

**Thematic Evaluation of UNDP’s Contribution Towards Promoting Gender Equality and Women Empowerment (2020-2022)**

**Final Report**

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# **Acronyms**

CPD: Country Program Document

CRES: Climate Resilience and Environmental Sustainability

IET: Inclusive Economic Transformation

DGPB: Democratic Governance and Peace Building

EDP II: Entrepreneurship Development Program II

LEOME: Limited Election Observation Mission for Ethiopia

SDG: Sustainable Development Goals

HGER: Home Grown Economic Reform

CSO: Civil Society Organizations

GEWE: Gender Equality and Women Empowerment

NEBE: National Electoral Board of Ethiopia

HoPR: House of Peoples Representatives

MoWSA: Ministry of Women and Social Affairs

PBF: Peace Building Fund

M/SME: Micro, Small and Medium Enterprises

SRH: Sexual and Reproductive Health

ROAR: Result Oriented Annual Report

DBE: Development Bank of Ethiopia

BEU: Business Emergency Unit

MoLS: Ministry of Labor and Skills

CO: Country Office

# **Executive Summary**

Ethiopia has been experiencing promising progress in terms of several indicators such as a rise in the country’s human development index, increase in annual real GDP growth, declining the incidence of poverty, falling of the multidimensional poverty index in absolute terms, declining the under-five mortality rate, increment in net primary school enrolment and improvement in infrastructure investments. Despite these progresses and positive development trajectories, the country still faces different structural challenges such as gender inequality. Gender inequality is not unique to Ethiopia and is as such a global problem with varying degrees to countries and regions. To this end, ensuring gender equality by 2030 has been set as one of the top global priorities as stipulated by goal 5 of SDGs; and there has been a consensus that closing gender gaps will have multiplier effects across other SDGs and accelerate their achievements. Moreover, gender equality (according to UNDP) is a fundamental human right and a necessary foundation for a peaceful, prosperous, and sustainable world.

In the context of Ethiopia, despite progress, significant gender inequalities persist depriving women and girls of rights and opportunities and hampering progress in all development settings. These problems are manifested in several forms: (i) political decision-making and governance continue to be dominated by men; (ii) the prevalence of disabilities among women is higher than among men; (iii) women are disproportionately impacted by crises; (iv) women are disproportionately burdened by unpaid care work; (v) women’s labour participation is often highly informal without social protection; and (vi) women are subject to various forms of gender-based violence and discriminations. To address these challenges, for instance, the Ten Year Development Plan of Ethiopia is responding to the structural challenges related to gender inequality. The UNDP, aligned with the HGER, aimed to assist Ethiopia to overcome its structural challenges. In doing so, across all of its priorities, UNDP applied principles drawn from the human-rights based approach that are strongly embedded in the agenda for SDGs. As such, UNDP has been committed to promoting and mainstreaming gender equality and women’s empowerment in all its projects as given in the UNDP Gender Equality Strategy (2022-2025) and CPD for Ethiopia (2020-2025). In line with this, this report deals with conducting an evaluation of the country office’s contributions towards promoting gender equality and women empowerment while focusing on poverty reduction, addressing structural inequalities, and reducing vulnerabilities to shocks and crisis under the framework of the current CPD for Ethiopia.

The evaluation followed a qualitative and consultative approach that is based on an evaluation matrix that specifies the evaluation questions, indicators, data sources and collection methods. As per the UNDP Evaluation Guideline, the evaluation matrix identified the key evaluation questions and how they would be answered through the selected methods. The evaluation questions are a set of interrogative statements that specify issues that the UNDP Gender Equality Strategy intended to address; and an interview checklist was developed that would specify which evaluation questions would be targeted at which stakeholder. And further the evaluation design matrix was prepared and used in the evaluation process.

In addition, a mixed evaluation design was used where qualitative and quantitative data were collected and analysed to answer the evaluation objectives because the two approaches complement each other, and a combination of quantitative and qualitative data gives better results. The qualitative data was analysed using thematic analysis in which the key underlying themes and patterns are identified and described in the report. Standard primary and secondary sources such as key informant interviews and desk reviews were among the data collection methods used in this evaluation.

The results show that UNDP projects and programmes over the evaluation period have gender specific activities and outputs in the project design including sex disaggregated indicators to measure progress. In addition, despite few of them have formal gender analysis, significant number of projects conduct gender context analysis during design; accordingly, about 89% of the projects are rated GEN2 and GEN3 while only 11% are rated GEN1 and GEN0. This is attributed to the presence of projects that have gender specific objectives. Although these projects have gender transformational roles, most projects target women as beneficiaries. In implementation, the reviewed projects and programmes significantly contributed to gender equality and women empowerment. Through the review of sex disaggregated data, it was evidenced that most projects have implemented the gender provisions in the project designs leading to improvement in women empowerment indicators. Moreover, at activity level women participants in project activities such as in training and receipt of services from the programme are significant; and there are gender dimensions in project evaluation, that are important to ensure GEWE activities are implemented as planned.

UNDP gender interventions are well aligned with the national HGER priorities, the ten years perspective plan, UNSDCF and the UNDP Gender Equality Strategy. The gender interventions are in line with the 10 Year Development Plan and HGER priorities. Moreover, the gender related interventions in the projects and programmes are relevant to the SDGs and map with the UNSDCF outcomes. The CO gender interventions mainly follow mainstreaming approach to attain GEWE unlike the UNDP gender equality strategy that emphasizes both mainstreaming approach and gender specific interventions. While the current projects and interventions mostly have one or two gender specific interventions with focus on sex disaggregated data to track the progress, gender specific interventions that tackle the root causes of gender inequality are missing, particularly in the interventions. Regarding sustainability of the achievements related to gender, the evaluation indicates most of the results attained by the projects are more likely to continue after the project interventions. This is evident from the use of existing and local resources and facilities to implement the programmes and projects, use of government structure, availability of ample capacity building intervention, and the involvement of private actors in the projects and design of systems and institutions that are likely to continue after the project intervention.

The following recommendations have been drawn based on the findings: (i) include more gender specific interventions in the project designs with focus on interventions that tackle barriers that hinder gender equality; (ii) look beyond considering women as mere beneficiaries of the projects and programmes, and progress indicators that measure women empowerment and gender equality should be included in the projects and programme RFs and used for monitoring and evaluation of the interventions; (iii) evaluation of UNDP projects should consider using outcome level data from primary and secondary sources to see the actual achievement of the projects in contribution to GEWE because sex disaggregated output level data alone does not indicate the real picture given that participation in projects and activities may not necessarily indicate actual change; (iv) improve the implementation of activities (interventions) that focus on solving systemic issues such as policies and bottlenecks that perpetuate gender inequality.

# Background and Context

Ethiopia has been making promising progress in terms of a rise in the country’s human development index, increase in annual real GDP growth, declining the incidence of poverty, falling of the multidimensional poverty index in absolute terms, declining the under-five mortality rate, increment in net primary school enrolment and improvement in infrastructure investments. Despite these progresses and positive development trajectories, the country still faces different structural challenges such as (a) demographic challenges; b) gender inequality; c) state-led development model pursued in the past that inhibited the emergence of a thriving private sector; d) the current governance model which faces significant stresses on issues of voice and participation, identity, justice and the rule of law, transparency and integrity; e) impacts of climate change that is posing a growing and structural risk to poverty eradication and sustainable development.

One of the main structural challenges that the country is experiencing is gender inequality. The challenge related to gender inequality is not unique to Ethiopia and is global problem with varying degrees to countries and regions. To this end, ensuring gender equity by 2030 has been set as one of the top global priorities as stipulated by goal 5 of the Sustainable Development Goals (SDGs). In addition to the targets under goal 5 of the SDGs, gender equality is reflected in many of the targets and respective indicators of the other SDGs focusing on areas such as poverty reduction, economic growth, agricultural productivity, ending hunger, health and nutrition, water and sanitation, climate change-related planning, participation in public life and sustainable cities and communities. It is believed that closing gender gaps by achieving the targets mentioned above will have multiplier effects across SDGs and accelerate their achievement. According to UNDP, gender equality is a fundamental human right and a necessary foundation for a peaceful, prosperous, and sustainable world.

In the context of Ethiopia, despite progress in achieving gender equality, significant gender inequalities persist depriving women and girls of rights and opportunities and hampering progress in all development settings. The persistence in gender inequalities is manifested in different forms, e.g., (i) political decision-making and governance continue to be dominated by men; (ii) women have limited access to economic resources and benefits including access to finance; (iii) women are disproportionately impacted by crises; (iv) women are disproportionately burdened by unpaid care work; (v) women’s labour participation is often highly informal without social protection; and (vi) women are subject to various forms of gender-based violence and discriminations.

The Ten Year Development Plan (2020-2030) of Ethiopia is responding to the structural challenges that the country is experiencing including that of gender inequality. Aligned with the Homegrown Economic Reform Programme (HGER), the UNDP aimed to assist Ethiopia to overcome its structural challenges as it strives to become a democratic, peaceful, and prosperous middle-income country. In doing so, across all of its priorities, UNDP applied principles drawn from the human-rights based approach that are strongly embedded in the 2030 agenda for SDGs: (a) inclusion, targeting women giving emphasis on those below the national poverty line who are unemployed, exposed to violence, displaced, facing discrimination, have a disability or are marginalized in civic and political spaces; (b) resilience of individuals, particularly women, and female-headed households and communities by focusing on enhancing capacities to foresee, prepare for and bounce back stronger from shocks; and (c) sustainability that ensures any development gains made are within the capacity and resources of the country and do not compromise prospects for future generations.

Recognizing gender equality as a precondition and accelerator for achieving the SDGs, in a way of addressing the underlying gender inequality and factors causing and perpetuating it, UNDP has been committed to promoting and mainstreaming gender equality and women’s empowerment in all its projects as given in the UNDP Gender Equality Strategy (2022-2025) and Country Programme Document (CPD) for Ethiopia (2020-2025). The UNDP Gender Equality strategy set three development settings and entry points for mainstreaming gender equality whereby it prioritized development actions to be undertaken across three diverse development contexts (i) eradicating poverty in all its forms and dimensions; (ii) accelerating structural transformations for sustainable development; and (iii) building resilience to shocks and crises.

In this line, this report deals with conducting an evaluation of the country office’s contributions towards promoting gender equality and women empowerment emphasizing on poverty reduction, addressing structural inequalities, and reducing vulnerabilities to shocks and crisis under the framework of the current CPD for Ethiopia.

## **Objectives of the Gender Thematic Evaluation**

The objective of the evaluation is to conduct review of the UNDP Ethiopia country office’s contributions towards promoting gender equality and women empowerment focusing on poverty reduction, addressing structural inequalities, and reducing vulnerabilities to shocks and crises under the framework of the current Country Programme Document (CPD 2020 - 2025).

## **Scope and deliverables of the assignment**

The [thematic evaluation focuses on the contribution of the country office towards promoting gender equality and women empowerment](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Ferc.undp.org%2Fevaluation%2Fevaluations%2Fdetail%2F12965&data=05%7C01%7Cberhanu.alemu%40undp.org%7Cd05869fd9a2746556a5208da4d44b003%7Cb3e5db5e2944483799f57488ace54319%7C0%7C0%7C637907254799916310%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=6UrENj512EQToYOZUof0ZenI8Rg4bqQo9cS2WtGYSuE%3D&reserved=0) across all programmes in the first half of the CPD implementation period as well as the Gender Equality Strategy (2018-2021). The evaluation will specifically focus on the contribution of the country office over the last three years towards (i) addressing gender inequalities that keep women in poverty, (ii) addressing structural inequalities to accelerate transformations for sustainable development and (iii) building the resilience of women and reduce structural vulnerabilities to shocks and crisis.

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# **UNDP Women Empowerment and Gender Equality Initiatives**

## **Challenges in Gender Equality and Women Empowerment in Ethiopia**

According to UNDP, Ethiopia scores one of the lowest in the world in terms of the Gender Development Index of 0.520 which ranks 129th worldwide and the Sustainable Development Goals Gender Index of 0.498 with rank of 125th from 144 countries (EM2030, 2022). Ethiopia’s rank in the Global Gender Gap Index improved from 124th in 2015 to 74th in 2022 (WEF, 2022). Women have markedly lower access to essential productive inputs and services when measured in terms of women farmers’ access to agricultural extension services and credit, married women’s ownership to land in terms of holding a land title. Gender gap also prevails in other areas given that (a) the role of women in political decision-making and governance continue be minimal as the area remains to be dominated by men; (b) disabilities prevail among women compared to that of men; (c) women are disproportionately impacted by crises and burdened by unpaid care work; (d) compared to men, women disproportionately participate in informal labour without social protection; and (e) women are subject to different forms of gender-based violence and discrimination. In addition to the disadvantages above, women and girls are negatively impacted by negative social norms that hold back their voice and participation in community life and traditional harmful practices such as child marriage and female genital mutilation.

Evidence also indicates that there have been improvements in terms of addressing gender gap in Ethiopia. The country has made progress in reducing maternal mortality, narrowing gender disparity in primary education, and increasing women’s representation in national parliament and the federal cabinet. Despite the improvements in addressing gender gaps, gender inequality remains to be one of the major pressing structural challenges that the country is experiencing. These challenges, related to gender inequality, are structural in nature.

## **Gender mainstreaming in UNDP projects and Programmes**

To address the pressing structural challenges, related to gender inequality in Ethiopia, mentioned above and others, there have been attempts to gender mainstreaming by UNDP in its projects. UNDP gender mainstreaming approach is grounded in the core principles of (a) human rights-based approach to development; (b) women and men as active agents of change; (c) leaving no one behind; (d) transforming gender and power relations; (e) engaging men and boys; and (g) innovation[[1]](#footnote-2). UNDP set development settings and entry points for mainstreaming gender equality whereby it prioritized development actions to be undertaken across diverse development contexts which form the three outcomes of the plan which are eradicating poverty in all its forms and dimensions, accelerating structural transformations for sustainable development, and building resilience to shocks and crises. The UNDP Gender equality strategy, 2018–2021, sets to address the root causes of persistent gender inequalities, by building upon lessons learned through implementation of the previous gender equality strategy committed to (i) strengthening interventions tackling structural changes that accelerate gender equality and women’s empowerment; (ii) strengthening the integration of gender equality into UNDP work on environment, energy and crisis response and recovery; (iii) better aligning UNDP programming with its corporate messaging on the centrality of gender equality and women’s empowerment to the achievement of sustainable development, and (iv) building upon institutional mechanisms for gender mainstreaming.

According to CPD for Ethiopia (2020-2025), UNDP undertakes gender mainstreaming in three major focus areas. To support a peaceful transition to a democratic polity, it contributes to an enabling framework, deepening of critical capacities, strengthening of norms and practices and greater voice and empowerment of women. This is planned to be achieved by utilizing (a) legal and regulatory reform that is gender responsive; (b) targeting research, skills development and outreach initiatives to increase the influence of women on public policies and legal frameworks; (c) pursuing a step change in the rule of law and access to justice with clear benefits accruing to women; (d) partnering with civil society organizations (CSOs) and universities to provide legal aid services for women; (e) providing policy advice and technical support to articulate a gender-responsive national peacebuilding strategy; and (f) collaborating with CSOs to enable women to become agents of change.

To help achieve shared prosperity, UNDP will narrow its focus to financial inclusion and the ecosystem for entrepreneurship, targeting especially young women entrepreneurs. This is planned to be achieved, among others, through (a) ensuring that women gain access to financing; (b) pushing on digital finance for financial inclusion to tackle demand-side issues such as access to digital and financial literacy and behavioral change focusing on innovations that foster inclusivity and reduce the digital divide for young women entrepreneurs.

To sustain development gains and increase resilience, UNDP will promote a green economy and faster adaptation to climate change. This is planned to be achieved through gender mainstreaming in the form of (a) engaging in implementation of gender-responsive community action plans to ensure integrated adaptation and mitigation responses that simultaneously tackle sustainability and poverty; (b) focusing on access to renewable, affordable and clean energy, ensuring that women and female-headed households benefit from this investment; (c) building on sustainable urbanization, working on urban waste management, developing urban greenery and climate change mitigation, using digital and analogue technologies to boost inclusion, sustainability and resilience, with a special focus on the role of women in advancing the ‘New Urban Agenda’; (d) supporting the generation of gender-disaggregated, multi-hazard disaster risk assessments and information products, and drawing attention to gender-differentiated impacts and responses.

In general, according to the CPD (2020-2025) UNDP Ethiopia plans to achieve GEWE through equal participation in elections, employment, access to finance, reduction in conflict related deaths for both men and women, access to renewable energy and women inclusive disaster management policies and strategies among others. Both outcome and output indicators in the CPD are sex disaggregated to measure progress on these outcome and outputs.

For its commitment for Gender Equality and Women Empowerment UNDP Ethiopia is enrolled in Gender Equality Seal (GES) in the 2018/2019 round. The UNDP Gender Equality Seal is a corporate certification process that recognizes good performance of UNDP Country Offices, Regional Service Centres and Regional Bureau in delivering transformative results for gender equality[[2]](#footnote-3). The Gender Equality Seal establishes minimum quality standards and provides a clear framework to guide senior managers in linking gender equality at the workplace with development results. In 2018/19 UNDP achieved the silver level of certification and plans to achieve the gold status in 2023. This implies the commitment of the CO for GEWE in all its activities.

# **Methodology of the Gender Thematic Evaluation**

As per the UNDP Evaluation Guideline (2021) evaluation is important to make UNDP remain accountable, transparent and learns from its programme implementation. The Guideline stresses that evaluation analyzes the level of achievement of both expected and unexpected results, by examining the results chain, processes, contextual factors, and causality, using appropriate criteria such as ***relevance, coherence, effectiveness, efficiency, impact and sustainability***. An evaluation should provide credible, useful, evidence-based information that enables the timely incorporation of its findings, recommendations, and lessons into the decision-making processes of organizations and stakeholders.

UNDP Ethiopia has prepared and implemented Gender Equality Strategy (2018-2021) to tackle the widespread inequality between men and women in employment, promote equitable access to resources, decision making and participation at different levels. Recognizing that gender equality is a precondition and accelerator for achieving the Sustainable Development Goals, UNDP is committed to promoting and mainstreaming gender equality and women’s empowerment in all that it does. As per the strategy the UNDP approach to gender mainstreaming is a dual one: UNDP supports the empowerment of women through targeted gender-specific interventions and addresses gender concerns in developing, planning, implementing, and evaluating all policies and programmes. To achieve this, UNDP will rely on gender analysis and sex-disaggregated data and pursue integrated, cross-sectoral approaches to address interconnected development challenges (UNDP Gender Equality Strategy and Action Plan, 2022).

## **Gender Thematic Evaluation Approach**

The evaluation will follow a qualitative and consultative approach that is based on an evaluation matrix that specifies the evaluation questions, objectives, data sources and collection methods. As per the UNDP Evaluation Guideline, the evaluation matrix identifies the key evaluation questions and how they will be answered through the selected methods. The evaluation questions are a set of interrogative statements that specify issues that the UNDP Gender Equality Strategy intends to address. The evaluation questions were prepared and agreed in the inception report. An interview checklist was developed that would specify which evaluation questions would be targeted at which stakeholder. The evaluation design matrix is prepared and used in the evaluation process.

In addition, the a mixed evaluation design is used where both qualitative and quantitative data are collected and analyzed to answer the evaluation objectives. This is because the two approaches will complement each other, and quantitative and qualitative data gives better results when combined.

The qualitative data is analyzed using thematic analysis in which the key underlying themes and patterns are identified and described in the report. The emerging issues and themes are described and presented in the report as findings and quotations. Quantitative data from reports, key informants and related documents are aggregated and presented in the form of percentages.

### **Data collection methods**

The data collection methods used in this evaluation include standard primary and secondary sources such as key informant interviews and desk reviews. Each of them are explained below.

#### Desk Review

Sex disaggregated secondary data and information are collected from UNDP CO business units and other partners such as the Ministry of Planning and Development, National Electoral Board of Ethiopia, Ministry of Women and Social Affairs and the Central Statistical Service. Programme and Project Annual Reports, evaluation reports and data from Result Oriented Annual Reports (ROAR) of 2020 and 2021 and related documents are reviewed to collect data on the key gender related indicators stated in the CPD, UNSDCF and Gender Equality Strategy (2018-2021). This enabled us to complete the result framework of the CPD (2020-2025) and the gender related SDG indicators which can show progress in gender equality and women empowerment.

#### Key Informant Interview

Key Informant Interviews are conducted with the implementers of the projects and programmes and those who engaged in the implementation of gender equality strategy in the UNDP and IPs. They include project and programme managers, UNDP business unit leads and project or programme coordinators in implementing partners that are responsible for implementing the UNDP gender strategy, national gender goals and gender related SDG targets.

For this evaluation purposive sampling will be used because most of the data sources are key informants and programme stakeholders. Stakeholders that were partners in the implementation of the gender programme and work units (directorates) that have direct engagement with the programme were the target of the evaluation. Those sectors that were part of the implementation of UNDP Ethiopia Projects/Programmes will be selected based on their nature (e.g., have a significant role in implementation of gender equality and empowerment targets of the 10 Year Development Plan and the SDGs. Project focal persons and project/programme coordinators in the sectors are also interviewed. Key informants from Environmental Protection Agency, National Electoral Board of Ethiopia, Ethiopia Institute of Biodiversity, Ethiopia Wildlife Protection Authority, Ministry of Labor and Skills, Development Bank of Ethiopia are interviewed for this evaluation. Efforts to interview other stakeholders and IPs such as Ministry of Women and Social Affairs, Ministry of Planning and Development, Ministry of Peace and National Electoral Board of Ethiopia (NEBE) was not successful.

### **Evaluation Design Matrix**

The evaluation matrix summarizes the key aspects of the evaluation exercise by specifying what will be evaluated and how. The matrix includes the evaluation criteria, main evaluation questions with all the corresponding sub-evaluation questions, indicators for measuring progress, required data, data sources, and data collection methods. Draft evaluation matrix for the three UNSDCF outcomes or Strategic Plan Outcomes (adopted from the CPD 2020-2025) is presented below which can be refined further during the inception phase. The format of the evaluation matrix follows the UNDP Evaluation Guideline (revised June 2021). Evaluation design matrix used is annexed to this report (Annex 6.1).

# **Findings of the Evaluation**

## **Effectiveness of the UNDP Gender Interventions**

In section below UNDP’s contribution to Gender Equality and Women Empowerment (GEWE) over the period 2018-2021 is presented following the Country Programme Document (2020-2025) Results and Resources Framework. The three UNSDCF outcomes are presented and GEWE related key outputs achieved under each outcome are presented and discussed. The findings are based on key informant interviews conducted with UNDP staff, review of evaluation reports, annual reports and gender analysis reports where available.

### **CPD Outcome 1: Democratic Governance and Peace Building**

In UNDP Country Programme Document (2020-2025) projects and programmes under Democratic Governance and Peace Building (DGPB) unit contributes to CPD outcome one: By 2025, all people in Ethiopia live in a cohesive, just, inclusive, and democratic society. There are 12 projects in total under DGPB unit with three portfolios: Democratic Participation, Rule of Law and Justice, Peace Building and Conflict Resolution. Projects and programmes under democratic governance and peace building mainstreams gender into their interventions in the design, implementation and monitoring & evaluation. There are clear gender inclusion criteria and assessments conducted to include the needs and concerns of women and men in projects during the design, implementation, and evaluation phases. Context assessments are conducted during the design regarding women and youth participation and benefits as well as alignment of interventions with national plans and strategies. Review of project document indicates that, out of 12 projects/programmes reviewed, 10 of them have gender specific outputs or activities in the project results framework, 6 of the 12 have conducted gender context analysis in the project documents and 9 out of 12 projects fully integrated sex disaggregated M&E indicators. This indicates significant gender equality and women empowerment integration during the project design in the DGPB unit. This is reinforced by responses from one key informant from the unit as follows.

*“DGPB programmes and project integrate gender equality and women empowerment intervention at the design, implementation, and evaluation stages of the projects/programmes. We consider lack of women inclusion as leaving behind half of the population and exclusion of women in our projects also affects achievement of our targets. One of the approaches is consideration of number of women that participate in the projects. In addition, gender focal persons will do quality assurance of the project including gender inclusion as one of the criteria”. Key informant from UNDP CO, DGPB Unit.*

Among the UNDP projects that focused on peace building, **Women in Peace (WiP) project** is one of the projects that intentionally targets women. The project emphasized ongoing government initiatives must place women at the centre of peace building effort and should involve not only women as victims but also as decision-makers to bring about lasting peace and stability. As a result of the strategies employed by the WiP project, the project has managed to train 572 women to engage in peacebuilding processes. The training was on conflict prevention, management, and mediation and women members of Oromia, Somali and SNNP Regional Councils, HoPRs Women Caucus, HoF, leaders of women focused CSOs, Ministry of Women and Social Affairs (MoWSA), Ministry of Peace (MoP), traditional women peace mediators and peace ambassadors were in attendance. One of the outcomes of this project is conducting assessments on women role in peace building and conflict prevention in which policy briefs are prepared and outcome policy document is prepared and shared with the ministry responsible for revising the outdated Women Policy (1993). Issues to be considered in the design of new women policy is studied and inputs provided for the MoWCA, responsible ministry for revising the women policy.

Under the women in peace project, UNDP Ethiopia supported the Ministry of Women and Social Affairs (MoWSA) in the process of revision of the National Women Policy (1993) and contributed to the inclusion of women’s roles in peace building and reconciliation as a key component of the revised National Gender Policy. UNDP is a member of the national taskforce established to steer the development of the policy. Part of this effort is to facilitate dialogue sessions on various thematic issues to inform the policy development process. Accordingly, UNDP in partnership with MoWSA organized a policy dialogue session entitled “An Integrated Approach to Amplifying the Voices of Women in Peacebuilding and Reconciliation in Ethiopia”. The Policy Dialogue was organized with the framework of UNSC Resolution 1325 and based on empirical evidence from a research study conducted by UNDP on the role of women in peace building & reconciliation as well as experience of a project implemented by UNDP on promoting the role of women in peace building. The aim of the policy dialogue was to provide a platform for key federal and regional policymakers, CSOs, researchers, members of women caucus and local community representatives to examine the current context, challenges, and possibilities of women in peacebuilding and reconciliation in Ethiopia; explore mechanisms in which women can play meaningful roles and become active participants in the statutory and traditional peace building efforts; and suggest methodologies and approaches on how the new national gender/women policy be responsive of the challenges and opportunities of Ethiopian Women in Peace building and Reconciliation processes.

Major policy level ideas were contributed out of the policy dialogue on the frameworks of the four UNSC 1325 Pillars - Participation, Protection, Prevention and Relief and Recovery also paving the way for the new Policy to be responsive of the Women in Peace and Security Agenda, as it was appreciated by MoWSA and stakeholders. Further, outcome document with recommendations on how to integrate Women in Peace and Security Agenda in the national gender policy revision process is developed, published, and informed the revision of the policy. The recommendation to include women’s peace and security agenda is fully accepted by MoWSA and the policy revision task force and it is included in the revised national policy on gender equality and women empowerment. UNDP also collaborated with MoWSA on the formulation of the National GBV Policy.

In addition, Women in Peace (WiP) Project Final Report (2020) indicates that following the spread of the COVID 19 pandemic in Ethiopia, the project was repurposed and extended with an additional 6 months from June - December 2020. The aim was to address the emerging unique challenges faced by women both as victims of the pandemic also as agents of change in this unprecedented context. In Ethiopia, women were more vulnerable as well as differently impacted by the pandemic as it was manifested by the huge influx of domestic workers expelled from the middle east. Displaced women in different parts of the country were also exposed to a compounding health risk due to their special needs for dignity materials essential to keep their hygiene. The project recognized and acted on the gender-based violence that has also been on the rise due to the stay-at-home measures that exposed more women to domestic violence. The report indicated the project has reached 4,641 Internally Displaced women with Personal Protective Equipment (PPE) and sanitary materials. In addition, public awareness on the role of women in peacebuilding through public media was conducted to promote the role of women in peacebuilding.

Under the Ethio-Kenya boarder project titled ***“Cross – Border Cooperation between Ethiopia and Kenya for Conflict Prevention and Peace Building in Marsabit-Moyale Cluster***” UNDP supported establishment of Joint Peace Committees including at Zonal, Woreda and Ethio-Kenya communities across the border to foster peace and enable people across the border work in harmony. Women participation in these committees was about 35-40% which is a significant share given the patriarchal nature of the society and the limited role given to women in conflict resolution. In addition, the project supported women participation in Income Generating Activities (IGAs) to ensure lasting peace through poverty reduction. As a result, women lead SMEs are established and supported.

In the cross-border region, due to culture, women are generally relegated and oppressed (Final Evaluation Report, 2021). The evaluation report recognized one of the underlying challenges in women’s participation is the long-existed traditional system that tends to exclude women. Due to cultural, societal and community discernments of the role of women in the society, women continue to be denied access to planning and decision-making forums that make crucial choices and decisions on issues that affect their lives, notwithstanding the fact that the health, livelihoods, and life-chances of women and the youth (both girls and boys) are often most affected by conflict and human insecurity. The project nonetheless tried to empower women to reduce the challenges they face through community mobilization and sensitization. For example, the project put into consideration gender equality and some of the activities deliberately target the women. In the livelihood component, the energy saving stoves (Jikos) were particularly distributed to the women households (final project evaluation report, 2021). The inclusion of women in peace committees, and the peace dividends for instance deliberately target women. However, the communities resisted the idea of including women in peace committees due to their patriarchal attitudes and beliefs. The project worked with respected elders to boldly address traditional customs, attitudes and practices that undermine rights of women.

As per the final evaluation and project document review, gender equality was certainly mainstreamed in the project. For instance, in every workshop, it was made certain that women were well represented, and their issues properly addressed. In a training on cross-border policing and early warning conducted for border security agencies in the region at Yabello in Ethiopia from 24th -26th Dec 2019 11 out of the 53 participants were women. The project was also to liaise and collaborate with UN women to implement some of the project activities. According to the final evaluation report the two UN agencies even had missions to the border regions together to assess the challenges women face at the border region and solutions to address the challenge. This implies steps taken and efforts made to ensure gender equality in the project implementation. The inclusion of women and having conversations on conflict resolution and peacebuilding is a big step forward in a social environment where women are customarily excluded from governance, peacebuilding process and conflict resolution a factor that usually affects them most compared to other members of the community.

The other project under DGPB unit with significant achievement in gender equality if the ***National Youth Voluntary Community Programme***. The project was designed in 2020 with the objective of promoting national harmony, social cohesion, and integration by fostering constructive engagement and peaceful co-existence among youth; empower Ethiopian youth by inculcating in young people an understanding of their important role in Ethiopia's development, to assist them to participate constructively in community reintegration and nation building and to develop pro-social behavior and promote voluntary community service benefiting both service members and hosting communities. In this programme criteria were developed to ensure huge role for young women in the programme based on their interest. Young women were trained for 45 days and deployed across the regions. Even if the number of women is not that much high (at least 10% of the volunteers are young women), the participation of women in the programme is high and intentional.

Under the DGPB Unit, ***Supporting Elections for Ethiopia's Democracy Strengthening*** **(SEEDS)** in another programme with significant gender achievement. The project aims to assist the National Electoral Board of Ethiopia (NEBE) in becoming a more capable, transparent, and ultimately trusted institution and provide the required assistance necessary for undertaking inclusive, transparent, and credible election. The project aims at incentivizing gender equality through the consistent deployment of activities entailing a) gender sensitive needs and risk assessments, b) gender-balanced decision-making and delivery procedure, c) gender-sensitive monitoring and evaluation reporting. The SEEDS project results framework has the following gender sensitive indicators: (i) Capacity of the permanent electoral officials enhanced to professionally deliver planning and implementation of gender-sensitive electoral legal reform; (ii) Voter registration operation are enhanced by promoting inclusive participation of youth, women and disadvantaged groups , (iii) Post-electoral support provided to assess transparency, credibility and gender equality of the process; (iv) NEBE communication and external relations capacity improved with a specific attention to conflict and gender-specific messaging; (v) All electoral stakeholders informed and trained, and media center established to encourage conflict and gender-sensitive messaging; (vi) Civic/Voter education planned and well-coordinated ensuring inclusive participation of women and youth both as coordinators and beneficiaries. Moreover, gender equality gap has been raised and discussed in the Development Challenge analysis section of the project appraisal document. It has been highlighted that although efforts have been made to address the gender gap at a higher echelon of leadership the gap has not been addressed at other decision-making levels.

During the period under review UNDP partnered with UN Women with the funding of $400,000 to promote women’s participation in the 2021 elections under the Supporting Elections for Ethiopia’s Democracy Strengthening (SEEDs) project implemented in collaboration with the National Elections Board of Ethiopia (NEBE). The 2020 and 2021 Result Oriented Annual Reports (ROAR) and UN Women Final Project Report indicates that collaboration between UNDP and UN Women facilitated gender-specific support to the National Electoral Board of Ethiopia (NEBE) particularly through strengthening NEBE’s capacity to manage gender equality measures in the electoral process. Through this project UN Women worked towards ensuring gender sensitive electoral process by providing technical support to the National Electoral Board of Ethiopia (NEBE) and by supporting the undertaking of gender analysis of electoral laws and directives. The capacity of more than 86 (47 women 39 men) participants from the Ethiopian Human Rights Commission (EHRC), NEBE, CSOs and academia was enhanced through the Building Resources in Democracy, Governance and Elections (BRIDGE) Gender and Elections trainings. The trainings played a key role in building the capacities of participants and aware them on how to make the electoral cycle gender sensitive/responsive and enhance women’s political and civic participation Ethiopia. The project supported a total of 17 election related directives to have gender specific provisions and four procedures to contain gender equality provisions.

In parliamentary support component of the project, UN Women provided support to the House of Peoples Representatives (HoPR) by enhancing the capacity of more than 262 (167 women 95 men) members of Parliament and staff of HoPR Secretariat was built on various skills including transformational leadership, gender mainstreaming, gender responsive budgeting and gender sensitive oversight and representation functions. UN Women also supported HoPR in the undertaking of a Gender Audit that will pave a way for strengthening the gender responsiveness of the parliament through the implementation of the action plan of the Audit. In general, the SEEDS project is gender responsive both in design and implementation with significant contribution to GEWE in Ethiopia. Hence the project is among the GEN2 rated projects of UNDP.

Another project with considerable gender integration under the DGPB unit is the ***Inclusive Governance and Conflict Management Support to Ethiopia project***, funded by the Peace Building Fund (PBF). The project aims to build state capacity for institutionalizing and strengthening the country’s peacebuilding efforts; firming conflict management system; strengthening social cohesion and improving peace and security in the three target regional states namely: Oromia, SNNPR, and the Somali Regional States. As stated by the key informants from the unit the project has several gender related activities and outputs. They include (i) Output 2.3 is about women empowerment at the community level supported for more effective conflict management; (ii) Indicator 2.3.1 is about the number of women trained on gender peace and security; (iii) Indicator 2.3.2 is about the number of gatekeepers sensitized on the importance of women participation; (iv) Indicator 2.3.3 states about the number of dialogue forums organized among women groups to influence the national peacebuilding strategy and policymaking frameworks; (v) Output Indicator 2.4.2 indicates about media messages transmitted on combat stigmatization, discrimination, hate speech, violence against women. Therefore, it is easy to conclude that the project has integrated gender equality and women empowerment in the project design.

According to the final evaluation of the project (2021) the PBF project supported women's involvement in the peacebuilding process especially through the promotion of the Women, Peace, and Security (WPS) agenda. The interventions supported by the PBF project factored in gender equality in peacebuilding particularly through the UN Women whose main role in the project was meant largely to ensure that whatever was done around peacebuilding and conflict resolution at the federal or regional level was informed by the voice of women from the grassroots (Project Final evaluation Report, 2021). To a large extent, UN Women ensured that the voice of young women and traditional women leaders at the grassroots level was heard and was part of the peacebuilding process and strategy.

The project also provided Gender mainstreaming in Peacebuilding capacity-building training for UN agencies implementing the PBF project and for other Implementing partners. The training aimed to enhance the knowledge of partners on Gender and peacebuilding, how gender and peacebuilding interface both conceptually and practically. Mainstreaming gender is an intervention to empower women and the training contributed to the development of initiatives (such as the creation of women’s peace forum) to ensure gender equality in peace-building efforts. Women were well represented in the project activities. This provided the space for women to voice their concerns and ideas in the peace process besides other community matters. The project also reached out to female youths to participate in the “sports for peace” initiative towards which UNDP and IOM have contributed and which was also considered as SDG5 agenda of Gender Equality. However, these were halted following the COVID19 pandemic when the government announced the closure of educational institutions.

While the project endeavored to engage women as much as possible, the mere consideration of the number of women who attended activities may not give an accurate depiction. Hypothetically, it looks good to see a 50% gender balance but, it is not inclusive since women would rarely talk in front of men during project activities such as community dialogues. Women's participation in the sessions at the communities is thus very low. The training had women participants who signed up, but in evaluating their effective participation, they don't necessarily raise their hand or speak as much as male counterparts. It is important to note that such change cannot be realized in a project with a short life span of 18 months and requires long-term interventions to address the complex challenges holding women back from being influential in public affairs.

The contextual issue of gender presents an interesting dynamic in Ethiopia. There are for instance a lot of women in senior positions at the national level and key positions and a lot of women have decision-making powers and decision-making roles at the national level. But below the ministerial level and within the regional states at zonal and woreda levels there is a limited position for women in governance. The project technical team tried to push through this with their focal points at local levels to raise this and called for more women participants. It was hence important to have a separate dialogue with the women. The culture also plays a critical role in the participation of women. In a patriarchal society, when women are forced to attend meetings, they will not actively engage in the dialogues. The project also tried by severally requesting the federal and regional governments to send women officials to the training but often it did not work. The federal government has at least women officials but down at the Woredas level, it's 100% or 90% male staff thus limiting women's participation in such training. Hence the training had mostly male participants due to the structure of the government which might take some time to change. Sometimes when female staff is sent to the activities, they may not be those who directly work in peacebuilding but might be another staff that is not directly linked to the training provided. Generally, the peacebuilding and security sector in Ethiopia is mostly male dominated unlike other sectors such as education or agriculture.

Cultural barriers towards women's participation in peacebuilding remains a critical issue. The male dominance being a general occurrence in Africa is more definite in Ethiopia and Somalia. The project sought to overcome this problem through capacity building, awareness creation, advocacy, and media engagement. While no major change may be evident, the establishment of women peace forums that meet with the community leaders and elders when there is a conflict transformation in the right direction.

The women’s peace forums and discussions started have nonetheless had a catalyst effect on changing the gender roles, where women will play a more active role as peacemakers and change agents in their communities. While examining the project outcomes considering gender equality, the focus of the project was to ensure inclusive governance and exercise conflict management where women and youth remain central. The activities around women empowerment and gender equality were emphasized in the project implementation at the regional, national, and local levels.

The achievements realized in terms of women empowerment at the local level are encouraging but will require further effort and long-term investment in order to achieve transformational results in terms of women’s meaningful participation at local levels. Given the general guideline (which provides objective, target population, planned activities, and funds allocation on gender-related issues) and actual results achieved in this project, the gender marker score of 2 represents the project’s reality. The creation of women’s peace forum and women peace ambassadors and the potential to sustain the activities of the women peace ambassadors and women’s peace forum after the project period. This indicates the extent to which the project has supported the statutory system to ensure the prospect for sustainable peacebuilding. In general, as per the final evaluation (2021), the project had a catalytic role towards initiatives taken by UN Women to expand interventions to promote the Women, Peace, and Security (WPS) Agenda and support GOE to develop a national action plan on Resolution 1325. The project has also supported 202 women and youths for livelihood assistance to contribute to the realization of SDG5.

* + - 1. **Achievement of key outputs under the CPD outcome one**

UNDP partnered with UN Women with the funding of $400,000 to promote women’s participation in the 2021 elections under the Supporting Elections for Ethiopia’s Democracy Strengthening (SEEDs) project implemented in collaboration with the National Elections Board of Ethiopia (NEBE). The project support substantially contributed towards achieving gender inclusion results; and enabled to mobilize women as voters and candidates and reduced violence and discrimination against women political party members. In the CPD there are key expected output indicators to measure progress in DGPB. Some of them (based on data available) are presented below.

**Voter turnout disaggregated by sex**: Data from Result Oriented Annual Report (ROAR) indicates that voter turnover during the 2021 national election was 92% which up from 82.6% from the baseline. The share of women in the voters was 48% which is 1.3% percentage point increase from the baseline of women voters However, it is lower than the planned target of 50% share for women in the voter registry. Data from key informants indicates that the UNDP projects especially the SEEDS project was instrumental in improving the participation of women in the 2021 national election through provision of trainings, material supports and preparation of electoral laws and regulations. The Women in Leadership project implemented in collaboration with UN Women is also instrumental in improving the environment for women through trainings, capacity building and preparation of manuals and guideline for women participation in pre and during the election.

**Proportion of women in the voter registry**: According to the LEOME Report in June 2021 election a total of 17,091,128 women were registered to vote, representing 45 percent of all registered voters. This is lower than the 2015 election when the share of women in voter registry was 48%. While all regions have approximately the same share of women voters, the Afar region recorded only seven percent of women registered voters. Although the region traditionally reports low voter interest, additional factors such as poor voter education and security concerns combined with cultural prejudices towards women’s involvement in public life may have led to the exclusion of eligible women voters from the 2021 elections.

**Proportion of women on the governing mechanism of the electoral management body:** human resource data from NEBE indicates that by February 2022 NEBE has 136 permanent staff at the national office of which 67 (49%) are women. The number of contractual (project) staff are 94 of which 43 (46%) are women staff. Similarly, at the regional offices there were total of 139 staff (92 male and 47 female). This implies gender balance in NEBE office at national level is good while it shows gender disparity in terms of gender composition of electoral offices at regional level. Regarding, women participation in the governing mechanism of the electoral management data from the ROAR indicates it shows no change from the baseline of 40%, short of the 45% target set in the CPD.

**Proportion of seats held by women represented at Federal and Regional parliaments**: Following the 2021 general election, the number of women parliamentarians holding seats in the parliament reached 41%, up from 38.7% during the previous parliament (MoPD, 2022). Several capacity building platforms were used to promote women’s participation in electoral processes including through media campaigns. The capacity of more than 200 women members of political parties and candidates was enhanced through a political leadership and campaigning training. Therefore, there is improvement in the proportion of seats held by women in the parliament and this is slightly above the target set in the CPD (40%).

In general, the UNDP programs and projects has contributed to GEWE through enabling all people in Ethiopia to live in a cohesive, just, inclusive, and democratic society (CPD outcome one). This is manifested in improved women voter turnout in 2021 election, increased share of women on the governing mechanism of the electoral management body and increased number of seats held by women in the parliament. Strengthening democratic institutions, enhancing the role of women in peace building, support in the drafting of electoral laws and proclamations and awareness creation of women in democratic institutions are some of the activities that contributed to this improvement.

Table 1 Progress in CPD programme outcomes and outputs under the Democratic governance and Peace Building unit (2019-2021)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Result number**  | **Indicators/success standards** | **2019 (baseline)** | **Target (2021)** | **2021 actual**  |
| S.P 2.3 | Voter turnout disaggregated by sex | 82.6% (Male 53.3%; Female 46.7%) | 85% (Male 50%; Female 50%) | 92% (male 53%, female 48%) |
| Output 1.1 (indicator 1.1.2a) | Proportion of women in the voter registry | 48% (2015) | 50% | 45.71% |
| Output 1.1 (indicator 1.1.2b) | Proportion of women on the governing mechanism of the electoral management body | (2019): 40% | 45% | 40% |
| Output 1.1 (indicator 1.1.2c) | Proportion of seats held by women represented at Federal and Regional parliaments | Federal 38.8%, Regional 28% | Federal 40, Regional 35% | Federal 41% |
| Output 1.2 (indicator 1.2.1) | Number of strengthened institutions and systems supporting fulfilment of nationally and internationally ratified human rights obligations *[how women empowerment and gender issues addressed here]* | 2 | 6 | 3 |
| Output 1.4 (indicator 1.4.2) | Level of participation of women and youth groups in local development planning, budgeting, and monitoring | 1 (low) | 2 (medium) | 1 (low) |
| Output 1.5 (indicator 1.5.1) | Extent to which a gender-responsive and risk-informed national peacebuilding strategy, adopted with UNDP support, is under implementation | 1 (low) | 2 (medium) | 2 (medium) |
| Output 1.5 (indicator 1.5.3) | Number of women’s and youth networks with strengthened capacity for conflict prevention and peacebuilding as a direct result of UNDP support | 1 | 5 | 1 |

### **UNSDCF Outcome 2: Inclusive, resilient, and sustainable economy**

UNDP Country Office Inclusive Economic Transformation Portfolio (Unit) contributes to one of the three key outcome areas of the current CPD (2020-25). The units strive to enable all people in Ethiopia benefit from an inclusive, resilient, and sustainable economy by 2025. The unit does this through market-based solutions for SMEs, entrepreneurship promotion, digital finance for financial inclusion innovation ecosystem and innovative financing mechanisms. The unit strategy, overall approach and focus areas are gender sensitive because one of the focus areas of the unit is inclusion in which gender analysis and youth inclusion are emphasized. Information from key informants indicates there are about 10 projects during the survey with the budget of about USD9 million.

The UNDP follows a mainstreaming approach to address gender issues in projects or programmes. Key informants from the IET unit indicates most of the projects are gender responsive and some of the projects are even gender focused such as the GBV Project in Amhara region and the COVID response project in which 70% of the support beneficiaries are women. However, digital exclusion is a main challenge to achieve gender equality. In flagship projects under the IET unit such as the Entrepreneurship Development Program significant share of the beneficiaries are women. Over the last 7-8 years of the project selected, trained, supported business startups and provided BDS supports in which significant share of them are women intentionally. Similarly, in COVID response project with MoLS intentional packages are designed for women and soft loans and grants were provided with focus on women owned SMEs.

Evaluation of projects and programmes under Inclusive Economic Transformation (IET) indicates UNDP has achievements in gender equality and empowerment with some challenges remain. For example, the Final Evaluation of the Entrepreneurship Development Programme II (2016-2020) indicates the programme has directly contributed to women empowerment through job creation. The evaluation report indicates through the support of EDP II a total of 2,150 new jobs were created over the program period out of 758 (35%) are women. However, out of 389 entrepreneurs that got access to financial service through the programme women are only 94 (24%). The trainings and capacity building conducted by the programme involve significant share of women, even if not as expected. Under the EDP II programme about 54,728 entrepreneurs were trained out of which 21,377 (39%) were women and 3,379 entrepreneurs received Business Development Services (BDS) out of which 1,489 are women (44%). For capacity building of the public and private stakeholders about 2,436 persons have taken capacity building trainings over the project implementation period trained out of which 518 (21%) were women. In general, with the support of EDP II,23,478 women are engaged in different activities (518 women entrepreneurs have received general capacity building training, 21,377 were taken entrepreneurship training, 1,439 obtained BDS advisory services, and 94 have accessed to loan from different sources). This indicates the programme involved in different activities of the programmes although further work is required to narrow gender inequality.

Evaluation of Enhancing National Capacities for Livestock Sector Development and Transformation Project (2017-2020) shows contribution of UNDP to gender equality and women empowerment. The purpose of the project was to change livelihoods, build resilience, and create local employment opportunities, diversification of local economies and source of livelihoods. According to the project final evaluation in the milk supply and marketing area, both women and men households engaged in milk production and supplying to cooperatives has improved their livelihood from the better payment they receive from the cooperatives. Most importantly women who used to take their milk to the market avoided nearly 2 – 3 hours spent for traveling to marker and use this saved time for other productive purposes. The evaluation shows that women participated in all capacity building and knowledge and skill development trainings as well as targeted project interventions, particularly mass synchronization of cows and insemination campaign and dairy product supply and marketing interventions both at household and cooperative levels (Girma, 2020). In general, women have benefitted from all outputs of the project. Specifically, about 2,640 women were benefitted front the new AI services (14% of the total) provided by the project in which all gained vigor dairy calves. In addition, women have benefitted from skill development trainings on dairy husbandry and dairy value chains which include 30 cooperative management members out of which 12 (40%) are females on milk management and handling; 149 DAs and experts out of which 48 (32%) are females, 176 staff are trained on result based management out of which 54 (31%) were women; 138 experts trained on poultry value chain development, poultry husbandry and health out of which 28 (20%) are female experts based at regional, zonal, woreda and village levels; a total of 140 smallholder farmers and regional and woreda experts out of which 38 (28%) female drawn from 4 pilot agro industrial park areas were trained on improved fattening program. In addition, project supported chicken multiplication centres supported with training on poultry biosecurity; trained 56 (12 Female) regional and zonal experts on poultry value chain development and 82 village experts (16 females) on poultry husbandry and health care system. Combined together, 2,848 women participated in different project outputs and activities which is about 15% of the total project beneficiaries. This indicates the project made efforts to integrate women in project key outputs and activities even if the achievements are far from gender parity. This is partly because of limited number of women staffs in different government offices. It was also found that all data on project achievements has been disaggregated by gender which shows efforts to include women in project activities.

Final evaluation of Capacity Strengthening for Industrial Development project (2013-2020) also shows UNDP’s contribution to GEWE in industrial sector development. The project has supported a system for building the capacities of women in the manufacturing sector and making industrial parks safe and gender friendly working places. The final evaluation of the project (Tadesse, 2020) shows the project has two key standalone gender outputs focusing on capacity development and empowerment of women in manufacturing sector and making industrial parks safe and friendly for women through institutionalizing inclusive systems sexual and reproductive health awareness development that facilitate the promotion of gender equality and women empowerment. Through the project support, identified major areas of capacity gaps, and prepared five training modules, and piloted the training successfully at the Bole Lemi and Hawassa IPs for 100 trainers, who in turn have trained 900 floor workers, 90% of the total trainees are women, improving their skills and productivity. The project also trained 1600 women industry workers in the selected pilot Industrial parks (Hawassa and Bole Lemi) on SRH and created awareness; 3000 knowledge products were printed and distributed to workers in the selected pilot industrial parks (Hawassa and Bole Lemi); 4 information boxes were installed at the selected pilot Industrial Parks (Hawassa & Bole Lemi); 16 weekly radio spots transmitted on SRH to women industry workers at the selected pilot industrial parks; Rooms for the daycare facilities were identified; two day-care facilities were established (one at Bole Lemi and one at Hawassa IP) and all necessary items required to operationalize the day-care facilities have been procured and delivered to the Industrial Parks. This has significant contribution to GEWE in the industrial parks. The project also institutionalized sexual and reproductive health awareness, gender equality and women empowerment programs and establishment of day care facilities working. To ensure scaling up and mainstreaming these initiatives, the project has also supported establishment of Gender Development Unit in IPDC.

The IET established Business Emergency Units (BEU) in the Jobs Creation Commission (JCC), now MoLS, to enhance Ethiopia’s COVID 19 Emergency Response through Wage Subsidies and Soft Loans for MSMEs and Informal Businesses. Through this effort, some 13,272 MSMEs impacted by COVID were reached in 10 cities across the country. In addition, a major outreach and communication campaign was mounted through which more than 17,000 applications were received through the online platform. About 74% of those shortlisted for support are women led MSMEs (MoLS, 2022). BEU received application from 17,834 applicants through online platform and 13,232 of the applicants were short listed (74% are women led SMEs) based on set criteria. As of May 10,2021, under the first-round support, 8557 informal businesses received the support from JCC through commercial Bank of Ethiopia and 1754 formal MSMEs are selected, and support was disbursed in the form of wage subsidy and soft loan. Report on the BEU success stories indicates that even though the government has done a lot of work on job creation, evidence suggests for the past decade women and other vulnerable groups (such as person with disabilities and internally displaced people) did not properly participate in the labor market. For example, although women are 50% part of the community and population their participation in the Labor market cannot exceed 35% threshold (BEU Bulletin, December 2021).

* + - 1. ***Achievement on key expected output indicators of IET***

Under the current CPD there are two outcomes and three outputs for CPD Outcome 2: By 2025, all people in Ethiopia benefit from an inclusive, resilient, and sustainable economy. From the two outcomes urban unemployment is directly related with GEWE. Two key outputs 2.2: Marginalized groups, particularly the poor, women, persons with disabilities and displaced are empowered to access entrepreneurship services and financial and non-financial assets and services and output 2.3: Institutional capacities strengthened through UNDP support to design and implement innovative and gender-responsive solutions for sustainable development are also related to this evaluation. Progress in achievement of indicators under the outcome and the two outputs is presented below.

The CPD uses urban unemployment as proxy for national unemployment. The data indicates urban unemployment is higher than the national average of 8% in 2021. In 2018 urban unemployment rate was 19.1% which decreased to 17.9% in 2021. This indicates about one percentage point decrease in urban unemployment rate since the baseline of the UNDP Gender Equality Strategy. Similarly, unemployment rate for female has decreased from 27% at the baseline to 25.4% in 2021 indicating 1.6% percentage point decrease. This implies the country programmes and projects have contributions in reducing urban unemployment albeit in small amount.

Regarding the number of gender-responsive policy, legal, regulatory, and institutional measures adopted at federal and regional levels, with UNDP support to improve the enabling environment for MSMEs. The ROAR indicates that there is no change from the baseline as the number of policies adopted at federal and regional level remain 3. Key informants from the Ministry of Labor and Skills indicates there is no adopted law with the UNDP support yet but start up fund proclamation is drafted and finalized with the support of UNDP awaiting approval by the law makers and operational manual for loan guarantee scheme developed in collaboration with Development Bank of Ethiopia.

In terms of proportion and number of people accessing financial services over the period 2019 to 2021, about 45% of the people have saving account in formal financial institutions in 2021 which is a 10-percentage point increase from the baseline at 35% in 2019. The share of women in this is not known due to absence of sex disaggregated data. Proportion of people accessing non-financial services (BDS service) was about 90,000 during the baseline. This has increased to 112,229 (25% increase). The share of female in this is about 36% which is lower than the target of gender parity (50%). Therefore, there is task to be done over the remaining period of the CPD to bring gender equality in access to BDS services. UNDP projects such as the EDP II, Covid Response and EDGET provide priority for women SMEs in provision of services, however, there are challenges in attaining gender equality due to initial conditions. Key informants from the unit indicates that there is a need to include more women in our activities, however, there are limited women lead SMEs and beneficiaries that can be engaged in the programme.

The assessment also indicates that UNDP Ethiopia has enabled the existence of comprehensive and women friendly national innovation ecosystem in the country through its contribution to draft proclamation on startup fund development, operational manual for loan guarantee scheme developed by DBE, agency to agency agreement under preparation to be signed with UNCDF, Criteria development and public announcement made to identify ICT based start-ups and MSMEs and database under establishment for innovation. In addition, 10 innovative MSMEs and start-ups selected for funding and Credit Risk Guarantee Fund is under establishment with the support of UNDP. These interventions are expected to enable the existence of comprehensive women friendly national innovation ecosystem.

Table 2 Progress in CPD programme outcomes and outputs under the Inclusive Economic Transformation unit (2019-2021)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Result number**  | **Indicators/success standards** | **2019 (baseline)** | **Target (2021)** | **2021 actual**  |
| Goal 8.5.2 | Unemployment rate by sex  | 19.1% (urban), 27% (Female) | 10% (Urban) 10% (Female) | Female 26%Male 18% |
| Output 2.2 (indicator 2.2.1) | Number of gender-responsive policy, legal, regulatory, and institutional measures adopted at federal and regional levels, with UNDP support to improve the enabling environment for MSMEs | 3 | 6 | 3 |
| Output 2.2 (indicator 2.2.2) | Proportion and number of people accessing financial services, disaggregated by sex | 35% (with accounts in a formal financial institutions),  | 50% | 45% |
| Output 2.2 (indicator 2.2.2) | Proportion and number of people accessing non-financial services, disaggregated by sex | 90,000 people with access to business development services (45% female) | 200,000 (50% female, 5% with disabilities) | 112,229 (Female 40,379Male 71,850) |
| Output 2.3 (indicator 2.3.1) | Existence of a comprehensive and women friendly national innovation ecosystem | No  | Yes  | Yes |

### **CPD Outcome 3: Climate Resilience and Environmental Sustainability**

Climate Resilience and Environmental Sustainability is the largest portfolio in UNDP Ethiopia Country Office with about 23 programmes and projects during the assessment. It is the main contributor to the UNSDCF outcome three: By 2025, all people in Ethiopia live in a society resilient to environmental risks and adapted to climate change. According to key informants and desk review conducted on projects under this portfolio gender equality and women empowerment is the key consideration both during the project design and implementation. As most of the projects under this unit are funded mainly by Global Environmental Facility (GEF) and other bilateral donors such as the government of Sweden, Denmark, Japan, and Norway there is strong requirement from the donors to consider gender equality. For example, the GEF principle is that 50% of the project beneficiaries must be women. Hence in both resilience and livelihood interventions priority will be given for women beneficiaries most of the project investment focus on women friendly interventions. In the forest sector development programme funded by Sida and government of Norway, restoration activities (such as in the Green Legacy Initiative) that included nursery development, beekeeping and small ruminant rearing are all women friendly activities and significantly engage and benefit women in the interventions.

The achievements of the CRES portfolio in terms of promoting GEWE under selected projects and thematic areas is presented below.

The *CCA growth: implementing climate resilient and green economy plans in highland areas in Ethiopia* is one of the projects that has strong gender specific achievements. The objective of the project is to mainstream climate risk considerations into federal, regional, and Woreda-level planning processes so that local communities across the Ethiopian highlands are more resilient to climate change. Moreover, the project design has also recognised that gender is a complex issue particularly in the context of Ethiopia, the country experiencing some of the lowest gender equality performance indicators in sub-Saharan Africa. It has been specifically mentioned in the document that Ethiopia ranks 124 out of 134 countries in terms of the magnitude and scope of gender disparities. The project set sex disaggregated indicators to measure the progress in achieving gender equality in the project interventions which is a good sign of gender responsiveness.

Key informants from the CRES unit indicates the CCA Highland project is notable in terms of its gender achievement. Response from the key informant states that:

*“One of the project beneficiaries of the CCA Growth in highland Project in Somali Region called Ferdusa has a success story of transforming her life form street tea vendor to a millionaire through onion production that is supported by the project. A documentary video is produced by the government on how an Arab returnee become a millionaire. The project provides beneficiaries with a basket of livelihood choice that includes integrated business in fishery, poultry and vegetable farming. There are similar success stories in Sebeta Hawas woreda as well”. Key informant from UNDP, October 2022.*

According to the midterm review report, the project achievement is rated “highly satisfactory” in terms of Indicator number 1 which is the number of beneficiaries reached by the project disaggregated by sex. According to the report, the project planned to reach 55,000 beneficiaries at the end of the project period of which at least 50% are women beneficiaries. The mid-term review found out that 36,433 beneficiaries have been reached by the project at mid-term, which is 66.2% of the end of project target. Women beneficiaries are 55.9%, 5.9% above the expected 50%. This indicates the project had achieved the gender target for indicator number one.

Indicator 5, of Outcome 1 (capacities enhanced for climate-resilient planning among communities, Woreda, regional and federal governments), also states that “percentage of targeted population awareness of projected impacts of climate change and appropriate responses (score) – disaggregated by gender”; and the evaluation report shows that the achievement of the project related to the indicator is highly satisfactory. The midterm review document further indicates that most of the identified indicators and targets of the project are well disaggregated in terms of gender and hence there are clear targets to measure development towards women development empowerment.

As per the desk review of the project document and evaluation reports the project “Support to Livelihoods of Drought Affected Households and Resilience Building of Vulnerable Groups in Warder and Kebridehar Woredas of Ethiopia Somali Region” has gender related outputs and indicators. One of the key outputs of the project is “increased food security and income of women and youth groups through diversification of improved livelihoods” to tackle the root causes of poverty and food insecurity. Another key output emphasised on formidable challenges that the community has faced related to limited livelihood opportunities through diversification of livelihoods and provision of training for women and youth groups on sustainable and improved livelihoods skills. The project final evaluation report (2021) also indicated that, apart from training on livelihoods skills, women were planned to be trained in technical, managerial and financial skills to help them establish cooperatives and acquire saving behaviours for sustained economic recovery. Moreover, trained women were also supported to start viable businesses along available value chains. It was further indicated that the project particularly aimed to address the needs of women through actions such as promoting economic empowerment with the cash for work employment opportunities, micro and small enterprises, and marketing of value-added local products and opportunities to start up financial services. Approximately 50% of beneficiaries, expected to receive livelihood support from project interventions, were anticipated to be vulnerable women.

The document also mentioned that creation of alternative livelihood opportunities and economic empowerment of women were among the key interventions emphasised by the project by considering the challenges faced by women and sought the available opportunities for means of establishing sustainable livelihoods through diversification of existing livelihoods and provision of training on improved livelihood skills.

In terms of actual achievement number of women and youth members with new alternative livelihoods was planned to be 1,500 at the end of the project period. The final achievement shows that 2,049 community members including women, youth, and PWD provided new alternate income generating opportunities indicating the final evaluation implies that achievement exceeded the target in terms of this gender related indicator. However, it was learnt from the evaluation report monitoring data was poorly disaggregated to track the number of women, youth (female and male) and PWD (female and male); and that relative proportion of women and youth (female and male) not clearly reported. In terms of number of commodity-based systems identified and linked with market system involving pastoral women and youth the final achievement shows that 5 commodity-based systems identified and linked with market systems. The final evaluation assessment indicated that, although achievement of the involvement of women and youth was not well documented, the target is achieved. In terms of number of drought affected women headed households received improved breeds of young stock, end of project target was that 150 women-headed households receive improved breeds of young stock while the final evaluation shows that 102 women-headed households received 909 goats (breeding stock showing 68% of target was achieved.

The other project under the CRES portfolio is Integrated landscape management to enhance food security and ecosystem resilience in Ethiopia (2017-2022). The project has gender specific interventions and indicators and the UNDP Gender Marker assigned to the project is GEN2 indicating that the project has the potential to significantly contribute to gender equality and women empowerment. The terminal evaluation report of the project states commitment to gender-responsive development in such a way that women stakeholders within smallholder communities play a central role in economic and environmental transformation. The document also mentioned the disproportionate impacts of climate change on women and that women are more exposed to problems such as food insecurity due to their fewer assets for adaptation. These problems related to more exposure and less adaptive capacity of women are exacerbated by gender roles that assigns multiple tasks to women including but not limited to food provision, water and fuel fetching and other productive and reproductive roles. The gender analysis and assessment of the document further indicate “the double or triple burden” that women in rural environments in Ethiopia face challenges associated with fulfilment of productive and reproductive roles. Consequently, the design and implementation of the project took a gender-responsive approach focusing on the equality, reducing inequality, and support of women as full agents of decision makers over livelihoods. The project, hence, was designed for full incorporation of gender equality issues in the project, and not just women’s participation factors. As such expected results of the project were framed on the use of Integrated Landscape Management (ILM) to seek food production resilience in landscapes under pressure in gender responsive manner.

According to the terminal evaluation report, gender equality and women’s empowerment are some of the key factors and best practices for the project because (a) there was appropriate and robust gender responsiveness both at project design and development; (b) there was a thorough gender analysis integrated in project planning documents; (c) specific gender disaggregated data was presented; and (d) 69% of the beneficiaries from the project were women. The implementation process of the project followed the gender analysis and used appropriate gender analysis tools. The results, according to the report, show contributions to gender equality in the areas of closing gender gaps in access to and control over resources, improving the participation and decision-making of women in natural resource governance, and targeting socio-economic benefits and services for women. Moreover, contribution of the project comes from that it has been properly imbedded in Woreda/kebele/district/village community levels gender teams and that can potentially imbed gender mainstreaming in an institutional manner aiding in potential multiplier effects for gender mainstreaming.

However, the evaluation report highlighted few concerns in GEWE in the project. Although gender analysis at design, a specific gender mainstreaming strategy, and gender disaggregated indicators were present, “unfortunately a few of the targets for reaching women have only been partially met”. The document also mentioned that, although what the project has attempted is quite commendable, problems such as gender inequality and discrimination are still deeply entrenched. This could be one indication of good project design, but ambitious, in terms of gender equality and women empowerment mainstreaming but could not achieve them within the project lifetime because these deep-rooted norms and practices needs long-term investment and transformational actions which could not be achieved by a single project.

Ethiopian NAMA: Creating Opportunities for Municipalities to Produce and Operationalize Solid Waste Transformation (COMPOST) (2016-2020) project also empowered women thereby promoting gender equality in several ways. The project addressed gender inequalities being cognizant of different needs of men and women. For example, the final evaluation report indicates that given the manual compost production used was too laborious and excluding women to participate in this area of operation. As such, women were left only to do collection of waste being forced to spend more time than men by working throughout the week while men were working on compost only three days a week. The project attempted to address this gender discrimination and inequality by procuring a semi-automatic composting machine that has narrowed this gender gap.

The project also benefited women through job creation given that they accounted for more than 55% of the job created due to the project. further, 56% and 54% of jobs created in Integrated Solid Waste Management (ISWM) and Urban Green Infrastructure (UGI) respectively went to women. Apart from job creation the project benefited women and empowered them by providing different training and awareness creation activities on entrepreneurship skills, life skill, and income generating activities such as bee keeping, urban agriculture, urban nursery, vegetable and fruit tree planting, and ecotourism practices. They were also provided with essential equipment, such as safety materials and working tools/equipment (e.g., glove, mask, waste transportation truck, nursery tools, tree seedling plantation tools, boot, and over coat), to run their solid waste collection, compost production work and other activities that may improve their livelihoods.

Women also benefited by actively participating in the project in the areas of (a) Solid Waste Management (SWM), (b) Micro and Small-scale Enterprises (MSEs), (c) leadership. These active participation of women in different roles benefited them through meeting their basic needs and improving their standard of living; women also accounted for more than 55 - 60% of the total members of SMEs primarily in waste collection and as being member of SMEs, they benefited further by taking part in trainings, solid waste collection and disposal, compost production and greenery. Furthermore, as being member to SMEs, women had access to finance such as credit from micro-financial institutions.

Evaluating the project against meeting its objectives at the commencement of the project in terms of gender equality and women empowerment, the evaluation report shows that the project’s achievement is highly satisfactory when gauged against the identified indicators. For example, Indicator 3.2 is about “gender-disaggregated population covered by a registered UNFCCC [United Nations Framework Convention on Climate Change] NAMA for national ISWM/UGI initiatives” and the assessment shows that the achievement of the project in terms of meeting gender-disaggregation is highly satisfactory. Nonetheless, despite the significant importance of gender, the project document failed to outline gender specific indicators and objectives in the project design.

The project ***Promoting Sustainable Rural Energy Technologies (RETs) for Household and Productive Uses*** focuses on promoting sustainable rural energy technologies for households and productive uses has also gender related outputs and performance indicators. For instance, Indicator 1.2 is “number of participants benefiting from trainings are sex disaggregated. The project also focuses in areas that is of most concern for rural women and girls in Ethiopia. Women and girls are mainly responsible for collection of firewood for cooking and lightening in rural areas which is usually a burden for women and girls with strong implication on their health, time poverty and school attendance. The RET project addresses this issue directly by promoting Improved Cook Stoves (ICS) and solar based light bulbs through availing credit guarantee for importers and distributors of these technologies.

The RET Project terminal evaluation report indicates that the project conducted a comprehensive standardized gender analysis which is completed during the project implementation. It has been also indicated that the burden of firewood collection falls heavily on adult women and girls especially in rural households, thereby “supply of traditional fuel wood is highly gendered in Ethiopia”; moreover, exposure to a range of health damaging pollutants is high among women and young children. As such, the report indicated that the introducing ICS on a large scale will have direct gender-differentiated impacts in favor of adult women and girls.

The project evaluation further indicated that the project addressed the core barriers in disseminating RET technology that are mainly relevant to women’s role in energy consumption and production. The is also perceived lack of affirmative actions that empower women by assigning a minimum quota among award competitors, business incubation, energy experts, trainees, and monitoring visits etc. in the project.

However, the terminal evaluation indicates that, on review of annual progress reports and other reports, the project team in collaboration with the implementing partners at federal and regional levels worked to address the issues related to gender mainstreaming. The report also shows that, during implementation of the project activities, efforts were made to involve women as participants in different capacity building activities, and the opportunity of creating market linkage within and outside their locality that helped women to improve their capacity in expanding their business in a sustainable way. The document also indicated that gender disaggregated data particularly with respect to “capacity building, public awareness campaign, grant award and loan availed by RET suppliers” were clearly presented during the implementation of the project.

The document further summarized the important initiatives undertaken under the project to facilitate the existing women entrepreneurs and to attract the new one as (i) provision of the partial credit risk guarantees, (ii) entrepreneurship training workshops for rural energy technology enterprises, and (iii) an award of grant package (kick-off funding) to support the technology and/or business model innovations in different categories of RET space and to encourage emergence of new enterprises. Key informant interview indicates women represent significant proportion in the beneficiary of credit recipients through the credit guarantee scheme. For example, among the 12 importer of solar bulbs that received credit and 3 women out of nine distributors of Improved Cook Stove (ICS) that received credit. Similarly, 96% of the 1.2 million beneficiaries of the Improved Cook Stove (ICS) are women. The project also contributes to access to energy for lightening and cooking in rural areas and hence reduces the burden on women in collecting fuelwoods because women and girls are mainly responsible for collection of fuel woods in rural areas. In addition, key informants indicate the potential contribution of the project in improving health of women and girls that otherwise rely on biomass energy sources that expose them to indoor smoke. This implies significant gender empowerment contribution in the implementation of the project.

The other project under the CRES portfolio is ***PCB management in Ethiopia to meet the 2025 Stockholm convention deadline – phase 1***. The project has gender related outputs. For example, Output 2.7 is states that “Gender Action Plan in the context of PCB issues in Ethiopia implemented for better gender mainstreaming in POPs-related activities identified”. And the project has been assigned a gender marker 2 indicating that gender equality and women’s empowerment is a significant objective of the project. Gender analysis related to PCB management in Ethiopia was conducted shortly before the Global Environment Facility (GEF) project inception; and the report from this analysis contains a detailed Gender Action Plan with defined results and number of targets to measure progress. Gender disaggregated data was also provided regarding participation in the capacity building activities.

According to the midterm evaluation report (2021), the gender dimension study for the project has been completed and Ethiopian Electric Utility (EEU) specific structure to address women has been adopted. The implementation matrix for the Gender Action Plan comprises 12 specific activities and number of targets related to the GAP five priority areas. Good progress was reported on activities related to inclusion/participation of women, knowledge management, as well as on awareness raising of gender equality and empowerment. Also, one of the project key stakeholders, namely the EEU, has been leading by example and recently unveiled several gender equality initiatives that include establishment of the Women, Children and Youth Affairs Directorate, adoption of a Gender Mainstreaming Policy, launching a Gender and Citizen Engagement Work Programme, as well as introduction of Quotas for Recruitment.

Overall, the project enhanced visibility and awareness of gender-related issues related to PCB management, and in sound chemicals management in particular. Public awareness campaigns targeted women specifically. Social factors such as gender-determined occupational roles have a primary impact on the level and frequency of exposure to toxic chemicals. As the project focuses on the energy sector, its target beneficiaries are mostly males as the primary risk group working as operators of the electrical equipment, maintenance personnel in repair/maintenance shops, and scrap metal dealers. Women and children are mainly subject to indirect exposure from washing of contaminated laundry or contacts with family members directly exposed to PCB. These gender dimensions reflected at both site- and policy-level interventions for environmentally sound PCB management. Reducing risks to PCB exposure will ultimately provide benefits for men, women and children with both in immediate and longer-term health impacts.

The midterm evaluation report of the project shows that good progress was reported on activities related to inclusion/participation of women, knowledge management, as well as on awareness raising of gender equality and empowerment. Furthermore, according to the report, EEU which is one of the project key stakeholders unveiled several gender equality initiatives that include establishment of the Women, Children and Youth Affairs Directorate, adoption of a Gender Mainstreaming Policy, launching a Gender and Citizen Engagement Work Programme, as well as introduction of quota system for recruitment.

As such, the midterm evaluation report shows that, overall, the project enhanced visibility and awareness of gender-related issues associated with “PCB management, and in sound chemicals management in particular”. However, the review indicates that not so much progress has been achieved under the other areas; for instance, no progress was reported for establishment of strategic partnerships and identification of synergies with organisations that focus on women’s empowerment. The review further suggests that more emphasis is expected on assessment of “secondary and “informal” exposure of women related to workers exposed to PCBs and on prioritization for clean-up of contaminated sites that pose risk to women and other vulnerable groups”. It has been stressed in the document that “women and children are mainly subjected to indirect exposure from washing of contaminated laundry or contacts with family members directly exposed to PCB” and that these gender dimensions need to be reflected at both site- and policy-level interventions for environmentally sound PCB management. Therefore, according to the review, reducing risks to PCB exposure will ultimately benefit men, women and children both in immediate and longer-term health impacts.

***Protected Area Management and Illegal Wildlife Trafficking Enforcement Ethiopia Project:*** under this project gender analysis was conducted during the project formulation and the information used to design gender strategy from the perspective that protected areas management profession has been dominated by men, gender role highly influences access to natural resources in the rural areas, and participation of women in integrated land management projects is low. The gender strategy of the project indicates a series of actions to ensure that gender would be mainstreamed in the project, particularly in the implementation of outcome 3 and 4 that stresses on the promotion of GEWE in the livelihood activities.

The project evaluation report shows that the project is rated highly satisfactory regarding achievements on promoting gender equality and women empowerment. For example, the outcome on ‘Lessons learned by the project through participatory M&E, including gender mainstreaming, and promotion of community-based conservation nationally and internationally’ is rated as highly satisfactory. Even if the specific gender equality achievement is not clear the project rated highly satisfactory in the indicator related with GEWE. The project lacks specific indicators on gender mainstreaming.

Data from two key informants working on the project indicates among the project livelihood supported 1450 people in 9 primary cooperatives 53% are women, at least one primary cooperative is women only; and the projects 50% of the beneficiaries are women. Therefore, although there are no gender specific indicators and gender action plan for this the project there is good effort in women participation and benefit from the project at the implementation level.

Institutional Strengthening for Catalyzing Forest Sector Development (ISCFSD) (2018-2021) has gender related indicators. For example, extent of key challenges of women in the sector identified indicating a poor participation of women in the sector. It has been also mentioned in the project document that in value addition and processing of bamboo at least 50% of the beneficiaries would be expected to be women indicating presence of gender provisions in the project document from the outset.

The gender gap analysis and gender mainstreaming were undertaken to guide what further knowledge base is required for institutions to effectively regulate gender related aspects of Ethiopia’s forestry sector; recommendations were also provided on how to integrate gender perspectives and sensitive actions into the forestry sectors transformation with particular emphasis in relation to sustainable forest production, value chain development and marketing. According to the midterm review report, the gender analysis concluded that rural women (a) are generally not involved in extension programs, (b) have limited involvement across the forestry value chain “with most management positions dominated by males”, (c) have limited opportunity in high school and hence in higher education and specialization in turn resulting in limited institutionalization of the governments gender policy.

The midterm review of the project forwarded some major concluding recommendations regarding gender inclusion and women empowerment issues associated with the project: (a) promoting the exposure of rural development agents to intensive gender sensitization and training; (b) increasing female extension agents for outreach to female farmers; (c) enhancing the effort to rollout government gender policy; (d) promoting women participation in secondary and higher education to stop women educational disparity.

* + - 1. ***Key expected output indicators under CRES unit***

In the current CPD there are 4 outcome indicators under the CRES portfolio with corresponding 4 outputs that have 12 indicators. Progress on the outcomes and outputs directly related with GEWE are presented below.

Number of Federal and regional institutions incorporating gender risk-informed and integrated solutions in their development and investment plans to reduce disaster risks and enable climate change adaptation and mitigation were 12 and 4, respectively during the baseline. According to the data from ROAR this has increased to 18 institutions both at federal and regional levels which is 90% of the target (Table 3). Similarly, number of federal and regional institutions with multi-sectoral Early Warning System (EWS) and contingency to limit the gender-differentiated impact of natural hazards increased from 9 to 12 at federal level and remain at same at the regional level. The achievement falls short of the target both at federal and regional levels.

The data from ROAR also indicates level of women’s leadership and participation in crisis prevention, recovery planning and action didn’t show change from the baseline rating of one. However, number of gender-responsive measures in place for conservation, sustainable use, and equitable access to and benefit sharing of natural resources, biodiversity, and ecosystems improved from one to two over the period 2019 to 2021. Over the period 2019 to 2021 it was planned to increase the number of woreda-level gender-responsive integrated land use plans prepared and implemented with UNDP support from 12 to 54. However, the achievement indicates the number increased from 12 to 14 over the period, indicating another area that needs improvement.

The CPD also targets to increase the number of people who gained access to clean affordable and sustainable energy from half million to one million over the period 2019 to 2021. The result indicates the number increased from half million to 1.3 million indicating 37% more achievement over the target. The share of women in this is about 40% which is in line with the target. Number of women-led enterprises supported to engage in the production and distribution of improved energy technologies increased from 289 in 2019 to 300 in 2021 which falls short of the target of 500.

Table 3 Progress in gender equality related CPD programme outcomes and outputs under the climate resilience and environmental sustainability unit (2019-2021)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Result number**  | **Indicators/success standards** | **2019 (baseline)** | **Target (2021)** | **2021 actual**  |
| Outcome (S.P 2.9) | Proportion of population with primary reliance on clean fuels and technology. | 37% | 55% | ? |
| Output 3.1 (indicator 3.1.1) | Number of Federal and regional institutions incorporating gender risk-informed and integrated solutions in their development and investment plans to reduce disaster risks and enable climate change adaptation and mitigation. | Federal 12 Regional 4 | Federal 20 Regional 7 | Federal 18Regional 18 |
| Output 3.1 (indicator 3.1.2) | Number of federal and regional institutions with multi-sectoral EWS and contingency to limit the gender-differentiated impact of natural hazards | Federal 9 Regional 2 | Federal - 15; Regional - 5 | Federal 12Regional 2 |
| Output 3.1 (indicator 3.1.3) | Level of women’s leadership and participation in crisis prevention, recovery planning and action | 1 | 2 | 1 |
| Output 3.2 (indicator 3.2.1) | Number of gender-responsive measures in place for conservation, sustainable use, and equitable access to and benefit sharing of natural resources, biodiversity, and ecosystems | 1 | 7 | 2 |
| Output 3.2 (indicator 3.2.3) | Number of woreda-level gender-responsive integrated land use plans prepared and implemented with UNDP support | 12 | 54 | 14 |
| Output 3.3 (indicator 3.3.2) | Number of people who gained access to clean affordable and sustainable energy  | 500,000 (30% female-headed) | 1 million (40% female-headed) | Female 823,097Male 547,328 |
| Output 3.3 (indicator 3.3.3) | Number of women-led enterprises supported to engage in the production and distribution of improved energy technologies. | 289 | 500 | 300 |

## **Relevance of UNDP’s Gender Portfolio**

Relevance is the extent to which project or programme objectives are consistent with beneficiaries’ and country needs, global priorities and partners’ and donors’ policies. Accordingly, UNDP’s gender portfolio is in line with the Government of Ethiopia (GoE) national priorities and initiatives. First the CPD outcomes are aligned with the Home-Grown Economic Reform (HGER) agendas. The first CPD outcome and its outputs are linked with the HGER priority of “building an emerging market economy level policy and institutional framework”. The second CPD outcome is linked with the HGER priorities of “eradicate extreme poverty and hunger” and The third CPD outcome is linked with “build a resilient and diversified middle-income economy” priority of the HGER. The CPD aims to assist Ethiopia to overcome its structural challenges as it strives to become a democratic, peaceful and prosperous middle-income country. According to the CPD (2020-2025) UNDP will support a successful transition to democratic governance, address drivers of conflict to consolidate and build peace, foster enabling conditions for expanded job creation by the private sector (especially SMEs) and accelerate the transition to a green economy resilient to climate change. Gender equality and women’s empowerment is embedded across all areas of work. In general, the three UNDP portfolio that embed GEWE very well contributes directly to the HGER overall vision of creating Jobs, inclusive growth, poverty reduction, creating a path to prosperity. In addition, UNDP gender interventions in the CPD are in line with the 10 year perspective plan (2020-2030) pillar number 5 that plan to ensure equitable participation of women and children. The perspective plan aims to ensure gender equity in economic and social sectors through participation of women at all levels of education and asset ownership of women, ensure fair participation of women and youth in leadership and decision-making positions, create awareness among citizens about the role of women and youth in the country’s overall development. These proposed initiatives in the perspective plan are also the interventions and priorities of the CPD programme. In general, the UNDP gender portfolio is well aligned with the two top national development priorities and agendas that currently guides the development direction of the country.

In addition to alignment fully with the HGER the UNDP gender interventions are linked to the UNDP Strategic Plan, 2018-2021, the emerging UNDP strategic offer for Africa and the United Nations Sustainable Development Cooperation Framework (UNSDCF). Just like with the HGER agenda the three UNDP portfolios are linked with the UNSDCF outcomes. The three units (portfolios) are aligned to the UNSDCF as follows: projects and programmes under the Governance Capacity and Peace Building units contribute to the UNSDCF outcome one that states By 2025, all people in Ethiopia live in a cohesive, just, inclusive and democratic society, projects under the IET unit contributes to UNSDCF outcome two: By 2025, all people in Ethiopia benefit from an inclusive, resilient and sustainable economy and the CRES unit contributes to UNSDCF outcome three: By 2025, all people in Ethiopia live in a society resilient to environmental risks and adapted to climate change. Specifically, UNDP projects and programmes such as the EDP II, MSME Ecosystem Development, Innovative Finance for Development, EDGET, Covid 19 Response (BEU) and Innovation for Development Projects directly contributes to UNSDCF output 1.2 and 1.3 under outcome one. Gender equality is an essential aspect of “leaving no one behind,” one of the guiding principles of the 2030 Agenda, as women are over-represented among those furthest behind.

The current UNDP projects and programmes are also relevant to UNDP’s gender equality strategy (2018-2021). According to the Gender Equality Strategy gender equality is a precondition and accelerator for achieving the Sustainable Development Goals and UNDP is committed to promoting and mainstreaming gender equality and women’s empowerment in all what it does. This is well reflected in the ongoing and completed projects over the period 2018-2021. Among 42 UNDP CO projects reviewed 34 projects (81%) have gender related outputs or activities in the project document and 30 projects (71%) have sex disaggregated or gender specific indicators in their results framework. In addition, 18 projects (43%) conducted gender context analysis by highlighting the gender equality as development challenges or gaps to be addressed by the project or programme. This indicates the alignment of the projects or programmes with the requirements of the Gender Equality Strategy (2018-2021).

The UNDP approach to gender mainstreaming is a dual one: UNDP supports the empowerment of women and girls through targeted gender-specific interventions and addresses gender concerns in developing, planning, implementing, and evaluating all policies and programmes. To achieve this, UNDP will rely on gender analysis and sex-disaggregated data and pursue integrated, cross-sectoral approaches to address interconnected development challenges (Gender Equality Strategy (2018-2021). In line with this the UNDP projects and programmes have included sex disaggregated data and indicators in their result frameworks in the project design. In implementations, sex disaggregated data are included in performance reports and evaluations. However, the evaluations and progress reports focus on output and activity level indicators, such as number of women participated in trainings and become project beneficiaries. Sex disaggregation at outcome and impact levels is limited. Gender specific interventions are also limited as most projects follow mainstreaming approaches in gender equality. Only projects such as Rural Energy Technologies for household and productive uses, Amhara Recovery, Rehabilitation and Reconstruction Initiative and Women in Peace Project have more gender specific interventions. Other projects have outputs or activities that address women mainly as beneficiaries or participants. However, the UNDP Gender strategy emphasize that gender mainstreaming approach is grounded in the principle that men and women be agents of change. As such, interventions supported by UNDP will go beyond counting numbers of beneficiaries by sex and will focus on empowering and creating agency for women and men and closing gender gaps. The strategy delineates the UNDP commitment to strengthen interventions tackling structural changes that accelerate gender equality and women’s empowerment rather than engaging primarily in programmes focused on women as beneficiaries. Therefore, UNDP projects and programmes needs to go beyond counting women as beneficiaries and try to contribute to empowering women through interventions on structural barriers and bottlenecks that hinder gender equality.

## **Efficiency of UNDP’s Gender Portfolio**

Efficiency deals with cost effectiveness, timeliness, and budget utilization. Based on data availability the efficiency of UNDP project is described as follows. For the year 2022 the total budget of UNDP CO is about USD48.1 million out of which USD33.2 is utilized indicating 69% utilization rate. The regional engagement budget utilization is highest (98%) and that of CRES Unit is the lowest at 64.5%. specifically, the REDD+ Investment Project and the PCB Management in Ethiopia projects registered the lowest burn rate of 36.7% and 32.7%, respectively. Almost all projects of UNDP Ethiopia are executed within budget. In general, the UNDP CO Projects are rated as satisfactory in terms of resource utilization.

Table 4 budget utilization by unit for the year 2022

|  |  |  |  |
| --- | --- | --- | --- |
| Units  |  2022 Budget |  Total Utilization | Burn rate |
| CRES |  19.4  |  12.5  | 64.5% |
| DGPB |  10.5  |  7.0  | 66.5% |
| DPRH |  2.8  |  2.0  | 71.9% |
| IET |  10.5  |  6.9  | 65.4% |
| Regional |  4.9  |  4.8  | 98.2% |
| Grand Total |  48.1  |  33.2  | 69.0% |

## **Sustainability of UNDP’s Gender Equality results**

Sustainability of an intervention and its results are examined to determine the likelihood of whether benefits would continue to be accrued after the completion of the project. In UNDP gender portfolio result sustainability is considered based on the capacity built, implementation modality and private sector involvements.

Capacity building is one of the key requirements for sustaining project/programme results. In most UNDP projects and programmes provision of technical and business skills development training is common. For example, under DGPB unit 572 women are trained under the Women in Peace Project, 262 HoPRs were trained on leadership and gender equality and 53 people are trained under Ethio-Kenya cross boarder project. Similarly, more than 54,000 people (39% women) are trained under the EDP II programme. The evaluation reports for the different projects under the three units indicates at least one training is provided under each project. Therefore, the skill building intervention of the projects are likely to take the benefits of the projects in the future. In addition to technical skills, the UNDP projects build physical capacity through provision of facilities to service providers such as high-capacity hatchery machine to Pawe chicken multiplication centers in the Enhancing National Capacity for Livestock Sector Development Project is example of capacity built that is likely to take project benefit forward.

One of the factors that determine sustainability of project results is whether they use existing local systems or resources to implement the project. If parallel structures are created and used in the project intervention the project results and activities may not continue after the project intervention phases out. In case of UNDP projects under review almost all of them are implemented with the use of existing government structures. For each project there are corresponding Implementing Partner (IP) which has the mandate in the project subject matter. The key informants indicates that the projects use focal persons or seconded staff to implement the project activities by mainstreaming in the regular government programmes.

Engagement of private sector in the project is also another factor that sustain the project benefits forward. In Renewable Energy Technology (RET) project implemented in collaboration with Development Bank of Ethiopia and Ministry of Water and Energy private sectors are engaged including banks as importers and distributors of solar bulbs and Improved Cooke Stoves (ICS). The private actors which have profit motive are likely to continue supplying the technologies in the future. This is confirmed through key informant from DBE who reported the private sectors are still in the market after the project has phased out in 2021. However, most of the UNDP projects do not involve private actors in the implementation which can be a threat to sustainability of the benefits. According to the informant the Loan Guarantee Guideline developed by the project is also being considered by National Bank to be used for other sectors in the future.

The development of systems, guidelines and proclamations are also system level interventions that has long lasting benefits. The startup fund proclamation drafted with the support of UNDP, election related laws and proclamations and contribution to National Policy of Women preparation are UNDP interventions that are more likely to perpetuate the project benefits forward. However, limited progress made in drafting inclusive national peace building strategy with Ministry of Peace is some of the threats to project result sustainability.

Finally, what is lacking in most of the project documents during design is sustainability plan right from the beginning, at least explicitly. Sustainability plan or exit strategy need to be part of the project design going forward.

# **Conclusion and Recommendation**

This evaluation aims to assess the contribution of UNDP Ethiopia CO’s contribution to gender equality and women empowerment over the period 2020-2022. The consultant used mainly qualitative methods to evaluate UNDP’s achievement in this area through key informant interviews and desk reviews based on selected OECD DAC evaluation criteria. A summary of the main findings and conclusions are presented below with future recommendations.

The evaluation results show that UNDP projects and programmes over the evaluation period have gender specific activities and outputs in the project design including sex disaggregated indicators to measure progress. In addition, despite few of them having formal gender analysis, significant number of projects conduct gender context analysis during design. Accordingly, about 89% of the projects are rated GEN2 and GEN3 while only 11% are rated GEN1 and GEN0. This is attributed to the presence of projects that have gender specific objectives. Although these projects have gender transformational roles, most projects target women as beneficiaries. In implementation, the reviewed projects and programmes significantly contributed to gender equality and women empowerment. Through the review of sex disaggregated data, it was evidenced that most projects have implemented the gender provisions in the project designs leading to improvement in women empowerment indicators. Moreover, at activity level women participants in project activities such as in training and receipt of services from the programme are significant; and there are gender dimensions in project evaluation, that are important to ensure GEWE activities are implemented as planned.

UNDP gender interventions are well aligned with the national HGER priorities, the ten years perspective plan, UNSDCF and the UNDP Gender Equality Strategy. The gender interventions are in line with the 10 Year Development Plan and HGER priorities. Moreover, the gender related interventions in the projects and programmes are relevant to the SDGs and map with the UNSDCF outcomes. The CO gender interventions mainly follow mainstreaming approach to attain GEWE unlike the UNDP gender equality strategy that emphasizes both mainstreaming approach and gender specific interventions. While the current projects and interventions mostly have one or two gender specific interventions with focus on sex disaggregated data to track the progress, gender specific interventions that tackle the root causes of gender inequality are missing, particularly in the interventions. Regarding sustainability of the achievements related to gender, the evaluation indicates most of the results attained by the projects are more likely to continue after the project interventions. This is evident from the use of existing and local resources and facilities to implement the programmes and projects, use of government structure, availability of ample capacity building intervention, and the involvement of private actors in the projects and design of systems and institutions that are likely to continue after the project intervention.

It can be concluded that UNDP projects and programmes over the evaluation period (2020-2022) are gender responsive and gender sensitive as they have gender specific activities and outputs in the project design including sex disaggregated indicators to measure implementation progress. In addition, significant number of projects conduct gender context analysis during design, even if few of them have formal gender analysis. As a result, about 89% of the projects are rated GEN2 and GEN3 while only 11% are rated GEN1 and GEN0. This is because of presence of projects that have gender specific objectives such as Women in Peace, Women in Leadership and Sexual and Gender Based Violence prevention and response project. Even if these projects have gender transformational roles (such as awareness creation and policy revisions), most projects target women as beneficiaries. In addition, most of the projects lack gender specific interventions that contributes to women empowerment directly through combating the norms and customs that perpetuate gender inequality.

In implementation the reviewed projects and programmes contributed to gender equality and women empowerment significantly. Through the review of sex disaggregated data, it was seen that most projects have implemented the gender provisions in the project designs. As a result, there are improvement in women empowerment indicators. For example, proportion of seats held by women increased from 38% to 41%, share of women voters increased from 46.7% to 48%, women unemployment reduced from 27% to 18%, share of women accessing financial services increased from 35% to 45% and share of women accessing clean and affordable energy increased from 30% to 40%. In addition, at activity level women participants in project activities such as in training and receipt of services from the programme are significant (range from 15% to 50% for reviewed projects. In addition, there are projects that have women specific interventions such as the Renewable Energy Technology, UNDP engagement with regions and Amhara rehabilitation projects even the number of such projects is limited among the portfolios. Evaluation of the projects done by independent consultants indicate the projects registered significant progress in terms of women participation However, the.. In addition, there are gender dimensions in project evaluation, which is good to ensure GEWE activities are implemented as planned. However, future evaluations should use outcome indicators from national and primary surveys instead of relying on sex disaggregated data reported by IPs.

UNDP gender interventions are well aligned with the national HGER priorities, the ten years perspective plan, UNSDCF and the UNDP Gender Equality Strategy. The gender interventions are in line with the pillar 5 (Equitable participation of women and children) of the 10 Year Perspective Plan and eradicate extreme poverty and hunger and build a resilient and diversified middle-income economy HGER priorities. In addition, the gender related interventions in the projects and programmes are relevant to the SDG as they directly contribute to the SDGs and map directly with the UNSDCF outcomes. Lastly, the CO gender interventions mainly follows mainstreaming approach to attain GEWE unlike the UNDP gender equality strategy that calls emphasize both mainstreaming approach and gender specific interventions. The current projects and interventions mostly have one or two gender specific interventions with focus on sex disaggregated data to track the progress. Gender specific interventions that tackle the root causes of gender inequality are missing, especially in the interventions. That is why most of the projects are rated GEN 1 and GEN2 with few projects that are likely to be rated GEN3.

Regarding sustainability of the gender related achievements the evaluation indicates most of the results attained by the projects are more likely to continue after the project interventions. This is evident from the use of existing and local resources and facilities to implement the programmes and projects, use of government structure, availability of ample capacity building intervention (both skills and materials) and the involvement of private actors in the projects and design of systems and institutions that are likely to continue after the project intervention.

**Recommendations**

* Include more gender specific interventions in the project designs with focus on interventions that tackle barriers that hinder gender equality.
* Look beyond considering women as mere beneficiaries of the projects and programmes. More outcome related gender transformative interventions are needed in addition to ensuring women participation in projects and programmes.
* Progress indicators that measure women empowerment and gender equality should be included in the projects and programme RFs and used for monitoring and evaluation of the interventions.
* Evaluation of UNDP projects should consider using outcome level data from both primary and secondary sources to see the actual achievement of the projects in contribution to GEWE. Sex disaggregated output level data alone does not indicate the real picture as because participation in projects and activities may not necessarily indicate actual change.
* Improve the implementation of activities (interventions) that focus on solving systemic issues such as policies and bottlenecks that perpetuate gender inequality.

# **Annexes**

## **Annex 6.1 Evaluation Design Matrix**

| **Evaluation criteria** | **Key evaluation questions** | **Indicators/success standards** | **Data source** | **Data collection methods/tools**  | **Data analysis methods** |
| --- | --- | --- | --- | --- | --- |
| **UNSDCF OUTCOME: By 2025, all people in Ethiopia live in a cohesive, just, inclusive, and democratic society** |
| **Effectiveness***[The extent to which the UNDP projects has achieved their objectives and results]* | To what extent gender equality and women empowerment enhanced in elections? [Outcome SP 2.3) | Voter turnout disaggregated by sex,  | National Electoral Board of Ethiopia (NEBE)  | Key informant interview with NEBE and desk review of NEBE, UNDP programme and project progress reports, evaluations and midterm reviews  | Comparing the 2021 election value against the baseline |
| To what extent constitution and law-making, electoral, and parliamentary processes strengthened to promote inclusion, gender equality, transparency, and accountability? **Output 1.1[[3]](#footnote-4)** | Proportion of women in the voter registry | National Electoral Board of Ethiopia (NEBE)  | Descriptive analysis Comparing the baseline against the target  |
| Proportion of women on the governing mechanism of the electoral management body |
| Proportion of seats held by women represented at Federal and Regional parliaments |
| Are capacities, functions, and financing of rule of law and national human rights institutions and systems strengthened to promote and protect human rights, expand access to justice and combat discrimination, with a focus on women and other marginalized groups? **Output 1.2** | Number of strengthened institutions and systems supporting fulfilment of nationally and internationally ratified human rights obligations *[how women empowerment and gender issues addressed here]* | Ethiopia Broadcast Authority (EBA), EHRC[[4]](#footnote-5), NEBE, OAG, PMO | Key informant interview and desk review | Narration and description and comparing the current status against baseline and the target |
| Capacities of federal and regional institutions strengthened to promote gender-responsive, inclusive, and sustainable local development **(output 1.4).** | Level of participation of women and youth groups in local development planning, budgeting, and monitoring | MoF, MoPD, CSA | Key informant interview | Narration and description  |
| Federal, Regional, and subregional capacities strengthened for reintegration, reconciliation, prevention, and peaceful management of conflicts. **(Output 1.5)** | Extent to which a gender-responsive and risk-informed national peacebuilding strategy, adopted with UNDP support, is under implementation | MoP | Key informant interview | Narration and description  |
| Number of women’s and youth networks with strengthened capacity for conflict prevention and peacebuilding as a direct result of UNDP support | MoP, HoF, HoPR | Key informant interview and desk review | Narration and description and comparing the baseline against the target |
| **UNSDCF OUTCOME: By 2025, all people in Ethiopia benefit from an inclusive, resilient, and sustainable economy** |
| To what extent UNDP programmes and projects contributed reduction in women unemployment? [***outcome***]  | Unemployment rate by sex  | CSS Reports | Desk review | Comparing the status against the baseline and the target  |
| To what extent marginalized groups, particularly the poor, women, persons with disabilities and displaced are empowered to access entrepreneurship services to build productive capacities and benefit from sustainable livelihoods and jobs? **(Output 2.2a)** | Number of gender-responsive policy, legal, regulatory, and institutional measures adopted at federal and regional levels, with UNDP support to improve the enabling environment for MSMEs | EIC, JCC, MoTI, NBE | Desk review of programme and project progress reports, evaluations, and midterm reviews and KII | Narration and description |
| To what extent marginalized groups, particularly the poor, women, persons with disabilities and displaced are empowered to access financial services to build productive capacities and benefit from sustainable livelihoods and jobs? (Output 2.2b) | Proportion and number of people accessing financial services, disaggregated by sex | DBE, MoL (former JCC), NBE, World Bank | Desk review of programme and project progress reports, evaluations and midterm reviews and Key informant interview with stakeholders and programme managers | Comparing against the target and progress from the baseline |
| To what extent marginalized groups, particularly the poor, women, persons with disabilities and displaced are empowered to access non-financial assets and services to build productive capacities and benefit from sustainable livelihoods and jobs? (Output 2.2c) | Proportion and number of people accessing non-financial services, disaggregated by sex | DBE, MoLS (former JCC), NBE, World Bank | Comparing against the target and progress from the baseline |
| Are institutional capacities strengthened through UNDP support to design and implement innovative and gender-responsive solutions for sustainable development? **(Output 2.3)** | Existence of a comprehensive and women friendly national innovation ecosystem | MiNT | Narration and description |
| **UNSDCF OUTCOME: By 2025, all people in Ethiopia live in a society resilient to environmental risks and adapted to climate change.** |
| To what extent women reliance on clean fuels and energy enhanced? | Proportion of population with primary reliance on clean fuels and technology. | EPA | Desk review and key informant interview | comparing the baseline against the target |
| Integrated and gender-responsive climate and disaster risk governance systems strengthened to reduce risks and vulnerabilities, improve early warning systems (EWS), and enable rapid recovery **(output 3.1)** | Number of Federal and regional institutions incorporating gender risk-informed and integrated solutions in their development and investment plans to reduce disaster risks and enable climate change adaptation and mitigation. | National Disaster Risk Management Commission (NDRMC) | Key Informant interview with implementing partners and Desk Review of programme and project progress reports, evaluations, and midterm reviews | Narration and description of the status of gender risk informed integrated solution |
| Number of federal and regional institutions with multi-sectoral EWS and contingency to limit the gender-differentiated impact of natural hazards | NDRMC | Narration and description of the status of EWS with differential gender impact  |
| Level of women’s leadership and participation in crisis prevention, recovery planning and action | NDRMC | Narration and description of the status of EWS with differential gender impact  |
| Gender-responsive legal and regulatory frameworks, policies and institutions strengthened, and solutions adopted to address conservation, sustainable use and equitable benefit sharing of natural resources in line with international conventions and national legislation. **(Output 3.2)** | Number of gender-responsive measures in place for conservation, sustainable use, and equitable access to and benefit sharing of natural resources, biodiversity, and ecosystems | EPA (former EFCCC) | Comparing the status with the baseline and progress towards the target  |
| Number of woreda-level gender-responsive integrated land use plans prepared and implemented with UNDP support | EPA (former EFCCC) | Comparing the status with the baseline and progress towards the target |
| To what extent solutions adopted to increase access to clean, affordable, and sustainable energy are women inclusive? **(Output 3.3)** | Share of women headed households from the total households benefiting from solutions applied at scale to accelerate transition to improved energy efficiency and clean energy | MoWE, EPA and DBE | KII and Desk Review | Comparing the status with the baseline and progress towards the target |
| Number of women-led enterprises supported to engage in the production and distribution of improved energy technologies. | MoWE, EPA and DBE | KII and Desk Review | Comparing the status with the baseline and progress towards the target |
| Are actions on climate change adaptation and mitigation scaled-up, funded and implemented across sectors women inclusive/friendly? **(Output 3.4)** | Level of women inclusiveness of scaled up climate change adaptation and mitigation actions | EPA | KII and Desk Review | Comparing the status with the baseline and progress towards the target |
| To what extent structural barriers to women’s economic empowerment, including women’s disproportionate burden of unpaid care work removed? | The UNDP Programmes/project address women’s disproportionate burden of unpaid care work |  MoWSA |  KII and desk review |  Description and narration |
| Did the programmes/projects ensure women’s equal rights to property, credit, land and natural resources, decent work, and equal access to basic services, including health services? | The UNDP Programmes/project address contribute to women’s equal rights to property, credit, land, and natural resources |  MoWSA |  KII and desk review |  Description and narration |
| To what extent UNDP programmes/projects strengthen national capacities to generate and use sex and age-disaggregated data for gender analysis and gender budgeting? What are the factors behind the improvement? | The UNDP Programmes/project address women’s disproportionate burden of unpaid care work |  MoWSA and CSS (former CSA) |  KII and desk review |  Description and narration |
| **Relevance***[The extent the UNDP projects aligns with the priorities of Ethiopian women and Ethiopian government]* | Are the UNDP Projects/Programmes responding to the demands (needs) of Ethiopian women?  | Programme/project interventions aligns with Ethiopian women needs | Programme or Project Appraisal Documents (PADs) | Desk review | Description and narration |
| How well do the projects/programmes address the needs of vulnerable women? | Programmes and projects target vulnerable women | PADs | Desk review | Description and narration |
| How does the UNDP Programmes and Projects align with the Ethiopian government’s gender equality and women empowerment priorities? | Programme/project interventions aligns with Ethiopian government policies and strategies | PADs | Desk review | Description and narration |
| Dis the project’s theory of change clearly articulate gender considerations/GEWE? | Programme and projects ToC clearly articulate gender equality and women empowerment | PADs | Desk review | Description and narration |
| **Coherence** [compatibility of the intervention with other interventions in a country, sector, or institution] | How well the UNDP programmes and projects are compatible with the Ethiopian government interventions? | The UNDP Projects/Programmes fit with Ethiopian government interventions (programmes and projects on women). | PADs | Desk review | Description and narration |
| Are there duplication of projects/programme efforts on gender and women empowerment?  | There is no duplication of programme and project efforts (activities) with existing government or partners programme. | PADs | Desk review | Description and narration |
|  **Efficiency** [The extent to which the intervention delivers, or is likely to deliver, results in an economic and timely way] | How well is the UNDP Programmes and projects deploying their financial, human, and time resources? Were activities cost-efficient?  | UNDP Programmes and Projects deploy their financial, human, and material resources in cost effective way | UNDP Project leads | Key informant interview  |  Description and narration |
| Were objectives achieved on time? | UNDP Programmes/projects are implemented (completed) as per the original plans and timelines | UNDP Project leads and PADs | Key informant interview and desk review | Description and narration |
| Was the project implemented most efficiently compared to alternatives?  | UNDP Projects/Programmes on  | UNDP Project leads and PADs | Key informant interview and Desk review | Description and narration |
| What could cost-savings opportunities be implemented without compromising project quality? | Cost saving approaches are used in implementing UNDP Programmes/Projects on gender (gender equality) components | UNDP Project leads | Key informant interview  | Description and narration |
| **Sustainability** [The extent to which the net benefits of the intervention continue or are likely to continue] | Will women empowerment and gender equality outcomes likely to continue after UNDP programmes and projects phase out?  | Programme and project outcomes likely to continue after project support  | UNDP project leads and sector offices  | Key informant interview | Description and narration |
| To what extent the UNDP programmes and project utilize existing system and local resources to implement the programmes and projects? | Programmes and project [gender components] rely on or significantly utilize local staff (e.g., government or other partner) staff to implement | UNDP project leads and sector offices  | Key informant interview |  Description and narration |

## **Annex 6.2 Desk Review Checklist**

|  |  |  |
| --- | --- | --- |
| **No**  | **Review questions/guides** | **Target documents** |
| **A** | **Gender analysis and gender context Analysis** |  |
| 1 | Is gender analysis conducted at the design stage?  | Project and programme documents |
| 2 | Is gender context analysis presented in the project and programme documents? | Project and programme documents |
| 3 | What are the gender and women empowerment gaps identified to be addressed by the projects and programmes?  | Project and programme documents and gender analysis reports and gender related documents |
| **B** | **Women and gender related outcomes and outputs** |  |
| 4 | What gender and women related activities, outputs and outcomes included in the project and programme documents?  | Project and programme documents and project implementation manuals/guidelines (if any) and M&E Plan |
| 5 | Are the gender related activities and expected outputs and outcomes have specific indicators, baselines, and targets? | Project and programme documents and project implementation manuals/guidelines (if any) and M&E Plan |
| 6 | Are the included activities and expected outputs and outcomes gender transformative? Gender responsive or gender targeted?  | Project and programme documents and project implementation manuals/guidelines (if any) and M&E Plan |
| **C** | **Gender Marker Coding and review** |  |
| 7 | Does the output rationale and strategies address a clearly defined gender issue or issues, including consideration of the different situations and needs faced by women and men? | Project and programme documents |
| 8 | Do the output use and/or collect sex disaggregated data and gender statistics? | Project and programme documents and MEL Plan |
| 9 | Are the outcomes, outputs indicators, targets, and gender responsive? | Project and programme documents and MEL Plan |
| 10 | Have adequate resources been allocated for the proposed gender activities? (e.g., gender shar of total budget) | Project and programme documents |
| 11 | Have women’s/gender focused organizations or women’s/gender units within government institutions been consulted and /or included amongst the implementing partners? | Project and programme documents |
| 12 | Have adequate resources been expended for gender focused activities or for gender mainstreaming? (vis-à-vis % of total budget) | Project and programme annual financial reports  |
| 13 | Has the project demonstrated concrete results towards the achievement of gender empowerment and women equality? | Project and programme annual progress reports and dashboards And implementing partners annual reports, statistical bulletins (CSS) |

## **Annex 6.3 Key Informant Interview with UNDP Project and Programme Managers and Implementing Partners**

Name of the Organization/ UNDP Unit Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of the Programme Manager/Respondent \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position of the Programme Manager/Respondent\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Key informant interview with Programme and Project Managers**

**Gender mainstreaming in projects and programmes design**

1. Can you describe the programme/project you are leading or part of? What are its overall goal and specific objectives, expected outputs, outcomes and impact?
2. Did the project/programme have gender specific objectives, outputs, outcomes and impact? What are they? Who are the targets (beneficiaries)?
3. Are there gender specific objectives and outputs and outcomes quantified with specific indicators and targets? What are they?
4. How did the gender related interventions align with the GoE gender and women equality priorities in national policy of women and 10 Year Development Plan?
5. To which national programmes and project your interventions fit (align) or contribute? What efforts are made to avoid duplication of efforts with existing projects and programmes?
6. Are the gender related activities (interventions) budgeted? What is the share of gender mainstreaming and gender specific interventions budget in overall programme/project budget?
7. Is there gender expert/specialist in the project/programme staff? Who will implement gender related activities and interventions in the programme/project?

**Progress in gender empowerment and Women Equality in the programme/project**

1. What are the key achievements and progress in terms of gender mainstreaming in your programme/project? How they compared against the project/programme targets? *[with focus on the outcome of interest for the key informant/sector]*
2. What are the achievements/progress in implementing gender equality activities in your programme/project? what factors contribute to this? [request for annual progress reports if any]. Who are reached by your programme/project?
3. How is the programme/project progressed in utilizing its financial resources and time in implementing gender equality interventions? What is the burn rate? Are activities completed as per the plan? If not, what are the reasons?

**Sustainability of the project/Programme results**

1. What are the mechanisms used or put in place to ensure the sustainability of the results achieved in gender equality and women empowerment in your program/project?
	1. How local systems and capacities strengthened or utilized to take the results forward? Are they able to sustain the activities and results in the absence of your project/programme support?
	2. What interventions are put in place to take the activities and results in the absence of your programme/project support?
	3. What benefits and results are generated that can be sustainable without further support?
1. UNDP ETHIOPIA Gender Equality Strategy (2022-2025) [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)
3. Output numbering is based on the CPD (2020-2025) published in March 2020 [↑](#footnote-ref-4)
4. EHRC: Ethiopia Human Rights Commission, NEBE: National Electoral Board of Ethiopia, OAG: Office of the Attorney General, MoF: Ministry of Finance, MoP: Ministry of Peace, MoPD: Ministry of Plan and Development, EIC: Ethiopia Investment Commission, DBE: Development Bank of Ethiopia, EPA: Environmental Protection Authority, CSS: Central Statistics Service. [↑](#footnote-ref-5)