implementation periods within the SN were also included. Several of the sampled projects spanned multiple thematic areas. To avoid stakeholder fatigue, programmes previously evaluated were excluded.

ANNEX 8: STAKEHOLDER MAPPING

The table below maps out the key stakeholders against the following categories, their contributions to the Strategic Note and the sampling approach for each stakeholder category. All stakeholders were surveyed and purposively sampled for interview / focus group discussion.

Category	Contributions to the Strategic Note	Sampling Approach
Governmental Stakeholders	Principle and primary duty bearers who make decisions and responsible for country development outcomes.	All government partners were surveyed. Those partnering with UN Women on the <i>deep dive projects</i> were interviewed.
Civil Society Organizations	Partners working with UN Women to deliver; partners working on different activities aiming to contribute to the same target outcomes	All civil society partners were surveyed. Those partnering with UN Women on the <i>deep dive projects</i> and those implementing <i>desk review projects</i> were interviewed or invited to join focus group discussions.
Research and academic institutions	Researchers working in the areas of UN Women's work, providing useful insights into what does and does not work.	All academic partners were surveyed. Those partnering with UN Women on the <i>deep dive projects</i> were interviewed.
Private sector	Partners on Women's Economic Empowerment Projects and funders.	All private sector partners were surveyed. Those partnering with UN Women on the <i>deep dive projects</i> were interviewed.
UN agencies	Partners on joint programs, development partners supported by UN Women's coordination work.	The UN Country Team were surveyed. Several UN agencies have been identified as key partners for UN Women – these were interviewed.
Bilateral and foundation donors	Donors of UN Women's work in SAMCO	All donors were surveyed. Donors funding the <i>deep dive and desk review projects</i> were interviewed.
UN Women team	Responsible for implementing the strategic note.	As those with a leadership role to implementing the SN, the country rep, deputy country rep, thematic leads, operations manager and MRE specialist were interviewed. All other colleagues were surveyed.
Other multilaterals / regional bodies	Key partners contributing to same target outcomes.	All multilateral partners were surveyed. Those partnering with UN Women on the <i>deep dive projects</i> were interviewed.
Target groups of right holders	Target Groups of rights holders	Purposively sampled for <i>deep dive sampled projects</i> , to ensure a good range of rights holders, considering different characteristics including: marginalized groups, those with disabilities and the hard to reach. These stakeholders were invited to take part in focus group discussions.

Their contribution to and/or engagement in UN Women's normative, coordination and operational work, as well as thematic area is also mapped. The list also highlights stakeholders linked to the deep dive and desk review sample. The list is drawn from: donors from Atlas, partners from list of partner agreements, annual reports and UN Women personnel inputs.¹

The final columns indicates whether the institution was sampled, and what form of data collection was envisaged, and whether the stakeholder was reached. Stakeholders that the evaluation team was able to reach through interviews and focus groups are annotated in the final column. As survey responses were anonymous, the evaluation team is unable to ascertain whether the sampled stakeholders have participated.

Stakeholder mapping

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

The thematic areas are:

- Ending Violence Against Women

¹ Some stakeholders are listed more than once, where more than one representative from the organization has been identified as relevant for consultation.

- Women’s Economic Empowerment
- Women in leadership and governance
- Women, Peace & Security and Humanitarian Action
- Coordination
- Gender Responsive Budgeting

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

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

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

TABLE 5

Stakeholder mapping

Cross-cutting

Category	Organization	Approach	Reached
UN Women	Country Representative, Deputy Country Representative, Programme Specialists (WILG, WEE, EAW, WPS, Gender responsive budgeting, coordination), Operations Manager, M&E specialist, Communications Specialist, Human Resources	Interview	Y
UN Women	All other colleagues	Survey	Y

Donors	SN donors – Governments of Sweden, Netherlands and Norway	Interview	Y
Civil society	NEWA - (including organization representing women with disability) / hold a focus group	2-3 to interview / focus group	Y
Government	Ministry of Women and Social Affairs	Interview	Y
Government	National statistics service	Interview	Y
Government	Ministry of planning and development	Interview	Y

Coordination

Category	Organization	Approach	Reached
UN agencies	RCO	Interview	Y
UN agencies	Someone from UN working Group on LNOB	Interview	N
UN agencies	Any others on sector working group on gender equality	Interview 2 – 3	N
Donors	Irish Aid	Interview	N
Donors	Gates	Interview	Y
Donors	Spain	Interview	Y
Donors	EU	Interview	N
Donors	Any others on sector working group on gender equality	Interview	Y
Civil society	Civil Society Advisory Group	2-3 to interview	Y
Civil society	Implementing partners (Consortium of Self help group Approach Promoters, MOWCYA-JOINT PROG ON GENDER EQUALITY, Meseret Humanitarian Organization, ETHIOPIAN CENTER FOR DEVELOPMENT)	Interview	Y
Government	Disability section	Interview	N
Government	Any others on sector working group on gender equality	Interview	Y

EVAW

Category	Organization	Approach	Reached
Donors	Agencia Española de Cooperación Internacional para el Desarrollo (AECID)	Interview	Y
Civil Society	Norwegian Church Aid	Interview	Y
Donors	Gate Foundation	Interview	Y
Donors	Government of Denmark	Interview	N
UN agencies	UNFPA	Interview	Y
Civil society	Association for Women's Sanctuary and Development (AWSD)	Interview	Y
Civil society	Agar Ethiopia	Interview	Y
Civil society	Ethiopian Women Lawyers Association (EWLA)	Interview	Y
Civil society	Ethiopian Network of Women Shelters (ENWS)	Interview	Y
Civil society	Women Association of Tigray	Interview	Y
Civil society	Center for Justice	Interview	N

Government	Ministry of Justice	Interview	Y
Programme participants	Sample of participants from sampled programmes	Focus Group Discussion	Y

Gender Responsive budgeting

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

WEE

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

WILG

Category	Organization	Approach	Reached
Donor	Gates Foundation	Interview	Y
Donors	Government of Denmark	Interview	N
Government	Ministry of Women and Social Affairs	Interview	Y
Government	FDRE House of People's Representatives	Interview	Y
Government	Bureau of Women, Children and Social Affairs of Amhara	Interview	Y
Government	National Election Board of Ethiopia	Interview	N
UN agencies	UNDP	Interview	Y
Civil society	Network of Ethiopian Women Associations	Interview	Y
Civil society	CIVIL SOCIETY RESOURCE CENTER	Interview	N
Civil society	Talent Youth Association	Interview	N
Civil society	Care Ethiopia	Interview	N
Programme participants	Sample of participants from sampled programmes	Focus Group Discussion	Y

WPS and humanitarian action

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

ANNEX 9: EVALUABILITY ASSESSMENT

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

[Completeness of the Development Results Framework and Organizational Effectiveness and Efficiency Framework](#)

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

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

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

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

Framework	baseline	targets
Development Results Framework - outcomes	100%	100%
Development Results Framework - outputs	100%	100%
Organizational Effectiveness and Efficiency Framework	100%	100%

Source: Results Management System

DRF and OEEF outcomes, outputs and indicators quality assessment criteria

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

Indicators	Grading guidance
Clearly measures change (outcome) or potential for change (output)	Weak = 1-3 attributes
Outcome indicator measures change in behavior, institutional performance, attitude, beliefs	
Output indicator uses change and not action language, and captures change in: skills, abilities, knowledge, awareness, capacity, accountability; availability of products, data, or services; something created, built or	Adequate = 4-6

repaired; Institutional arrangements, leadership, efficiency; advocacy or dialogue mechanisms.	attributes Strong = 6+ attributes
Logical direct (preferred) or proxy (acceptable) indication of change	
Clearly aligned to output / outcome	
Specific (Sets precise criteria for success)	
Singular Focus	
Plain language	
Valid / Reliable	

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

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

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

Data availability for Strategic Note Interventions

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

Project Name	Donor	Performance Monitoring Framework	Evaluation or Review	Quarterly or Annual Report
ME function of the Women’s Peace and Humanitarian Food Security Programme	Multi-Donor Trust Fund Office	x		x
Access to essential services	Government Of Denmark	x		x
Strengthening institutional capacity of duty-bearers and empowering rights-holders for advancement of gender equality and women’s empowerment	Irish Aid	x		x
Addressing the Effects of Conflict-Related Sexual Violence in Ethiopia	Bill And Melinda Gates Foundation	x		x
UNW Leadership in GBV	UNOCHA/Central_Emg_Resp_Fund	x		x
Making Migration Safe Ethiopia	Government Of Germany	x		x

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

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

Source: Results Management System and Donor Agreement Management System (DAMS)

ANNEX 10: EVALUATION MATRIX

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

	Indicators and criteria	Data collection and analysis approach	Sources
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Effectiveness, Sustainability, and Human Rights and effectiveness

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

1. What contribution is UN Women making towards target outcomes?	Evidence of changes in target (and unexpected) outcomes, the sustainability of these outcomes,	Contribution analysis, assessing the strength of evidence for outcomes achieved and UN	<p>Case studies: Sample of programmes for deep dive discussions with participants; and for sustainability and LNOB analysis.</p> <p>Documents: monitoring and reporting data, including disaggregated participant data, annual reports on outcomes, lessons learned, UNCT reports, SWAP scorecard, HCT reports, context analysis updates, partnership assessments.</p> <p>Interviews and Focus Group Discussions with UN Women, UNCT, HCT, partners, participants of select interventions, stakeholders able to comment on achievement of outcomes – other stakeholders working in the sector, donors, government.</p> <p>Survey: across all stakeholder categories.</p>
2. How sustainable were these outcomes?	of UN Women’s contribution vis a vis other	Women’s contribution. Outcome harvesting to	
3. Are interventions designed to apply gender, human rights and disability inclusion approaches?	factors, and the sustainability of these outcomes. Any emerging evidence of	capture unexpected outcomes and focusing on	
4. What changes have been observed, and for whom?	contributions to impact. Extent to which the programme has strengthened community and	sampled interventions.	
5. What were the enablers and barriers to achieving target outcomes?	national ownership, and enhanced capacity, potential for scalability and expansion	Focus on most significant outcomes achieved, guided by CO (deep dive sample).	
6. What unexpected outcomes (positive and negative) have been achieved?	Evidence of synergies across thematic areas, in contribution towards the systemic outcomes	Assessment of effectiveness of results, and which initiatives were the most effective.	
	Evidence that the interventions as designed and implemented apply gender, human rights and disability inclusion approaches?		
	Evidence for changes for participants from different backgrounds		
	Evidence of internal and external enablers and barriers to achieving target outcomes.		

Efficiency

How efficient are the organizational structures and management processes?

1. To what extent do organizational structures and management processes support the efficient use of resources to achieve results?	Evidence of systems to support efficient use of resources and management of risks, including systems to collect data and manage results. Evidence of specific tools developed to support resource and results management and allocation. Examples of process efficiencies Effective use of systemic outcomes to support cross-thematic linkages To what extent the human and financial	Review systems, feedback on systems, and adaptations made over the SN period.	<p>Documents: OEEF reporting, management and team meeting minutes, programme design documents</p> <p>Interviews: UN Women, SN donors</p> <p>Survey: across all stakeholder categories.</p>
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	Indicators and criteria	Data collection and analysis approach	Sources
	resources available were adequate to achieve the expected outcomes, evidence of the cost-effectiveness of interventions. Impacts of the change of ERP from Atlas to Quantum Effects of using CF outcomes and outputs on evaluability and ability to track changes and demonstrate results		
2. How well did ECO manage to respond to emerging humanitarian crises to support gender responsive humanitarian action?	Evidence of speed and flexibility of response, including re/allocations of funding, based on evidence	Analyze efficiency of processes to support response and use of evidence to guide allocations	Documents: needs assessment and context analysis, meeting notes, documents to support decision-making Interviews: UN Women, donors, HCT, government stakeholders Survey: across all stakeholder categories.
3. How do different funding modalities compare in terms of their efficiency?	Evidence of funding modalities effect on: i) Greater effectiveness (longer-term planning, consistent policy advocacy); ii) More agile response to needs; iii) Better resource leverage; iv) Stronger coordination roles; v) Improved country buy-in	Review financial reports to analyze costs of different funding modality, and analyzing the advantages and disadvantages of different types of funding modalities	Documents: Reports to SN donors, donor agreements, internal management meeting notes, SN development documents, Workplan preparation documents. Interviews: UN Women, Donors, government stakeholders, implementing partners

Coherence and Relevance

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

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

ANNEX 11: DATA COLLECTION TOOLS

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

1. Hello, my name is _____. I am part of the evaluation team delivering the country portfolio evaluation of the UN Women Ethiopia Country Portfolio Evaluation. I work for UN Women / am an independent consultant.
2. The purpose of this evaluation is to assess UN Women’s work in Ethiopia since 2021. The evaluation is expected to generate learning on what works, to support better decision-making in the future, and help ensure UN Women is accountable for how it uses resources to contribute to Gender Equality and Women’s Empowerment. The primary users of this evaluation are intended to be UN Women country office who will use the findings to design and implement the new Strategic Note. However, we expect that other UN Women offices, as well as other stakeholders in the country will also be able to use the findings.
3. You have been selected to take part in the interview / focus group discussion, due to your role / experience in _____.
4. The interview / focus group discussion is expected to take approximately 45 minutes.
5. Taking part is voluntary, and you can stop at any time if you decide to. You can ask to skip any questions if they make you feel uncomfortable. Refusing to participate or withdrawing your participation at any time will not lead to any penalty.
6. Your input will be extremely valuable to help UN Women reflect on its achievements and how it can strengthen its programming going forward. There are no other expected benefits to participating in the evaluation. There are no costs associated with participating in the evaluation.
7. All information collected is private, and we will keep it confidential. The exception is if you tell us something that makes us concerned that you or somebody else are at risk of harm. We would have a duty to report this, and to keep you and others safe.
8. We will use the evaluation findings to write an evaluation report and set of evaluation briefs. These will be anonymous, so we won’t include names or any other information that would allow you to be identified from what they have said or written.
9. The information that is collected will only be used for the evaluation and will be stored securely. We will only keep personal details (e.g. emails, telephone) for it as long they are needed for the project, after which we will delete them. The summary findings may be used for future evaluations.
10. If you want to contact someone else about your rights as participants, you can contact the Chief of the UN Women Independent Evaluation service at inga.sniukaite@unwomen.org or on +1-6467814724.
11. Do you have any questions?
12. Do you consent to participating in this evaluation?

Guide 1: UN Women Country Office Staff

EFFECTIVENESS

Question	Probing Questions	Reference Points
What contribution is UN Women making towards target outcomes?	<ul style="list-style-type: none"> • Can you provide specific examples of how UN Women has contributed to each of the four UNSDCF outcomes? • What evidence do you have of UN Women’s contribution to gender equality outcomes? • How do you measure and track these contributions? 	<ul style="list-style-type: none"> • Progress against Strategic Note outcome indicators
What changes have been observed, and for whom?	<ul style="list-style-type: none"> • Who are the primary programme participants of UN Women’s interventions? • What unexpected changes (positive/negative) have you observed? • How have marginalized groups (women with disabilities, IDPs, conflict-affected women) been reached? 	<ul style="list-style-type: none"> • Target groups: urban/peri-poor women, women leaders, civil society • Geographic coverage: Tigray, Amhara, Afar, Oromia, Somali regions • Vulnerable groups: women with disabilities, conflict-affected women, IDPs, returnees
What were the enablers and barriers to achieving target outcomes?	<ul style="list-style-type: none"> • What internal factors supported or hindered results achievement? • How did the conflict in northern Ethiopia affect programming? 	<ul style="list-style-type: none"> • Political instability and conflict impacts • USAID funding suspension effects • Partnership effectiveness with MoWSA, line ministries

	<ul style="list-style-type: none"> • What role did partnerships play in enabling/constraining results? 	<ul style="list-style-type: none"> • Humanitarian access constraints
<p>Do interventions apply gender, human rights and disability inclusion approaches?</p>	<ul style="list-style-type: none"> • How are intersectional approaches operationalized? • What evidence exists of addressing root causes vs service delivery? • How are the most marginalized groups prioritized and reached? 	<ul style="list-style-type: none"> • Leave No One Behind implementation • Focus on women with disabilities, conflict-affected women, IDPs • Human rights-based programming approach • Intersectional analysis in programming

EFFICIENCY

Question	Probing Questions	Reference Points
<p>To what extent do organizational structures and management processes support efficient use of resources?</p>	<ul style="list-style-type: none"> • How effective is the current office structure (57 staff) in delivering results? • What are the main bottlenecks in programme delivery? • How well do financial management systems work? 	<ul style="list-style-type: none"> • 92% on-time donor reporting rate • 55% average disbursement rate (2021-2025) • Office structure: 24 staff, 23 service contracts, 4 consultancy contracts • Budget decrease from \$12.5m (2021) to \$5.2m (2025)
<p>How well did ECO manage to respond to emerging humanitarian crises?</p>	<ul style="list-style-type: none"> • How quickly did UN Women adapt programming to address the northern conflict? • What specific humanitarian interventions were implemented? • How effective was coordination with EHCT and humanitarian clusters? 	<ul style="list-style-type: none"> • Gender in Humanitarian Action (GiHA) Technical Working Group establishment • PSEA Network co-chair role • Integration in EHCT, Protection Cluster, GBV AoR participation • PSEA regional networks in Tigray, Amhara, Afar
<p>How do different funding modalities compare in terms of efficiency?</p>	<ul style="list-style-type: none"> • What are the advantages/disadvantages of core vs non-core funding? • How does the 92% non-core funding ratio affect programming flexibility? • What is the impact of large vs small donor agreements? 	<ul style="list-style-type: none"> • Funding structure: 92% non-core, 2% core, 4% IB, 2% EXB • 3 direct SN donors • Top 5 donors account for 54% of budget • Largest projects: EU Spotlight (\$5.4m), WPHF ME function (\$2.9m)

COHERENCE AND RELEVANCE

Question	Probing Questions	Reference Points
<p>What synergies exist between UN Women's portfolio and UNCT/HCT/government/CSOs work?</p>	<ul style="list-style-type: none"> • How does UN Women coordinate with other UN agencies on gender mainstreaming? • What are the key government partnerships and how effective are they? • How does UN Women work with civil society networks? 	<ul style="list-style-type: none"> • UNCT Gender Theme Group leadership • Partnerships with MoWSA, MoF, line ministries • CSO Advisory Group engagement • Joint programmes with UNDP, UNFPA, UNICEF
<p>What is UN Women's contribution to UN system coordination on GEWE?</p>	<ul style="list-style-type: none"> • How has UN Women influenced UNSDCF gender mainstreaming? • What is UN Women's role in Gender Theme Group? • How effective is advocacy for gender-responsive policies? 	<ul style="list-style-type: none"> • Gender Theme Group revitalization efforts • UNSDCF gender integration • UN-SWAP scorecard implementation • UNCT coordination mechanisms
<p>What is the added value of joint programming for GEWE outcomes?</p>	<ul style="list-style-type: none"> • Which joint programmes have been most effective and why? • How does UN Women maintain GEWE focus in joint initiatives? • What are the trade-offs between joint vs standalone programming? 	<ul style="list-style-type: none"> • Joint programmes with UN agencies • Multi-agency humanitarian response • Coordination vs operational trade-offs

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What contribution is UN Women making towards target outcomes?	<ul style="list-style-type: none"> • How has UN Women supported government policies and strategies? • What capacity building support has been most valuable? • How has UN Women helped with CEDAW implementation? 	<ul style="list-style-type: none"> • Support for National Women’s Policy review • Gender Budget Systems (GBS) institutionalization • CEDAW 8th periodic report implementation • Gender Responsive Budgeting (GRB) advancement
What changes have been observed, and for whom?	<ul style="list-style-type: none"> • What policy changes has UN Women helped facilitate? • How has UN Women supported institutional strengthening? • What population groups have benefited most? 	<ul style="list-style-type: none"> • Gender equality policy development • MoWSA and gender strengthening • Women’s representation in government positions • Policy implementation at federal and regional levels

COHERENCE AND RELEVANCE

Question	Probing Questions	Indicators/Reference Points
How well does UN Women’s work align with government priorities?	<ul style="list-style-type: none"> • How does UN Women support align with the Ten-Year Development Plan (2021-2030)? • How does programming connect to Ethiopia’s SDG implementation? • What government priorities need more UN Women support? 	<ul style="list-style-type: none"> • Alignment with Ten-Year Development Plan • Integration with SDG implementation • Support for government gender commitments • National Action Plan on Gender Equality

Guide 3: Civil Society Organizations

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What contribution is UN Women making towards target outcomes?	<ul style="list-style-type: none"> • How has UN Women strengthened women’s movements? • What capacity building has been most effective? • How has UN Women supported advocacy efforts? 	<ul style="list-style-type: none"> • Women’s organizations capacity strengthening • Civil Society Advisory Group (CSAG) effectiveness • Support for women’s movements and feminist organizations • Advocacy support for gender-responsive policies
How effectively does UN Women support civil society coordination?	<ul style="list-style-type: none"> • How has UN Women facilitated CSO networking? • What platforms has UN Women created for civil society voice? • How inclusive are UN Women’s partnership approaches? 	<ul style="list-style-type: none"> • CSO Advisory Group operations • Women’s networks strengthening • Platform creation for women’s voices • Inclusivity of partnership approaches

Guide 4: UN Country Team

COHERENCE AND RELEVANCE

Question	Probing Questions	Indicators/Reference Points
What is UN Women’s contribution to UN system coordination on GEWE?	<ul style="list-style-type: none"> • How effectively does UN Women lead on gender coordination? • What is UN Women’s role in UNSDCF implementation? • How has UN Women influenced other agencies’ gender work? 	<ul style="list-style-type: none"> • Gender Theme Group leadership and effectiveness / LNOB results group • UNSDCF gender mainstreaming • Inter-agency gender coordination • Joint programme development and

		implementation
What synergies exist between UN Women's work and other UN agencies?	<ul style="list-style-type: none"> • Which joint programmes have been most successful? • How does UN Women add value to joint initiatives? • What coordination mechanisms work best? 	<ul style="list-style-type: none"> • Joint programming with multiple agencies • Complementarity in humanitarian response • Coordination mechanism effectiveness • Added value in joint initiatives

Guide 5: Donors and Development Partners

EFFICIENCY

Question	Probing Questions	Indicators/Reference Points
How effective is UN Women's resource mobilization and management?	<ul style="list-style-type: none"> • How well does UN Women deliver against agreements? • What is the quality of reporting and accountability? • How flexible is UN Women in adapting to changing priorities? 	<ul style="list-style-type: none"> • 92% on-time donor reporting • Resource mobilization: \$51.1m mobilized vs \$66.7m target • Top 5 donors provide 54% of funding • Disbursement rate averaging 55%
What is the value-for-money of investments in UN Women?	<ul style="list-style-type: none"> • What results have been achieved relative to investment? • How does UN Women compare to other partners? • What innovative approaches has UN Women demonstrated? 	<ul style="list-style-type: none"> • Results achieved per dollar invested • Comparative advantage over other partners • Innovation in programming approaches • Leveraging of additional resources

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What contribution is UN Women making towards target outcomes?	<ul style="list-style-type: none"> • What specific outcomes can be attributed to your funding? • How has UN Women contributed to policy changes? • What evidence exists of sustainable change? 	<ul style="list-style-type: none"> • Specific outcomes per funded programme • Policy influence and change • Sustainability indicators • Long-term impact evidence

Guide 6: Humanitarian Partners

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
How well did ECO manage to respond to emerging humanitarian crises?	<ul style="list-style-type: none"> • How effectively has UN Women contributed to humanitarian coordination? • What specific humanitarian programming has UN Women delivered? • How has UN Women addressed PSEA concerns? 	<ul style="list-style-type: none"> • EHCT participation and influence • Protection Cluster and GBV AoR engagement • PSEA Network co-chair role • Regional PSEA networks establishment
What is UN Women's contribution to gender-responsive humanitarian action?	<ul style="list-style-type: none"> • How has UN Women influenced humanitarian planning? • What capacity building has UN Women provided? • How effective is coordination with humanitarian actors? 	<ul style="list-style-type: none"> • GiHA Technical Working Group establishment • Humanitarian Response Plan gender integration • Capacity building for humanitarian actors • Coordination mechanism effectiveness

Guide 7: Academic and Research Institutions

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
How has UN Women contributed to knowledge generation and evidence?	<ul style="list-style-type: none"> • What research and knowledge products has UN Women supported? • How has UN Women strengthened gender statistics capacity? • What policy research has UN Women influenced? 	<ul style="list-style-type: none"> • Gender statistics capacity building • Research partnerships and products • CSA collaboration on gender data • Evidence-based policy influence

Guide 8: Private Sector Partners

COHERENCE AND RELEVANCE

Question	Probing Questions	Indicators/Reference Points
How effectively does UN Women engage with private sector for GEWE?	<ul style="list-style-type: none"> • What private sector partnerships have been most effective? • How has UN Women promoted women's economic empowerment through private sector? • What barriers exist to private sector engagement? 	<ul style="list-style-type: none"> • Private sector partnership development • Women's economic empowerment support • Corporate gender equality commitments • Barriers to engagement

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

EFFECTIVENESS

Question	Probing Questions	Indicators/Reference Points
What changes have been observed, and for whom?	<ul style="list-style-type: none"> • What specific changes have you experienced from UN Women programmes? • How has your situation improved or changed? • What unexpected benefits or challenges have you encountered? 	<ul style="list-style-type: none"> • Direct beneficiary outcomes • Changes in knowledge, skills, opportunities • Access to services and resources • Participation in decision-making
Do interventions apply gender, human rights and disability inclusion approaches?	<ul style="list-style-type: none"> • How well do programmes address your specific needs? • Are programmes accessible and inclusive? • How are different groups' needs considered? 	<ul style="list-style-type: none"> • Accessibility of programmes • Inclusion of marginalized groups • Addressing intersectional needs • Rights-based approach implementation

General Closing Questions for All Guides

Question	Probing Questions
Lessons Learned and Recommendations	<ul style="list-style-type: none"> • What should UN Women continue doing in the next Strategic Note? • What should UN Women do differently? • What new areas should UN Women focus on? • How can partnerships be strengthened?
Sustainability	<ul style="list-style-type: none"> • What results are most likely to be sustained? • What support is needed to ensure sustainability? • How can national ownership be strengthened?

Personnel Survey: UN Women Ethiopia Country Portfolio Evaluation

Introduction

Dear colleague,

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

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

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

Survey Questions

No.	Question	Response Type	Response Options
Background			
1	What is your current position in the office?	Multiple Choice	<ul style="list-style-type: none"> • Senior staff (Representative, Deputy Representative) • Programme Manager • Programme Officer/Specialist • Operations staff • Administrative staff • Communications staff • Finance staff • Other
2	What is your main area of work?	Multiple Choice (Select all that apply)	<ul style="list-style-type: none"> • Project Management and Implementation • Strategic Planning • Human Resources • Finances • Administration • Operations • Communications • Senior staff (representative) • Other
3	Your gender identification	Multiple Choice	<ul style="list-style-type: none"> • Female • Male • Other • Prefer not to say
4	What is your main thematic area of work?	Multiple Choice (Select all that apply)	<ul style="list-style-type: none"> • Ending violence against women • Women’s political empowerment • Women’s economic empowerment • Normative • Coordination • Peace, security and humanitarian action • Not applicable • Other
UN Women’s Effectiveness			
5	What is UN Women Ethiopia’s comparative advantage, as compared to other agencies and stakeholders also working in the sector?	Open Text	
6	What has been UN Women’s most significant contribution to advancing gender equality and women’s empowerment in Ethiopia?	Open Text	
7	Please indicate your level of satisfaction with UN Women’s work regarding the following assertions?	Rating Scale	<p>Very unsatisfied / Somewhat unsatisfied / Not sure / Somewhat satisfied / Very satisfied</p> <p>Items to rate:</p> <ul style="list-style-type: none"> • ALIGNMENT to the most pressing needs of women and girls in the country • Targeting the CAUSES of gender inequality

			<ul style="list-style-type: none"> • IDENTIFICATION of the most marginalized and vulnerable populations in line with the principle of “leave no one behind”
8	For areas you rated as ‘very unsatisfied’ or ‘somewhat unsatisfied’, what areas, if any, require MORE ATTENTION from UN Women to advance its mission for the empowerment of women and gender equality?	Open Text	
9	Please rate the level of value added by UN Women in the areas listed below.	Rating Scale	<p>Very low / Low / Medium / High / Very high</p> <p>Items to rate:</p> <ul style="list-style-type: none"> • Support to development of gender equality policies in the country • Support to implementation of the national gender equality policy in the country, including gender responsive budgeting • Awareness raising on international and national normative commitments • Governance and participation in public life • Women’s economic empowerment • Elimination of violence against women • Women, peace and security, humanitarian action, and disaster risk reduction
10	Please assess the extent to which UN Women has effectively ADAPTED its programme of work to the changing context in the country.	Rating Scale	To a very large extent / To a large extent / To some extent / To a little extent / Not at all
11	Please provide 1 or 2 examples of where the Office’s work has been effectively adapted to the changing context, if at all.	Open Text	
Coordination			
12	How effectively has UN Women contributed to STRENGTHENING COORDINATION on gender with the UN system?	Rating Scale	<p>Very ineffective / Somewhat ineffective / Not sure / Somewhat effective / Very effective</p> <p>Items to rate:</p> <ul style="list-style-type: none"> • Mobilisation around the gender agenda through ADVOCACY with the government • Technical support for gender mainstreaming in UN INTERVENTIONS • COHERENCE of UN gender interventions • Conceptualisation and implementation of JOINT UN PROGRAMMES on gender • ACCOUNTABILITY on gender (e.g. with the UNCT-SWAP Gender Equality Scorecard)
13	Please indicate how UN Women’s support in coordination can be improved, if at all.	Open Text	
Partnerships			
14	Please assess the effectiveness of UN Women’s MANAGEMENT OF PARTNERSHIPS with the following actors in order to effectively fulfil its mandate.	Rating Scale	<p>Very ineffective / Somewhat ineffective / Not sure / Somewhat effective / Very effective</p> <p>Items to rate:</p>

			<ul style="list-style-type: none"> • United Nations system • National government • Sub-national government • Civil society • Donors • International financial institutions
15	Can you give examples of where UN Women's partnerships could be strengthened, if at all?	Open Text	
Efficiency			
16	Please indicate the extent to which you agree with the following statements regarding UN Women's efficiency.	Rating Scale	<p>Fully disagree / Disagree / Not sure / Agree / Fully agree</p> <p>Items to rate:</p> <ul style="list-style-type: none"> • The Country Office's management structure supports efficient resource mobilization • There are systems in place to ensure efficient use of resources • There are effective systems to manage risks • There are effective systems to support results delivery • The Country Office has sufficient capacity (personnel) to deliver the portfolio • The Country Office has sufficient capability (skills) to deliver the portfolio • UN Women's inputs in the LNOB result group has been effective in strengthening UN coordination on gender • There is a CLEAR SEPARATION of responsibilities regarding the gender agenda between UN agencies • UN Women's work does not duplicate that of other UN agencies • UN Women has effectively fulfilled its coordination role on gender
	What has direct SN funding enabled the Country Office to do, that it couldn't do otherwise?	Open Text	
17	Please use this space to suggest how UN Women can improve its efficiency.	Open Text	
Overall Improvement			
18	Please use this space to suggest 2-3 ACTIONS for UN Women regarding its approach to achieving gender equality and women's empowerment in the country.	Open Text	
19	Which initiatives have been the most effective, which UN Women should continue and scale up? Which initiatives have been less effective which UN Women should stop or scale back? Please explain.	Open Text	
20	Any additional comments to share with the evaluation team?	Open Text	

External Stakeholders Survey: UN Women Ethiopia Country Portfolio Evaluation

Introduction

The UN Women Independent Evaluation Service thanks you for participating in this survey, which is a key component of the Country

Portfolio Evaluation of UN Women Ethiopia. The objective of this evaluation is to assess for the implementation period 2021-2025 the results achieved and to document lessons learned for its next Strategic Note.

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

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

Survey Questions

Question No.	Question	Response Type	Response Options
Background			
1	How long have you been collaborating with UN Women in Ethiopia?	Multiple Choice	<ul style="list-style-type: none"> • I have not worked with UN Women in the country • Less than one year • 1-3 years • 3-5 years • More than 5 years
2	Please summarize the areas in which you collaborate with UN Women.	Open Text	
3	Gender identification	Multiple Choice	<ul style="list-style-type: none"> • Female • Male • Other • Prefer not to say
4	Your organization type	Multiple Choice	<ul style="list-style-type: none"> • Civil Society Organization • Bilateral agency or donor • Government • Media • Academic institution • Private sector / company • Multilateral organization • Other
5	Since 2021, has your organization been a member of the Civil Society Advisory Group established by UN Women?	Multiple Choice	<ul style="list-style-type: none"> • Yes • No • I don’t know
UN Women’s Effectiveness			
6	What is UN Women Ethiopia Country Office’s comparative advantage, as compared to other agencies and stakeholders also working in the sector?	Open Text	
7	What has been UN Women’s most significant contribution to advancing gender equality and women’s empowerment in Ethiopia?	Open Text	
8	Please indicate your level of satisfaction with UN Women’s work regarding the following assertions?	Rating Scale	<p>Very unsatisfied / Somewhat unsatisfied / Not sure / Somewhat satisfied / Very satisfied</p> <p>Items to rate:</p> <ul style="list-style-type: none"> • ALIGNMENT to the most pressing needs of women and girls in the

			country <ul style="list-style-type: none"> • Targeting the CAUSES of gender inequality • IDENTIFICATION of the most marginalized and vulnerable populations in line with the principle of “leave no one behind”
9	Please rate the level of value added by UN Women in the areas listed below.	Rating Scale	Very low / Low / Medium / High / Very high Items to rate: <ul style="list-style-type: none"> • Support to development of gender equality policies in the country • Support to implementation of the national gender equality policy in the country • Awareness raising on international and national normative commitments • Governance and participation in public life • Women’s economic empowerment • Elimination of violence against women • Women, peace and security, humanitarian action, and disaster risk reduction
10	Please assess the extent to which UN Women has effectively ADAPTED its programme of work to the changing context in the country.	Rating Scale	To a very large extent / To a large extent / To some extent / To a little extent / Not at all
11	Please provide 1 or 2 examples of where the Office’s work has been effectively adapted to the changing context, if at all.	Open Text	
12	Have you used any research, knowledge products or other documents produced by UN Women in your work? If yes, please provide more information on what publication or data you used and how.	Open Text	
13	Please use this space to suggest 2-3 ACTIONS for UN Women regarding its approach to achieving gender equality and women’s empowerment in the country.	Open Text	
UN Women Partnerships			
14	Are you satisfied with your partnership with UN Women?	Rating Scale	Very satisfied / Somewhat satisfied / Neither satisfied nor dissatisfied / Somewhat dissatisfied / Very dissatisfied
15	Please expand on your satisfaction with your partnership with UN Women.	Open Text	
16	Please assess the effectiveness of UN Women’s MANAGEMENT OF PARTNERSHIPS with the following actors in order to effectively fulfil its mandate.	Rating Scale	Very ineffective / Somewhat ineffective / Neither effective nor ineffective / Somewhat effective / Very effective Items to rate: <ul style="list-style-type: none"> • National Government • Sub-national government • Civil society

			<ul style="list-style-type: none"> • International nongovernmental organisations • Donors
17	How can UN Women strengthen its partnerships?	Open Text	
Capacity Building			
18	Have you participated in UN Women's training and capacity building activities?	Multiple Choice	<ul style="list-style-type: none"> • Yes • No
19	To what extent do you agree with the following?	Rating Scale	<p>Fully disagree / Disagree / Not sure / Agree / Fully agree</p> <p>Items to rate:</p> <ul style="list-style-type: none"> • Capacity building was relevant to my organization • I advanced my knowledge in UN Women's capacity building programmes • I successfully applied learnt knowledge and skills after the programme • UN Women provided follow up support to facilitate application of knowledge and skills
20	Please provide examples of how you successfully applied learnt knowledge and skills after the programme.	Open Text	
21	Which initiatives have been the most effective, which UN Women should continue and scale up? Which initiatives have been less effective which UN Women should stop or scale back? Please explain.	Open Text	
22	Please expand on your answer on any of the above aspects.	Open Text	

Survey Questions Alignment with Evaluation Questions Matrix

Evaluation Questions	Related Survey Questions
EFFECTIVENESS	
What contribution is UN Women making towards target outcomes?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q6: What is UN Women Ethiopia Country Office's comparative advantage? • Q7: What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia? • Q9: Please rate the level of value added by UN Women in the areas listed below <p>Personnel:</p> <ul style="list-style-type: none"> • Q7: What is UN Women Ethiopia's comparative advantage? • Q8: What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia? • Q11: Please rate the level of value added by UN Women in the areas listed below
What changes have been observed, and for whom?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q7: What has been UN Women's most significant contribution to advancing gender equality and women's empowerment in Ethiopia? • Q8: Please indicate your level of satisfaction with UN Women's work regarding targeting

	<p>causes of gender inequality and identification of marginalized populations</p> <ul style="list-style-type: none"> • Q21: Which initiatives have been the most effective vs. less effective? <p>Personnel:</p> <ul style="list-style-type: none"> • Q8: What has been UN Women’s most significant contribution? • Q9: Please indicate your level of satisfaction with UN Women’s work regarding targeting causes and marginalized populations • Q21: Which initiatives have been the most effective vs. less effective?
What were the enablers and barriers to achieving target outcomes?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q11: Please provide examples of where the Office’s work has been effectively adapted to the changing context • Q13: Please use this space to suggest 2-3 ACTIONS for UN Women • Q17: How can UN Women strengthen its partnerships? <p>Personnel:</p> <ul style="list-style-type: none"> • Q10: What areas require MORE ATTENTION from UN Women? • Q13: Please provide examples of where the Office’s work has been effectively adapted • Q17: Can you give examples of where UN Women’s partnerships could be strengthened? • Q20: Please use this space to suggest 2-3 ACTIONS for UN Women
How well did UN Women adapt to changing context and humanitarian crises?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q10: Please assess the extent to which UN Women has effectively ADAPTED its programme of work to the changing context • Q11: Please provide examples of effective adaptation <p>Personnel:</p> <ul style="list-style-type: none"> • Q12: Please assess the extent to which UN Women has effectively ADAPTED its programme of work • Q13: Please provide examples of effective adaptation
EFFICIENCY	
To what extent do organizational structures and management processes support the efficient use of resources to achieve results?	<p>Personnel:</p> <ul style="list-style-type: none"> • Q18: Please indicate the extent to which you agree with statements regarding UN Women’s efficiency (management structure, resource systems, risk management, results delivery, capacity, capability)
How well did UN Women manage to respond to emerging humanitarian crises?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q9: Please rate the level of value added by UN Women in “Women, peace and security, humanitarian action, and disaster risk reduction” • Q10-11: Assessment of adaptation to changing context <p>Personnel:</p> <ul style="list-style-type: none"> • Q11: Please rate the level of value added in “Women, peace and security, humanitarian action, and disaster risk reduction” • Q12-13: Assessment of adaptation to changing context
How do different funding modalities compare in terms of their efficiency?	<p>Personnel:</p> <ul style="list-style-type: none"> • Q18: Efficiency statements regarding resource mobilization and use • Q19: Please use this space to suggest how UN Women can improve its efficiency
COHERENCE AND RELEVANCE	
What synergies exist between UN Women’s portfolio and the work of the UNCT, HCT, government, and CSOs?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q6: What is UN Women’s comparative advantage compared to other agencies? • Q16: Please assess the effectiveness of UN Women’s management of partnerships with various actors

	<p>Personnel:</p> <ul style="list-style-type: none"> • Q7: What is UN Women’s comparative advantage? • Q16: Please assess the effectiveness of UN Women’s management of partnerships with various actors
What is UN Women’s contribution to UN system and broader coordination on gender equality and women’s empowerment?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q5: Since 2021, has your organization been a member of the Civil Society Advisory Group established by UN Women? • Q16: Assessment of partnership effectiveness with various actors <p>Personnel:</p> <ul style="list-style-type: none"> • Q14: How effectively has UN Women contributed to STRENGTHENING COORDINATION on gender with the UN system? • Q15: Please indicate how UN Women’s support in coordination can be improved • Q18: Efficiency statements regarding UN coordination role and clear separation of responsibilities
What is the added value of joint programming for GEWE outcomes?	<p>Personnel:</p> <ul style="list-style-type: none"> • Q14: How effectively has UN Women contributed to “Conceptualisation and implementation of JOINT UN PROGRAMMES on gender” • Q18: Efficiency statements regarding duplication and coordination with other UN agencies
HUMAN RIGHTS AND GENDER EQUALITY	
Do interventions apply gender, human rights and disability inclusion approaches?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q8: Please indicate your level of satisfaction with UN Women’s work regarding “IDENTIFICATION of the most marginalised and vulnerable populations in line with the principle of ‘leave no one behind’” • Q8: Satisfaction with “Targeting the CAUSES of gender inequality” <p>Personnel:</p> <ul style="list-style-type: none"> • Q9: Please indicate your level of satisfaction with UN Women’s work regarding identification of marginalized populations and targeting causes of gender inequality
To what extent are LNOB principles and global human rights norms on GEWE addressed?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q8: Satisfaction with “ALIGNMENT to the most pressing needs of women and girls in the country” and “IDENTIFICATION of the most marginalised and vulnerable populations” • Q9: Please rate value added in “Awareness raising on international and national normative commitments” <p>Personnel:</p> <ul style="list-style-type: none"> • Q9: Satisfaction with alignment to women’s needs and identification of marginalized populations • Q11: Please rate value added in “Awareness raising on international and national normative commitments”
How effectively does UN Women address intersectionality and structural change?	<p>External Stakeholders:</p> <ul style="list-style-type: none"> • Q8: Satisfaction with “Targeting the CAUSES of gender inequality” • Q7: What has been UN Women’s most significant contribution? • Q21: Which initiatives have been most/least effective? <p>Personnel:</p> <ul style="list-style-type: none"> • Q9: Satisfaction with targeting causes of gender inequality • Q8: What has been UN Women’s most significant contribution? • Q21: Which initiatives have been most/least effective?

Cross-Cutting Questions

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

ANNEX 12: DATA MANAGEMENT PLAN

UN Women in protecting the confidentiality, integrity and availability of its data to protect these assets against unauthorized usage, access, modification, destruction, disclosure, loss or transfer of data, whether accidental or intentional.

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

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

Data collection and Storage and Security

The evaluation team was responsible for data collection. The evaluation team comprised the Regional Evaluation Specialist for the East and Southern Africa Regional Office and two independent evaluation consultants. The primary data collection approaches were as follows:

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

All primary and secondary data was stored using UN

Women's SharePoint/OneDrive accessible by evaluation team members only. Once the evaluation is over, access to share point folders was revoked to all external evaluation team members. This is protected under overall data protection mechanisms by UN Women Information Technology (IT) service. NVivo and Stata was used for qualitative and quantitative data analysis respectively. Raw data was quality assured as part of the triangulation and analysis process.

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

Archiving, Preservation and curation

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

ANNEX 13: EVALUATION REFERENCE GROUP AND EVALUATION MANAGEMENT GROUP MEMBERS AND TERMS OF REFERENCE

Evaluation Reference Group Members

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

Evaluation Management Group Members

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

TOR for Evaluation Reference Group and Evaluation Management Group

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

1. Assess the relevance of UN Women contribution to the intervention at national levels and alignment with international agreements and conventions on gender equality and women's empowerment.
2. Assess effectiveness and organizational efficiency in progressing towards the achievement of gender equality and women's empowerment results as defined in the Strategic Note.
3. Support the UN Women CO to improve its strategic positioning to better support the achievement of sustained gender equality and women's empowerment.
4. Analyse how human rights approach and gender equality principles are integrated in the design and implementation of the Strategic Note.
5. Identify and validate lessons learned, good practices and examples of innovation that supports gender equality and human rights.

6. Provide insights into the extent to which the UN Women CO has realized synergies between its three mandates (normative, coordination and programme).
7. Provide actionable recommendations with respect to the development of new programmes/ the next UN Women CO Strategic Note.

Evaluation Reference Group

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

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

Specifically, Evaluation Reference Group members will be expected to:

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

The indicative timeline is as follows:

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

ANNEX 14: TERMS OF REFERENCE

The evaluation terms of reference can be accessed [here](#).

ANNEX 15: INCEPTION REPORT

The evaluation inception report can be accessed [here](#).

ANNEX 16: COUNTRY CONTEXT

This section discusses the country context, including the status of CEDAW adoption, the status of national policies on gender, the socio-economic context, marginalized and vulnerable groups and the UN Country Team System.

Country context

The Federal Democratic Republic of Ethiopia (FDRE) is the second most populous country on the continent after Nigeria, and the 14th most populous in the world, with an estimated population of 110 million.² Ethiopia's diverse topography including highlands, plateaus, and lowlands results in significant variations in temperature and rainfall. These climatic differences influence agricultural practices and livelihoods, with the cooler, wetter highlands being well-suited for farming, while the hotter, drier lowlands are more susceptible to climatic shocks, particularly affecting pastoralist communities. This diversity necessitates region-specific development and humanitarian approaches to effectively address local needs.³

Ethiopia scores 0.886 on the Gender Development Index, one of the lowest in the world,⁴ and its gender equality performance is ranked 124th out of 139 countries and territories on the SDG Gender Index, among the lowest in Sub-Saharan Africa.⁵ Although there have been improvements in women's status and conditions, including increased participation in national level politics, improvements in access to education and health services, and an overall decrease in harmful traditional practices, wide gaps in these and other areas remain.⁶

Women's Political Empowerment

In Ethiopia, the introduction of a voluntary party quota by

the ruling Ethiopian People's Revolutionary Democratic Front (EPRDF) in 2004 significantly enhanced women's representation in the House of Peoples' Representatives (HoPR). This policy led to an increase in female parliamentary seats from 8% in 2005 to 27.8% in 2010, and further to 38.8% in 2015. In the 2021 elections, women secured 195 out of 470 seats, accounting for approximately 41% of the HoPR.⁷

According to the World Economic Forum's Global Gender Gap Reports, the percentage of women holding ministerial positions in Ethiopia has fluctuated over recent years. In 2021, women held 40% of ministerial positions in Ethiopia⁸, though this decreased to 36.4% in 2024.⁹ These fluctuations highlight both progress and challenges in ensuring sustained gender parity in Ethiopia's political leadership. While the country has made notable strides in increasing women's representation, maintaining and advancing these gains remains an ongoing effort.

The table below sets out key political gender statistics:

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

Source: [Women in politics: 2025 Inter-Parliamentary Union \(IPU\), UN Women](#)

² United Nations Ethiopia & Government of Ethiopia. (2020). *United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020–2025*. Retrieved from [ETHIOPIA UNSDCF 2020 2025 SIGNED 1.pdf](#)

³ Ibid

⁴ [United Nations Development Programme. \(2023\). Gender Development Index in Human Development Report 2023/2024.](#)

⁵ EM2030. A gender equal future in crisis? Findings from the 2024 SDG Gender Index (Seattle: Equal Measures 2030, 2024). Retrieved from: [EM2030 2024 SDG Gender Index EN digital.pdf](#)

⁶ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from [https://africa.unwomen.org/sites/default/files/2024-](https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf)

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

⁷ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

⁸ World Economic Forum. *Global Gender Gap Report 2021*. Geneva: World Economic Forum, 2021. <https://www.weforum.org/publications/global-gender-gap-report-2021/>.

⁹ World Economic Forum. *Global Gender Gap Report 2024*. Geneva: World Economic Forum, 2021. <https://www.weforum.org/publications/global-gender-gap-report-2024/>.

Women’s Economic Empowerment

In Ethiopia, gender wage disparities remain a significant issue despite progress in women's labor force participation. A 2023 study by the Ethiopian Economics Association found that the average wage for men is 32.8% higher than for women. Of this gap, 16.1% can be explained by factors such as age, education, and training, while 24.5% remains unexplained, suggesting potential gender discrimination in wage-setting.¹⁰ Additionally, women in Ethiopia tend to work fewer hours for pay and have limited access to higher-paying positions due to occupational segregation and structural barriers. These findings highlight the ongoing challenges in achieving gender pay equity and the need for targeted policies to promote equal opportunities in the labor market.¹¹

According to the World Economic Forum's Global Gender Gap Report, Ethiopia's gender gap index has shown notable progress over recent years. The index improved from 0.71 in 2020 and by 2024, Ethiopia's index stands at 0.709, with a ranking of 79th out of 146 countries. This reflects continued efforts towards gender parity.¹²

The Gender Parity Index (GPI) in Ethiopia's education sector has experienced fluctuations. Notably, the GPI for secondary education decreased from 1.01 in the 2018/19 academic year to 0.87 in 2022/23, indicating a widening gender gap at this level. This suggests that while primary education has seen improvements in gender parity, secondary education still faces significant challenges in achieving gender equality.¹³

Women’s disproportionate share of care responsibilities and domestic work reinforces their low participation in the labour market and limits their economic empowerment. In Ethiopia, women spend 22 per cent of their day on unpaid domestic and care work while men

spend 8.7 per cent of their day highlighting a significant gender gap.¹⁴

Legal frameworks governing workplace rights in the region continue to reflect significant gender discrimination, either through explicit legal barriers or the absence of laws ensuring equality.¹⁵ In Ethiopia, Labour Proclamation No. 1156/2019 restricts women’s employment in tasks deemed hazardous or detrimental to their health. It mandates that women shall not be employed in work classified by the Ministry of Labour and Social Affairs as particularly dangerous or harmful. Article 30(3) specifically outlines prohibited tasks, including restrictions on pregnant women, who are barred from working between 10:00 p.m. and 6:00 a.m. or taking on overtime assignments.¹⁶ While these regulations aim to protect women, they may also limit employment opportunities and contribute to occupational segregation.

The table below sets out some key economic statistics:

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

¹⁰ Tesfaw, Z., & Mehare, A. (2023). *Female labor force participation and wage gap in urban Ethiopia* (Policy Working Paper No. 17/2023). Ethiopian Economics Association. <https://eea-et.org/course/policy-working-paper-17-2023-female-labor-force-participation-and-wage-gap-in-urban-ethiopia-zinabu-tesfaw-and-abule-mehare/>

¹¹ Ibid

¹² World Economic Forum. (2024). *Global Gender Gap Report 2024: Digest*. Retrieved from <https://www.weforum.org/publications/global-gender-gap-report-2024/digest/>

¹³ Tenkolu, A. T., & Alemayehu, A. M. (2025). *Early marriage and*

school dropout among female children in Ethiopia: Evidence from the 2016 EDHS. Discover Global Society, 3(1), 100160. <https://doi.org/10.1016/j.digsoc.2025.100160>

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

¹⁵ Ibid

¹⁶ HG.org. (n.d.). *Rights and obligations of employees and employers as per the labor law of Ethiopia*. <https://www.hg.org/legal-articles/rights-and-obligations-of-employees-and-employers-as-per-the-labor-law-of-ethiopia-23972>

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Source: [World Bank Ethiopia | Data](#)

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

Ethiopia is one of the countries the ESA region that joined the Women, Peace and Security, Focal Points Network that was launched in 2016 to assist UN Member States and regional organisations, in close collaboration with civil society, to improve and strengthen the implementation of the WPS agenda.¹⁷

As of January early 2025, Ethiopia continues to grapple with complex humanitarian challenges stemming from internal conflicts, natural disasters, and health crises. The humanitarian situation remains dire, with multiple overlapping crises, including conflicts, natural hazards, and epidemic outbreaks. In Ethiopia, an estimated 19 million people that live in areas at risk of drought. Extreme droughts lead to failure of livestock production, water shortages and prolonged periods of food insecurity. As a result, people, livelihoods and food systems are left vulnerable as local coping strategies often break down, ultimately deteriorating the resilience of households.¹⁸ As a result, the 2025 Global Humanitarian Overview indicated a placeholder financial requirement of US\$2 billion for humanitarian response in 2025.¹⁹

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

Meanwhile, political instability persists: in March, internal tensions within the Tigray People's Liberation Front (TPLF) heightened conflict risks in the Tigray region, while political violence surged in Amhara as Fano militias launched new operations, compounding the humanitarian crisis.²¹

The pause in U.S. foreign assistance to Ethiopia, which affected nearly all USAID programming from January 24, 2025, has had profound humanitarian and development consequences. The suspension disrupted life-saving interventions, including the halting of food aid to conflict-affected areas such as Tigray, leaving millions without assistance. Health services were also severely affected; over 500,000 people were placed at risk of losing access to antiretroviral therapy across approximately 1,400 facilities²². The pause further jeopardized nutritional support for over 70,000 malnourished children in Ethiopia²³. Operationally, the freeze led to the furlough of thousands of staff and the suspension of third-party monitoring systems, undermining programme oversight and delivery.²⁴ The Ethiopian government introduced new tax measures to help fill the financial gap left by the halted \$1.8 billion in U.S. aid, underscoring the scale of the shortfall and its national repercussions.²⁵

Ending Violence Against Women and Girls

The Government of Ethiopia (GoE) has enacted laws and made national commitments to address systemic gender issues, including the 2020-2024 national costed plan to end child marriage and Female Genital Mutilation (FGM).²⁶ Legislative reforms, combined with community-driven efforts, have contributed to a steady decline in

¹⁷ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

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

¹⁹ [Ethiopia Priority Humanitarian Response and Critical Funding Gaps \(February - April 2025\) | OCHA](#)

²⁰ ReliefWeb. (2025, January). *Ethiopia: Earthquakes – Jan 2025*. Retrieved from [ReliefWeb factsheet](#)

²¹ OCHA. (2025, March 27). *Ethiopia: Humanitarian Update, 27 March 2025*. United Nations Office for the Coordination of Humanitarian Affairs.

²² UNAIDS. (2025, February 5). *PEPFAR pause puts HIV treatment at*

risk for more than half a million people in Ethiopia. Retrieved from <https://www.unaids.org/en/pepfar-impact-ethiopia>

²³ Reuters. (2025, March 21). *One million malnourished children in Nigeria and Ethiopia risk losing aid, UNICEF says*. Retrieved from <https://www.reuters.com/business/healthcare-pharmaceuticals/one-million-malnourished-children-nigeria-ethiopia-risk-losing-aid-unicef-says-2025-03-21/>

²⁴ [Oversight of USAID-Funded Humanitarian Assistance Programming Impacted by Staffing Reductions and Pause on Foreign Assistance February 10, 2025, office of inspector general, USAID](#).

²⁵ AP News. (2025, February 6). *Ethiopia introduces new tax to fill gap after US pauses nearly all aid*. Retrieved from <https://apnews.com/article/ethiopia-usaid-new-tax-0ca2100df356ed7ca4f3ffe4f6a82442>

²⁶ [National Costed Roadmap to end child marriage and FGM/C in Ethiopia | UNICEF Ethiopia](#)

FGM prevalence. Intensified community discussions involving men, women, and adolescents have played a key role in shifting societal attitudes.²⁷ As a result, the percentage of women affected by FGM has decreased from 79.9% in 2000 to 74.3% in 2005 and further to 65% in 2016.²⁸ These efforts continue to contribute to progress toward eliminating harmful practices, even though Ethiopia still has approximately 25 million circumcised women and girls, the highest absolute number in Eastern and Southern Africa.²⁹

However, discriminatory social norms are so pervasive that women internalize them and often align them with their beliefs and behaviors. In Ethiopia, 63 per cent of women aged 15-49 years believe that a husband/partner is justified in hitting or beating his wife/partner for any of the following five reasons: argues with him; refuses to have sex; burns the food; goes out without telling him; or when she neglects the children.³⁰

The government has pledged to end child marriage by 2025, but progress has been slow. Though FGM is less common today, it is still a serious problem. The main causes of Gender-Based Violence (GBV) and harmful traditional practices in Ethiopia are social, cultural, and religious norms.³¹

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

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

²⁷ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

²⁸ Ethiopia - Demographic and Health Survey 2016

²⁹ UNFPA and UNICEF call for a renewed commitment to end female genital mutilation in Ethiopia

³⁰ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

³¹ Ibid

³² UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from

Source: [World Bank Ethiopia | Data](#)

National policy context

The Government of Ethiopia (GoE) is a signatory to several international conventions and protocols that promote gender equality and equity including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); the Beijing Platform for Action; the Maputo protocol (the African charter on human and peoples' rights on the rights of women in Africa).³² Ethiopia has recognized the transformative potential of the agenda to eradicate poverty, reduce inequality and build a sustainable future for all. It has proactively integrated and aligned the SDGs with the Ten-year Development Plan (2021 - 2030)³³ to ensure that the goals are mainstreamed across all sectors of the economy.³⁴

The Government has demonstrated a longstanding policy commitment to gender equality, anchored in a series of national frameworks and development strategies. The foundational National Policy on Ethiopian Women (NPEW), adopted in 1993, aimed to institutionalize women's equality by ensuring their participation in political, economic, and social spheres, and by creating enabling structures within government to advance women's rights.³⁵ A comprehensive national review conducted between 2019 and 2021 highlighted the policy's contributions to gains in areas such as access to education, land ownership, employment, and legal rights, while also identifying the need for modernization, particularly to reflect evolving gender norms and the intersectional needs of Ethiopian women.³⁶ The policy is currently under revision.

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

³³ Ethiopia: Ten years development plan 2021-2030 by the Planning and Development Commission of the Federal Democratic Republic of Ethiopia (2020) | Capacity4dev

³⁴ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

³⁵ National Policy on Ethiopian Women (1993): <https://www.abysiniaweb.com/online-resources/policies-and-strategies/national-policy-on-ethiopian-women/download>

³⁶ [Includovate \(for CARE Ethiopia and MoWCY\). \(2021, June 10\).](#)

Ethiopia's broader development strategies have also progressively integrated gender equality objectives. The **Ten-Year Perspective Development Plan (2021–2030)**—the country's primary long-term strategic framework—explicitly mainstreams gender across priority areas including education, leadership, land rights, infrastructure, and health. It articulates a vision for inclusive prosperity that recognizes the need to address structural barriers to women's participation and empowerment.³⁷

Earlier efforts, notably the **Growth and Transformation Plans I and II (2010–2020)**, introduced gender-responsive components aimed at closing gaps in girls' education, increasing women's access to economic opportunities, and enhancing institutional mechanisms for gender mainstreaming.³⁸ These foundational efforts laid the groundwork for the current integration of gender equality into Ethiopia's long-term national planning frameworks.

In addition to these overarching policies and plans, the government has also issued more recent guidance to support implementation, such as the **Gender Equality and Social Inclusion (GESI) Mainstreaming Guidelines**. These guidelines aim to institutionalize gender and social inclusion considerations across sectors and are aligned with the priorities of the 2021–2030 development plan.³⁹

Ethiopia has also made notable strides in implementing Gender Responsive Budgeting (GRB) to promote gender equality and women's empowerment. In 2016, the government adopted Finance Proclamation No. 970/2016, mandating the integration of gender perspectives into budget preparation across sectors to

enhance women's participation and benefits.⁴⁰ Building on this foundation, the Ministry of Finance (MoF), with support from UN Women, developed and endorsed a Gender Equality Strategy in 2023 which demonstrates commitment, ensuring leadership towards the priorities of women and girls through coordination among MoF departments for enhanced gender-responsive planning and budgeting.⁴¹

Institutional Gender Machinery

Ethiopia has demonstrated its commitment to gender equality by signing and ratifying key international frameworks such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, and the Maputo Protocol.⁴² Nationally, the country has enacted several gender-focused laws and policies, including the Constitution, the National Policy on Women, and the Education Sector Development Program V.⁴³ The Ministry of Women and Social Affairs (MoWSA) leads the coordination of gender equality efforts, supported by Gender Directorates established within all line ministries. These directorates are accountable both to their respective ministries and to MoWSA.⁴⁴ At the federal level, MoWSA is responsible for implementing gender mainstreaming policies and programs, and for overseeing the National Action Plan on Gender Equality (2006–2010), which advances Ethiopia's commitments to the Beijing Platform and promotes women's rights and empowerment.⁴⁵

Ethiopia's gender equality agenda is implemented through a structured institutional machinery led by the **Ministry of Women and Social Affairs (MoWSA)**,

[Consolidated Report: Review of the National Policy on Ethiopian Women. Submitted to CARE Ethiopia.](#)

- ³⁷ Ethiopia 10-Year Development Plan (2021–2030): <https://www.dpgethiopia.org/resources/the-10-year-development-plan/>
- ³⁸ Government of Ethiopia & National Planning Commission. (2016). *Growth and Transformation Plan II (2016–2020)*. Addis Ababa. Retrieved from [Growth and Transformation Plan II | United Nations in Ethiopia](#)
- ³⁹ GESI Mainstreaming Guidelines (2025) as referenced in DPG Ethiopia materials: <https://www.dpgethiopia.org/resources/the-10-year-development-plan/>
- ⁴⁰ Federal Democratic Republic of Ethiopia. (2020). *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action (1995)*. UN Women. [\[achments/Sections/CSW/65/MS%20Inputs%20Review%20Theme/Ethiopia.pdf\]\(#\)](https://www.unwomen.org/sites/default/files/Headquarters/Att</p></div><div data-bbox=)

- ⁴¹ United Nations Ethiopia. (2023, November 30). Ministry of Finance and UN Women join forces to accelerate gender equality agenda. <https://ethiopia.un.org/en/265722-ministry-finance-and-un-women-join-forces-accelerate-gender-equality-agenda>
- ⁴² UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf
- ⁴³ Ibid
- ⁴⁴ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*
- ⁴⁵ Ibid

established in October 2021 following a federal cabinet restructuring⁴⁶. MoWSA inherited the gender equality mandate from the former Ministry of Women, Children and Youth (MOWCY), while also expanding its remit to cover social protection, disability inclusion, and support to vulnerable populations.⁴⁷ MoWSA is mandated to coordinate gender mainstreaming across all sectors, develop gender policies, promote women’s leadership and participation, and oversee affirmative action measures. It houses dedicated directorates for gender equality and social inclusion and chairs a **Gender Sector Working Group**, which brings together gender focal persons from federal ministries and agencies.⁴⁸

At sub-national levels, each of Ethiopia’s regional states and city administrations maintains a **Bureau of Women and Social Affairs**, which adapts federal directives to local contexts. These bureaus are replicated at **zonal** and **woreda (district)** levels through “gender desks” or local offices responsible for service delivery, coordination, and community outreach². For instance, regions such as Amhara and Oromia have established multi-functional directorates addressing gender, children’s rights, and social protection within their bureaus.⁴⁹

Capacity challenges remain acute, particularly at regional and woreda levels. These include insufficient staffing, limited financial resources, inadequate monitoring tools, and weak inter-sectoral coordination.⁵⁰ Frequent reorganizations and high staff turnover within MoWSA and regional bureaus have also affected institutional continuity and undermined long-term planning efforts.⁵¹ Local-level offices often struggle with high staff turnover,

limited funding, and insufficient institutional presence, constraining their ability to execute core tasks such as data collection, grievance redress, and community outreach.⁵² Moreover, stakeholders have expressed concern that the broader social affairs mandate of MoWSA could dilute the focus on gender-specific priorities unless carefully balanced.⁵³

Women’s movements

In 2019, the Government of Ethiopia (GoE) took significant steps to address systemic gender issues by enacting key legislative reforms. Among these was the 2019 Proclamation for Civil Society Organisations (CSOs), which marked a pivotal shift in policy by allowing CSOs receiving foreign funding to engage in rights-based advocacy, including women’s rights. This reform represented a notable departure from previous restrictions, enabling greater civil society participation in advancing gender equality and empowering women.⁵⁴

In parallel, Ethiopia hosts a robust civil society ecosystem, notably the Network of Ethiopian Women’s Associations (NEWA). Founded in 2003, NEWA comprises over 40 women-led and women-focused organizations, playing a critical role in advocacy, legal literacy, and capacity building across all regions.⁵⁵

Several Ethiopian women’s organizations have been important in increasing awareness and fighting for women’s rights. The Ethiopian Women with Disability National Association (EWDNA)⁵⁶ works toward equal rights and ending social discrimination against women with disabilities. EWDNA serves women with disabilities of

⁴⁶ Reuters. (2021). *Ethiopia reshuffles ministries, creates Ministry of Women and Social Affairs*. Reuters Article

⁴⁷ MoWSA. (2023). *Mandate and Organizational Structure*. [MoWSA Website](#)

⁴⁸ Development Partners Group Ethiopia. (n.d.). *Gender and inclusion*. <https://www.dpgethiopia.org/what-we-do/thematic-area-working-groups/human-development/gender-inclusion/>

⁴⁹ Mid-term Evaluation Report of the UN Women Programme on Increased Participation and Representation of Women in Leadership in Ethiopia. 2019.

⁵⁰ African Development Bank. (2024). *Gender Equality Country Profile – Ethiopia*. <https://www.afdb.org/en/documents/ethiopia-country-gender-equality-profile-2024>

⁵¹ OPM. *Building Resilience in Ethiopia – Technical Assistance (BRE-TA): Final Evaluation and Annexes*. Published June 2024. [https://www.opml.co.uk/sites/default/files/2024-05/bre-final-](https://www.opml.co.uk/sites/default/files/2024-05/bre-final-report-annexes.pdf?utm_source=chatgpt.com)

[report-annexes.pdf?utm_source=chatgpt.com](https://www.opml.co.uk/sites/default/files/2024-05/bre-final-report-annexes.pdf?utm_source=chatgpt.com)

⁵² *Concluding observations on the eighth periodic report of Ethiopia* (2019), UN Committee on the Elimination of Discrimination against Women.

⁵³ African Feminist Macroeconomic Academy (AFMA). (2022). *Policy Brief on Gender and Institutional Reforms in Ethiopia*.

⁵⁴ Center for the Advancement of Rights and Democracy (CARD). (n.d.). *CSO Proclamation*. Center for the Enforcement of Civil and Economic Rights (CECOE). <https://cecoe.org/document-tag/proclamation/>

⁵⁵ NEWA. (2024). *About Us*. [NEWA Website](#)

⁵⁶ Womankind Worldwide. (n.d.). *Ethiopian Women with Disabilities National Association (EWDNA)*. <https://www.womankind.org.uk/partners/ethiopian-women-with-disabilities-national-association-ewdna/>

all kinds. EWDNA’s work includes the “provision of services in rehabilitation, education and skills training; the promotion of mobility and accessibility, reproductive health and HIV/AIDS education/support” and the comprehensive participation of persons with disabilities on all levels.⁵⁷

Setaweet is a feminist movement based in Addis Ababa, formed in 2014. It is a grassroots movement that seeks to create and espouse a uniquely Ethiopian form of feminism. Setaweet runs gender workshops in secondary schools,⁵⁸ provides a gender-based violence call center for women who have experienced abuse, runs a women’s scholar program and presents exhibitions to raise awareness about issues like sexual violence against women.⁵⁹

Socio-economic context

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

Health and education

Evidence from Ethiopia indicates a significant correlation between early marriage and school dropout rates among girls, particularly at the secondary education level. A study analyzing data from the 2016 Ethiopian Demographic and Health Survey (EDHS) found that 62.9% of girls experienced early marriage (marriage before the age of 18), while 75.4% had dropped out of school. The study revealed that girls who married early were 1.39 times more likely to drop out of school compared to their unmarried peers.⁶⁰ Additionally, the likelihood of early marriage and school dropout was higher among girls from rural areas and those in the lowest wealth quintile.⁶¹

The study also focused on teenage pregnancy, a common

consequence of early marriage, and showed that 10.3% of teenage girls in Ethiopia had given birth, with higher prevalence in regions such as Afar (20.68%), Gambela (15.57%), and Somali (15.36%). Notably, 64.38% of these teenage mothers resided in rural areas, and a significant portion had limited or no formal education.⁶²

In Ethiopia, there is no specific legislative framework guaranteeing the right of pregnant or parenting girls to continue their education. While many African countries have introduced legal reforms to explicitly protect adolescent girls’ right to stay in school during pregnancy and motherhood, Ethiopia remains among the nations without such provisions.⁶³

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

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

Source : [World Bank Ethiopia | Data](#)

Main Marginalized and vulnerable groups

Ethiopia has made significant strides, women still experience a disproportionate amount of poverty, which

⁵⁷ The Borgen Project. (2021, October 4). *Women’s rights in Ethiopia*. <https://borgenproject.org/womens-rights-in-ethiopia/>

⁵⁸ Setaweet. (n.d.). *Gendershops*. <http://setaweet.com/gendershops/>

⁵⁹ The Borgen Project. (2021, October 4). *Women’s rights in Ethiopia*. <https://borgenproject.org/womens-rights-in-ethiopia/>

⁶⁰ Hassen, H. M., & Hassen, K. M. (2024). *Determinants of women’s empowerment in Ethiopia: Evidence from the 2016 Demographic and Health Survey*. *Heliyon*, 10(7), e108036. <https://doi.org/10.1016/j.heliyon.2024.e108036>

⁶¹ Ibid

⁶² Ayalew, T. W., Mariam, D. H., Tadesse, E., Alemayehu, W., & Astatkie, A. (2023). *Disparities in health care utilization by insurance status in Ethiopia, 2016: A cross-sectional study*. *PLOS Global Public Health*, 3(7), e0002087. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10409268/>

⁶³ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

is often linked to other intersectional social and economic factors, including.

- **Women living with HIV/AIDS:** In Ethiopia, while significant progress has been made in addressing HIV/AIDS prevention and treatment, the country has not yet codified specific legislation prohibiting discrimination based on HIV/AIDS status. This gap means that, despite efforts to address the epidemic, individuals living with HIV/AIDS may still face legal challenges regarding inclusion and non-discrimination. Ethiopia, along with several other countries in the region, has yet to fully integrate protections for people living with HIV/AIDS into its legal framework, leaving room for improvement in safeguarding their rights.⁶⁴
- **Women with disabilities:** a 2021 study by the Ethiopia Central Statistics Agency (CSA) found that there are approximately 7.7m persons with disabilities in Ethiopia, which accounts for 9.24 per cent of the total population. Out of these, an estimated 437,582 are economically active, with 397,926 employed and 39,655 unemployed. As of 2021, the estimated number of economically active persons with disability is 437,582, of which 397,926 are employed and 39,655 are unemployed. Females with disabilities are more unemployed compared with males in all places of residence.⁶⁵
- **Internally displaced women:** Internally displaced women in Ethiopia face heightened vulnerability. Displacement—driven by conflict, drought, and intercommunal violence—often severs social networks and limits access to livelihoods, healthcare, and protection services. Women and girls are at increased risk of gender-based violence, including sexual exploitation and abuse, particularly

in overcrowded or poorly monitored IDP sites. Displacement also restricts access to sexual and reproductive health services and undermines women’s participation in decision-making processes related to humanitarian response and recovery efforts.⁶⁶

UN Country System

Ethiopia is a founding member of the United Nations. The UN System in Ethiopia is one of the largest in the world and covers both development and humanitarian assistance. The UN Country Team (UNCT) in Ethiopia is composed of representatives of 28 UN funds and programmes and specialized agencies. Some of the UN agencies in the UNCT have regional mandate or act as liaison offices to the UN Economic Commission in Africa and the African Union. The UN works through a harmonized assistance framework to support Ethiopia to deliver the Sustainable Development Goals (SDGs) and national development priorities. The UN in Ethiopia is also in the process of developing the United Nations.⁶⁷

Ethiopia is host to the African Union and is an active member of the Inter-Governmental Authority on Development (IGAD).⁶⁸

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

The UNSDCF is the strategic partnership framework between the Government of Ethiopia and the United Nations (UN) to support the country’s development priorities in alignment with the 2030 Agenda for Sustainable Development and Ethiopia’s national plans, such as the Ten-Year Development Plan (2021–2020, extended to 2023).⁶⁹

The UNSDCF focuses on key areas such as:

- **Inclusive and Sustainable Growth:** Promoting

⁶⁴ UN Women. (2024, January). *Ethiopia Country Gender Equality Profile*. Retrieved from https://africa.unwomen.org/sites/default/files/2024-01/ethiopia_country_gender_profile-web.pdf

⁶⁵ Central Statistical Agency (CSA) & International Labour Organization (ILO). (2021). *2021 Labour Force and Migration Survey: Key findings report*. <https://www.scribd.com/document/579853796/Final-2021-Labour-Force-and-Migration-Survey-Key-Finding-Report-17aug2021>

⁶⁶ International Organization for Migration (IOM). (2024). Ethiopia:

Protection Snapshot, July–August 2024. Displacement Tracking Matrix (DTM). <https://dtm.iom.int/sites/g/files/tmzbd1461/files/reports/DTM%20Ethiopia%20Protection%20Snapshot%20July%20-%20Aug%202024%20%282%29.pdf>

⁶⁷ United Nations Ethiopia. <https://ethiopia.un.org/en>

⁶⁸ United Nations Ethiopia & Government of Ethiopia. (2020). *United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020–2025*. Retrieved from [ETHIOPIA UNSDCF 2020 2025 SIGNED 1.pdf](https://ethiopia.un.org/en/ethiopia-unsdcf-2020-2025-signed-1.pdf)

⁶⁹ Ibid

economic diversification, poverty reduction, and enhancing Ethiopia’s resilience to climate change.

- **Human Capital Development:** Improving access to quality education, health, and social protection services, with a focus on marginalized and vulnerable populations, including women and youth.
- **Good Governance and Rule of Law:** Strengthening democratic governance, institutional capacities, and human rights protections to ensure inclusive and transparent decision-making.
- **Environmental Sustainability:** Advancing Ethiopia’s Climate-Resilient Green Economy strategy and integrating environmental sustainability into development policies.
- **Gender Equality and Social Inclusion:** Ensuring the empowerment of women, youth, and marginalized groups, with a focus on equality and social inclusion.

Ethiopia Common Country Analysis (CCA)

The Ethiopia Common Country Analysis (CCA), updated in 2020, serves as a foundational assessment conducted by the United Nations Country Team (UNCT) to inform the United Nations Sustainable Development Cooperation Framework (UNSDCF) for 2020–2025.⁷⁰ The analysis provides a comprehensive overview of Ethiopia’s development landscape, identifying key challenges and opportunities across multiple sectors. It highlights economic growth and poverty reduction, noting Ethiopia’s significant progress in these areas while emphasizing persistent urban-rural disparities. The social development section examines improvements in education and healthcare, while also addressing ongoing concerns such as youth unemployment and gender inequality. The CCA also underscores the need for stronger governance and human rights protections to promote inclusive development. Additionally, environmental sustainability is

a critical focus, with the report warning about the risks posed by climate change and environmental degradation. By addressing these areas, the CCA provides a strategic framework for aligning UN interventions with Ethiopia’s national priorities and the Sustainable Development Goals (SDGs).⁷¹

UN Women seeks to contribute to the following SDGs:

SDG	Gender-Relevant Progress and Gaps and References
SDG 1 No Poverty	<ul style="list-style-type: none"> • Women-headed households more likely to be poor. • Limited access to land, credit, and productive inputs.^{72,73}
SDG 3 Good Health and Wellbeing	<ul style="list-style-type: none"> • Maternal mortality at 267/100,000 (2020). • Contraceptive prevalence rate (married women): 41% (2019). • GBV and conflict-related trauma prevalent in Tigray and Oromia.^{74, 75}
SDG 4 Quality Education	<ul style="list-style-type: none"> • Gender parity in primary education reached (GPI ~0.99) (2022). • Lower completion rates for girls in secondary education

⁷⁰ United Nations Ethiopia. (2020, September 21). *Common Country Analysis: Ethiopia (Updated)*. Retrieved from https://minio.dev.devqube.io/uninfo-production-main/176efa8e-a381-46dd-bd8f-cc9c05f65943_ETHIOPIA_CCA_-_updated_-_21Sep20.pdf

⁷¹ Ibid

⁷² Central Statistical Agency (CSA) [Ethiopia] and ICF. *Ethiopia Demographic and Health Survey 2016*. Addis Ababa, Ethiopia, and Rockville, Maryland, USA: CSA and ICF. <https://dhsprogram.com/pubs/pdf/FR328/FR328.pdf>

⁷³ African Development Bank. *Ethiopia Country Gender Equality*

Profile 2024.

<https://www.afdb.org/en/documents/ethiopia-country-gender-equality-profile-2024>

⁷⁴ CSA [Ethiopia] and ICF. *Mini Demographic and Health Survey 2019*. <https://dhsprogram.com/publications/publication-fr363-dhs-final-reports.cfm>

⁷⁵ UN Office for the Coordination of Humanitarian Affairs (OCHA). *Ethiopia Humanitarian Needs Overview 2024*. <https://reliefweb.int/report/ethiopia/ethiopia-humanitarian-needs-overview-2024-february-2024>

SDG	Gender-Relevant Progress and Gaps and References
	(2022). ^{76,77}
SDG 5 Gender Equality	<ul style="list-style-type: none"> • Laws against FGM and child marriage in place. • 38.4% women in Parliament (2021); Cabinet parity (2018). • FGM prevalence ~65%, child marriage ~58% before age 18 (2016).⁷⁸
SDG 8 Decent Work	<ul style="list-style-type: none"> • Female labor force participation ~67%, mostly informal (2021). • Women concentrated in agriculture and unpaid family work.^{79,80}
SDG 10 Reduced Inequality	<ul style="list-style-type: none"> • Rural, disabled, and IDP women face higher marginalisation. • Customary law often supersedes formal protections.⁸¹
SDG 16 Peace & Justice	<ul style="list-style-type: none"> • Access to justice limited by cost, distance, and norms. • Informal dispute mechanisms dominant in rural areas.^{82,83}

⁷⁶ Federal Democratic Republic of Ethiopia. *Voluntary National Review on the Implementation of the 2030 Agenda for Sustainable Development*. 2022. https://hlpf.un.org/sites/default/files/vnrs/2022/VNR_2022_Ethiopia_Report.pdf.

⁷⁷ Ministry of Education [Ethiopia]. *Education Statistics Annual Abstract 2021/22*. <https://moe.gov.et/statistics/>

⁷⁸ UN Women Africa. *Ethiopia Country Gender Equality Profile 2024*. https://africa.unwomen.org/sites/default/files/2024-06/ethiopia_country_gender_profile-final.pdf

⁷⁹ African Development Bank. *Ethiopia Country Gender Equality Profile 2024*. <https://www.afdb.org/en/documents/ethiopia-country-gender-equality-profile-2024>

⁸⁰ International Labour Organization (ILO). *Decent Work Country Programme for Ethiopia (2022–2025)*.

https://www.ilo.org/addisababa/countries-covered/ethiopia/WCMS_868195/lang--en/index.htm

⁸¹ International Organization for Migration (IOM). *Ethiopia Protection Snapshot: July–August 2024*. https://dtm.iom.int/sites/g/files/tmzbd1461/files/reports/DTM%20Ethiopia_Protection%20Snapshot_July%20-%20Aug%202024%20%282%29.pdf

⁸² UN Committee on the Elimination of Discrimination Against Women (CEDAW). *Concluding Observations on the Eighth Periodic Report of Ethiopia*, CEDAW/C/ETH/CO/8, 2019. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolNo=CEDAW/C/ETH/CO/8&Lang=en

⁸³ UN Women. *Access to Justice for Women in Ethiopia: Challenges and Recommendations*, 2023. <https://www.unwomen.org/en/digital-library/publications/2023/11/access-to-justice-in-ethiopia>

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

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



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