



Partner Countries:

Ethiopia

Norway

Partner Institutions:

Ministry of Women, Children and Youth (MoWCY)

Central Statistical Agency (CSA)

Norwegian Directorate for Children, Youth and Family Affairs (Bufdir)

Statistics Norway (SSB)

Department of Equality and Anti-Discrimination, Ministry of Culture (KUD)

LIST OF ACRONYMS

Buudir	Norwegian Directorate for Children, Youth and Family Affairs
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
CERD	Committee on the Elimination of Racial Discrimination
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
CRPF	Child Research Policy Forum
CSA	Central Statistical Agency, Ethiopia
CSW	Commission on status of Women
EDHS	Ethiopian Demographic and Health Surveys
EU	European Union
FDRE	Federal Democratic Republic of Ethiopia
FGM	Female Genital Mutilation
GBV	Gender Based Violence
GEWE	Gender Equality and Women's Empowerment
ICCPR	International Covenant on Civil and Political Rights
GEfD	Gender Equality for Development Programme
KUD	Ministry of Culture, Norway
MIS	Management information system
MoWCY	Ministry of Women Children and Youth, Ethiopia
NCORE	National Centre for Research on Gender Equality (Norway)
NORAD	Norwegian Agency for Development Cooperation
NPC	National Planning and Development Commission, Ethiopia
RBM	Results Based Management
SDGs	Sustainable Development Goals
SSB	Statistics Norway
ToC	Theory of Change
UN	United Nations
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNSD	United Nations Statistic Division
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women

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EXECUTIVE SUMMARY

Gender Equality for Development (GEfD) is a programme for technical cooperation on gender equality between Norway and authorities that request capacity building and institutional development. The objective of the programme is to reduce poverty by strengthening the capacity of partner countries to prepare and implement legislation and policy that yield results for women's rights and gender equality. The programme will help to transfer experiences and expertise between institutions at government level. Dialogue on GEfD began in 2017 and the programme support period in Ethiopia will be 2019-2021.

Women's rights and gender equality are a priority area for Norwegian foreign and development policy, and a topic that other countries frequently raise in dialogue with Norwegian authorities. There is a call for experiences with gender equality as Norway has relatively good results to show in this area. For example, Norway has experienced that women's economic participation has made a significant contribution to Norway's economic growth since the 1970s, while economic independence has helped to enhance the position of women in the home and in society.

The advancement of women is also a priority in Ethiopia. Women and girls have experienced considerable progress in recent decades in areas of health and education, but also to some extent in the context of political and economic participation. However, despite this advancement, women and girls in Ethiopia

generally, have less power, less influence and fewer resources than their male counterparts.

The Department of Equality and Anti-Discrimination, Ministry of Culture, the Norwegian Directorate for Children, Youth and Family Affairs and Statistics Norway will play a central role in the planning and implementation of the programme from the Norwegian side. In Ethiopia, the key actors include the Ministry of Women, Children and Youth and the Central Statistical Agency.

During the support period 2019-2021 the programme will focus on knowledge management, and more specifically building knowledge management capacities and structures in Ethiopia. The aim of knowledge management is to ensure that both the development and the implementation of policies is based on knowledge from sound research, statistics and other empirical knowledge. It is a concept that lies at the foundation of sound policy development and implementation, and thus also this programme.

The Government of Ethiopia has identified economic empowerment of women and life skills as two areas of concern that are crucial to the empowerment of women and gender equality in Ethiopia.

There are many challenges in the efforts to address gender equality and women's empowerment in Ethiopia. One of the cross-cutting issues that hampers the Gender Equality and Women Empowerment (GEWE) effort at national

and regional level is the limited data, statistical information and knowledge foundation. This is related to a lack of capacity in gender equality knowledge management, coupled with a lack of effective joint coordination mechanisms for knowledge-sharing between MoWCY, CSA and relevant line ministries. Overall, there are capacity gaps in terms of data collection and organization, storage and dissemination of gender equality statistics, as well as the knowledge needed for the development and implementation of GEWE policies.

GEfD has been developed with the understanding that experience sharing,

short-term training and capacity building combined will improve GEWE efforts in Ethiopia. Enhanced individual and institutional capacity will contribute to more effective knowledge management on the part of MoWCY, as well as increased capacity to develop, implement and evaluate GEWE policies. In turn, these policies will lead to improved treatment of women and girls in all areas of life, including safety from discrimination and harmful practices and norms. In the long-term, the expectation is that women and girls will have equal opportunities and access to resources on par with men in Ethiopia.

GEfD programme goals:

- Enhanced capacity to develop, implement and monitor policies based on gender equality knowledge (2019-2021)
- Women's economic empowerment in Ethiopia is strengthened (10-year perspective).
- Women and girls in Ethiopia have received good quality life skills training in the formal education system (10-year perspective).

GEfD programme outcomes:

- Functional cross-sectoral coordination mechanisms for gender equality knowledge management are established
- MoWCY, CSA and selected line ministries can produce gender equality knowledge
- Gender equality knowledge and statistics is disseminated and used to inform implementation of gender equality policies and initiatives

PREAMBLE

Gender equality is a cross cutting issue that concerns all sectors. The Government of Ethiopia has made the advancement of women into one of its priorities and cross cutting concern within the consecutive national development plans of the country.

The most recent Growth and Transformation Plan — GTP II —, which is aligned with the Sustainable Development Goals 2030, has made gender equality and economic empowerment of women and youth a pillar and cross cutting issue and has recognised this as crucial, if Ethiopia is to reach its goals.

The Ethiopian Constitution and the Federal Civil Servant Proclamation no. 1064/2010 regulates labour relations and workers' rights and is crucial in bringing women into the formal economy. The legal framework stands as a model for all sectors and provides for amongst other things, paid maternity leave and guarantees job security during pregnancy and immediately after giving birth. In addition, the Civil Servants Proclamation provides for protection of health and safety in working conditions and provision for day care services.

The programme will build on the development and excellent initiatives and policies made in Ethiopia over the past

years. The program will focus on gaps and challenges related to women's economic empowerment, life skills for women and girls and knowledge management in these areas. Ethiopia has made important steps in improving the situation for gender equality: more women have basic education and higher education, day care facilities for children, women take part in new areas of the labour market, vocational training is provided, three or four months of parental leave depending on the sector, the government's efforts for life skills for girls and women related to health and work life. All these efforts are crucial for the economic empowerment of women. Data and knowledge in these areas are equally vital.

The goal of GEfD is to ensure the development and implementation of Ethiopia's gender equality policies through knowledge-based decision-making at all levels.

1. CONTEXT

The Gender Equality for Development Programme (GEfD) is an institutional cooperation between public institutions in Norway, and partner countries that request capacity and institutional development.

The aim of this institutional cooperation is to strengthen the capacity of partner countries to develop and implement policy, laws, or management procedures in areas where Norway has specific competency and experience. Norway has a long history of this collaboration in different areas, such as within petroleum resource management, fisheries management and tax. Typically, institutional cooperation in Norwegian development is based on twinning arrangements between government institutions with similar mandates in Norway and in partner countries.

GEfD will build on important lessons learned in other institutional cooperation programmes and will make use of modalities previously applied.

Norway has high levels of gender equality. The high gender equality standing is reflected in Norway's ranking in the World Economic Forum's Gender Gap Index. The Global Gender Gap Report 2018 indicates that Norway has closed 83.5% of its overall gender gap – making it the second most gender-equal country to date.

This high global standing would not have been possible, unless the state had played – and continues to play – an active part in the promotion of women's rights and gender equality. Key to the state's role in promoting gender equality has been a long-term commitment across the political spectrum towards securing women's rights

and gender equality. Gender equality is seen as central to both Norway's economic success and the promotion of equality and human rights more generally. This in turn has secured consistent, concerted and increasing efforts across different sectors and government institutions over the course of several decades.

The Norwegian experience, and achievements relating to promoting gender equality, within the state system can form a basis for an institutional cooperation programme. The Norwegian experience needs to be adapted to the Ethiopian context.

Despite strong economic growth over the past decade, Ethiopia remains one of the world's poorest countries whose population is still almost entirely reliant on subsistence agriculture. Women and girls have experienced considerable progress in recent decades, particularly in the areas of health and education, but also to some extent regarding political and economic participation.

However, women generally have less power, less influence and fewer resources than men. Ethiopia's Human Development Index (HDI) ranking is among the very lowest (173 out of 187 countries). The Gender-related Development Index (GDI) indicates that Ethiopian women are severely disadvantaged, with Ethiopia ranked 129 out of 187 countries. The Social Institutions and Gender Index (SIGI)

ranks Ethiopia 64 out of 86 countries, suggesting that there is still much to do to improve women and girls' opportunities.

Sustainable development means a harmonization of the values, power, natural, cultural, and social resources for human well-being, both for the present and the future. These characteristics of development are indications of factors that are the necessary prerequisites of sustainable development. These factors are related to gender equality and women empowerment including ensuring consistent knowledge management and capacity building. Ethiopian sustainable development endeavours can be improved upon through addressing these factors.

In the past two decades, the Ethiopian government has introduced various policy and legal reforms to ensure gender equality and women empowerment. Moreover, efforts have also been made to strengthen institutions dealing with gender and women issues. The general strategy for the mainstreaming of gender and women issues in social, economic and political affairs is set within the framework of the National Policy on Ethiopian Women in which gender is considered as a cross-cutting issue.

Persisting gender disparities in major socio-economic indicators (employment, economic participation, education) and decision-making processes significantly impede gender equality and women's empowerment. Implementation of policies and programmes has often been a major problem, mainly due to limited (technical, institutional and financial) capacity, lack of commitment at different levels of government, poor understanding of the policy instruments by implementers, especially those concerning women. A review by CEDAW (the Convention on the

Elimination of All Forms of Discrimination against Women) found that women, child and youth structures at regional and lower administrative levels have insufficient decision-making power and inadequate human and financial resources. While all ministries now have a gender unit and officers whose role is to promote gender mainstreaming, they remain small, under-resourced and often marginalized. There is also deep-rooted attitudinal problem with regards to gender empowerment and equality. At the regional state levels, lack of technical and institutional capacity and demand-driven planning result in loose implementation of policies.

Some assessments and international feedback reports reveal that there are significant gender equality and women empowerment issues that the government of Ethiopia and development partners need to address decisively, including those related to the challenge for international norms for women's rights and gender equality to be reflected in national legislation and put into practice. This requires authorities to effectively develop and implement knowledge-based gender policies, building the capacity of gender experts on the utilization of knowledge for the development and implementation of policies and strategies, and build the knowledge management capacity of state institutions. Given the existence of gaps in the knowledge management, there is a need for designing and effectively implementing knowledge management capacity building programs of the sector which consider the knowledge needs of the actors in the sector for policy development and implementation.

The Gender Equality for Development Programme (GEfD) is aimed at institutional cooperation between Norway and Ethiopia

on gender equality. It is a development programme focusing on institutional cooperation between public institutions. In particular, the current programme proposal in Ethiopia aims at strengthening capacity of institutions on gender equality policies development and implementation. The focus of the programme is on federal level institutions that have tangible relevance for the production of knowledge as an input for policy decision and actions. Typically, institutional cooperation in Norwegian development cooperation is based on twinning arrangements between government institutions with similar

mandates in Norway and in partner countries.

Discussions related to the possible content of a GEFD programme started in November 2017. Through successive phases of discussion, Norway and Ethiopia compiled a concept paper containing the major areas of cooperation which is the basis for this programme. The initial concept note contained three different priority areas namely "knowledge management", "economic empowerment of women" and "life skills". This programme will focus on knowledge management.

"Norway's contribution to strengthening the capacity of public sector institutions has been both positive and substantial. Across the majority of interventions that were reviewed there was strong evidence to indicate that Norway's support had contributed to national partners improving the technical competencies of their staff and strengthening wider systems and structures." – excerpt from an evaluation of Norwegian support to capacity development from 2015

2. KNOWLEDGE MANAGEMENT

The aim of knowledge management is to ensure that both the development and the implementation of policies is based on knowledge from sound research, statistics and empirical knowledge.

Knowledge management is a process wherein key stakeholders are involved, in order to achieve buy-in from policy makers and implementers sector-wide. A systematic approach to knowledge management entails several factors:

First, defining goals, based on current baseline and the desired development. This also entails identifying concrete steps and actions that will lead to goal-achievement. Second, new policies or actions should be informed by the proven effects of previous policies and actions. Third, a principle for the organization of research and statistics is to be able to measure the impact of a policy or measure. Knowledge management entails keeping track of the baseline situation, and to be able to measure developments over time, including after a policy or measure has been implemented. Finally, this approach hinges on relatively sound and consistent data collection.

The rationale behind focusing on knowledge management is that established and functioning structures for knowledge management lie at the foundation of sound development and implementation of initiatives in all fields concerning gender equality. Sound knowledge management aids the implementation of gender equality initiatives and is conducive to monitoring progress and raising awareness on GEWE in Ethiopia.

The programme components of economic empowerment of women and life skills rely

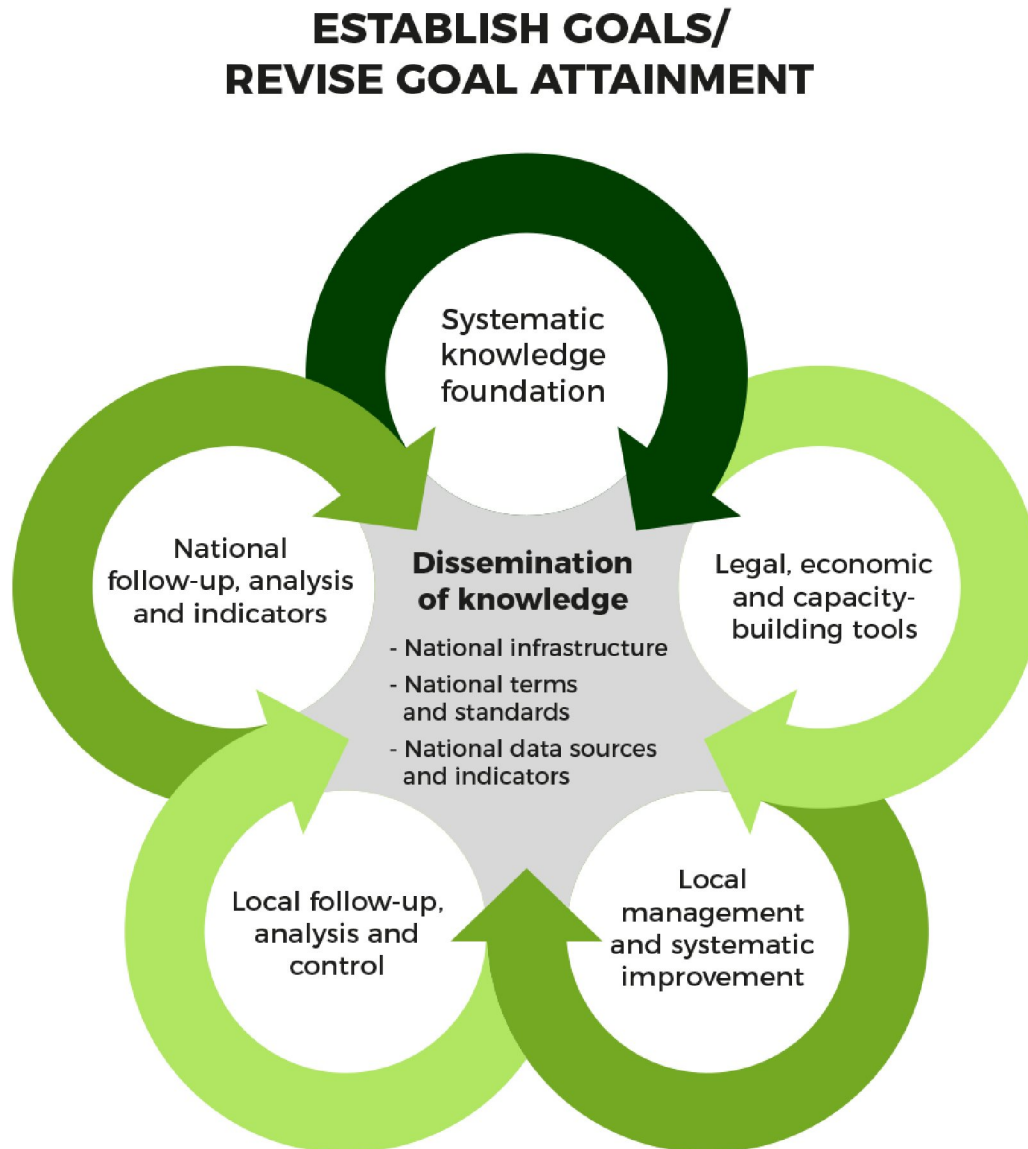
on sound knowledge management to be effective. During the programme support period, the emphasis will therefore be placed on building knowledge management capacities and structures.

This approach is taken due to several factors. In addition to knowledge management being an important foundation for all gender equality initiatives, a three-year programme needs to be realistic in scope in order to be implementable. Lastly, the participating Norwegian partner institutions have a comparative advantage in developing good knowledge management systems.

The programme will make use of similar modalities used in other institutional cooperation programmes. The substance of collaboration between the twinning institutions will be tailored in order to secure relevance to the needs identified by the Government of Ethiopia. The topics and means of implementation will inevitably vary depending on identified needs in Ethiopia matched with relevant expertise in Norway. Norway can assist at various levels, for instance, in legislative development, strengthening a system for knowledge management or improving managerial routines to enhance performance. Norway could provide support in the form of transfer of expertise and knowledge through mentoring, technical assistance, different forms of training including peer-to-peer learning, and study tours. This may also imply short- or long-term advisory services by

Norwegian experts. The idea is that Ethiopia can learn from relevant Norwegian experience and adapt this knowledge to the Ethiopian context.

2.1. KNOWLEDGE MANAGEMENT CYCLE DIAGRAM



2.2. AREAS OF FOCUS

Ethiopia has identified economic empowerment of women and life skills as two areas that are crucial to achieving gender equality.

Economic empowerment

The Norwegian experience shows that many factors contribute to recruiting and keeping women in the labour force. This includes: the need for a larger workforce for economic growth, a functioning welfare state, women's own engagement and wish to work, as well as demands for quality childcare facilities, flexible working arrangements and the expansion of the welfare state. Changing roles and attitudes of men have also been contributing factors. This approach, including family and social policies, that takes into account issues such as gender discrimination, equal pay, division of labour in the household, care services (including quality childcare services), parental leave arrangements, a regulated labour market and focus on women in leadership positions, have proven to be a successful model in the Norwegian context. The Norwegian government's cooperation with the trade unions and employers' federations (tripartite dialogue), ensuring (amongst other issues) workers' rights, has likewise been crucial. Norway has a strong set of statistical data and research documenting these important developments.

Women's entry into the labour market and women's economic empowerment is aided by sound knowledge management. Knowledge management lies at the foundation of tracking progress and informing policies that facilitates GEWE. Issues where statistics and knowledge may be applied are e.g. women's participation rates in formal and informal employment, a social security floor including parental

leave, women's economic assets and income, household tasks and women in leadership positions.

Life-skills

Handling life's challenges requires learning different kinds of knowledge and skills in formal, non-formal, and informal contexts. Norway has experience in developing policies and curriculum on life skills training through the formal educational system and health care services that target children and youth.

In addition, Norway has experience in developing and promoting campaigns to influence attitude change on issues such as e.g. sexual abuse and hate speech. In Norway, some changes have come about through specific initiatives and these changes have come about gradually. Awareness-raising and spreading of knowledge on the status and benefits of gender equality through statistics and research are important tools for changing attitudes. Moreover, the common curriculum in kindergartens and school address relevant life skills issues.

Life skills programmes have been implemented in Ethiopia. During GEfD, knowledge and statistics including analysis could be developed based on existing data from the education sector in order to build a foundation for tracking and monitoring existing life skills programmes. Relevant topics in Ethiopia include violence against women and girls, traditional harmful practices, attitudes in the population including men and boys towards GEWE.

3. GENDER EQUALITY IN ETHIOPIA

The legal basis and government commitment to achieving gender equality and empowerment of women and girls has its foundation in the FDRE (Federal Democratic Republic of Ethiopia) Constitution. The Constitution proclaims that men and women are equal before the law and shall equally receive legal protection under Article 25.

The Constitution further provides detailed provisions for women's equal enjoyment of rights in marriage, property, employment and political participation as well as access to family planning education, information and capacity under Article 35. The article also urges the government to take appropriate measures for the elimination of harmful traditional practices.

The Constitution is instrumental in the sense of making all international agreements signed by Ethiopia an integral part of the law of the land. Ethiopia has ratified major international and regional agreements including the International Covenant on Civil and Political Rights (ICCPR), CEDAW, the Convention on the Rights of the Child (CRC), the African Charter on Human and Peoples' Rights, the African Charter's Maputo Protocol on the Rights of Women, the African Charter on the Rights and Welfare of the Child, as well as the Beijing Declaration and Platform for Action.

The Government of Ethiopia has also issued policies and strategies to guarantee the rights of women and to lay the groundwork for their empowerment. The National Policy on Ethiopian Women, the National Strategy and Action Plan on Harmful Traditional Practices and the recently revised Women Development and Change Package are examples in this

regard. The sectoral policies and strategies, for example in agriculture, education, health and social protection also consider gender equality and the principle of equality for women across sectors.

The Ministry of Women, Children and Youth (MoWCY) and its parallel structures at the regional and local levels are tasked with leading and coordinating activities to ensure the rights of women and children. They are charged with creating awareness on women's issues, compiling and disseminating information to stakeholders, undertaking studies, monitoring and evaluating the preparation of policies, legislation and development plans so that these take women's issues into consideration. In addition, all government institutions have been given the mandate to mainstream and address women and youth affairs in the preparation of policies, laws, development programs and projects according to Proclamation 1097/2011 on the Definition of Powers and Duties of Executive Organs.

The government's commitment to gender equality and the empowerment of women is apparent from the priority it has given to women's issues in its successive development plans (i.e. growth and transformation plans). The most recent, the Growth and Transformation Plan II (GTP II) has targets aligned to the Sustainable Development Goals (SDGs). The GTP II's

objectives on women and children's development are accordingly aligned to Goal 5 of the SDGs. The MoWCY has also prepared a sectoral plan for the implementation of the GTP II setting specific goals and targets to be achieved by 2020.

In addition to the above measures, some tangible progress has been observed in the area of violence against women. One example is MoWCY's community mobilization and awareness-raising efforts to reduce violence against women, which is being conducted continuously. Ethiopia's long tradition of involving non-governmental actors in the political dialogue also has a positive effect on the advancement of women and girls. These meetings address specific topics such as e.g. women's participation in education and new sectors in the work market, their political participation and new day-care and parental leave regulations, as well as gender budgeting.

4. ETHIOPIAN PARTNER INSTITUTIONS

4.1. MINISTRY OF WOMEN, CHILDREN AND YOUTH

The Ministry of Women, Children and Youth is the government agency tasked with coordinating efforts on gender equality and advancing the rights of women and children.

The Ministry has the responsibility to initiate and promote laws, policies, strategies and action plans on the rights of women; promote and support gender mainstreaming; conduct research; monitor and report on accountability in ensuring gender equality; build the capacity of stakeholders within and outside Government.

The Ministry has been undertaking different activities in line with these mandates and responsibilities. Various tangible results have been achieved. There are, however, gaps and challenges in resource and technical expertise especially in the field of data, statistics, information

and knowledge management, as well as in ensuring women's economic empowerment and women's life skills.

As the main actor responsible for the policy area gender equality and women's empowerment, MoWCY needs to be able to use relevant, available data, statistics, information and knowledge in policymaking and implementation.

Furthermore, MoWCY must have proper documentation and publications as part of its knowledge management initiative.

There are several strengths and challenges related to MoWCY being able to fulfil this role.

STRENGTHS

MoWCY has identified a few strengths regarding the progress made in the development of a Management and Information System (MIS).

01 Developing a national gender database and MIS

MoWCY, with support from development partners, is in the process of developing a web-based National gender database and MIS, which aims to be responsive to current and emerging data needs based for a set of gender-sensitive indicators.

The indicators respond to the mandate of the ministry and allows for administrative data that comes from other sectors.

Several steps have been taken to set up the National Gender Database and MIS. First, study and situational analysis of the administrative data and MIS has been conducted. Second, selection of indicators for the database and indicators in the domains of education, health and other related services such as e.g. economic benefits, human security, public life and decision-making, which are clustered

under the social, economic and political domain, has also been completed (draft indicators for the MIS can be found in the attachments). Third, training of ministry staff in the principles of operating the database once it is established, in terms of data processing, how to operationalize the software and how to perform sound analysis based on the data has been implemented.

02 Designing two separate databases: Women and children

MoWCY has made progress in designing two separate databases – one for women and one for children. In this context, MoWCY has regional and federal child wellbeing databases. MoWCY also has a gender database and management information system that operates from woreda to regional levels.

These databases are designed to generate both administrative and plan/programme performance data to facilitate management decision and actions. Nationally representative census and household/micro surveys provide information on individuals, households and enterprises.

CHALLENGES

Some challenges related to **knowledge management** have been identified and are ranked below in order of priority.

1. Capacity gaps in gender responsive planning, budgeting, monitoring, evaluating and auditing, as well as lack of standard guidelines on knowledge management
2. Lack of fully developed data, information and knowledge sharing and networking at various levels of government
3. Lack of analysis, mapping, selection of tools for data, information and knowledge management systems that care to user needs
4. There is no standard or technical mechanism for the assurance of the relevance and the qualities of data generated from the lower administrative structures
5. It is difficult to define and distribute data and information for different audiences
6. Lack of approaches in capturing, aggregating and sharing lessons within the women, children and youth sector
7. Capturing structured and unstructured data is a complicated task because information is stored in a variety of systems
8. Lack of skills and knowledge on the utilization of the MIS system

Some challenges related to **women's economic empowerment** have been identified and are ranked below in order of priority.

1. Lack of capacity to properly mainstream gender in the relevant sectors or institutions in the economic sector
2. Gaps in the legal framework in the prevention and handling of gender discrimination in the workplace
3. Lack of experience in setting up and running quality childcare facilities
4. Lack of knowledge and skills for evidence-based advocacy towards increasing women's labour force participation, balancing work and family life, as well as parental leave arrangements
5. Capacity building gaps in creating a pool of capable and diverse women leaders

In addition, it is important to point out that the major challenge in ensuring women's economic empowerment is related to the fact that women's participation in the formal labour market is very low. Women are mostly engaged in the informal sector and there are also constraints in getting access to capital or credit facilities. While joint land certification has improved ownership of land for women, there are also still gaps in women's ownership of land. Women furthermore face the double burden of taking care of unpaid household work and responsibilities, which has yet to be properly addressed.

In terms of life-skills, MoWCY has been working with different women and girl's organization, including Women Development Groups (WDGs) and girls' unions in higher education institutions with the aim of empowering women and girls on a variety of issues. However, the training and dialogue are not provided in an integrated and comprehensive manner. In addition, teaching of life-skills, unlike in the Norwegian context, is not fully integrated in the formal education system in Ethiopia.

4.2. CENTRAL STATISTICAL AGENCY

The Central Statistical Agency is mandated to collect socio-economic data as well as support and effectively coordinate the work of other National Statistical System (NSS) members to produce good quality data.

The statistical plan, which is aligned with GTP II, is expected to generate the necessary data for monitoring and evaluation of GTP II and other continental and international initiatives like the SDG and Agenda 2063 by providing the necessary capacity building and effective coordination of the NSS. The development of a five-year statistical plan is an important means to ensure effective planning, monitoring and evaluation. The design and monitoring of the country's

policies are heavily informed by different surveys and censuses conducted by the CSA (National Strategy for the Development of Statistics). There is also a *Gender Mainstreaming Directorate* responsible for gender mainstreaming within CSA.

Gender statistics are needed in Ethiopia for several reasons including, monitoring the national development planning, sectorial management and policy development in MoWCY (incl. needs of different line

ministries to e.g. monitor different sectors such as health, agriculture, economic or the education sector), monitoring international and regional agendas and development plans, as well as including gender disaggregated data and a gender perspective in data collection.

While gender-related data can be found in several surveys, such as e.g. the Ethiopian Demographic and Health Surveys (EDHS), Time Use Survey (TUS) and Agricultural Survey, there are many challenges related to gender statistics in Ethiopia. Some of these relate to the SDG indicators, and Ethiopian institutions must make efforts to generate gender disaggregated data for SDG-indicators (SDG indicators, especially SDG indicator 5.6.2, 5.c.1).

There is also a need to include additional gender details in surveys, as well as to establish and improve administrative data of the sectorial ministries. Gender mainstreaming statistics must be produced in a standardized and harmonized system. In this context, relevant members of the national statistical system, e.g. Ministry of Women, Children and Youth, Ministry of Education and Ministry of Labor and Social Affairs must coordinate and work together to produce relevant data. In order to satisfy the statistical data demand in Ethiopia, the capacity of CSA to effectively

coordinate the national statistical system must be strengthened.

In collaboration with the United Nations Statistical Division (UNSD), CSA has conducted a statistical capacity gap assessment on monitoring SDG indicators. There is the framework called Ethiopian Data Quality Assessment Framework to assess data quality in Ethiopia. The CSA has assessed data quality assessments for a few sectors.

Capacities will need to be built within the CSA in the following areas:

- Assistance to assess the availability and quality of gender statistics.
- Provide training in analysis and dissemination tools
- Assistance in including a gender perspective in surveys/censuses
- Strengthening CSA and MoWCY, jointly, to collect and analyze data from a gender perspective, enhancing their capacity to track and report on GEWE goals nationally and globally.
- Provide advise on how systems for administrative register data can be relevant for gender statistics

5. NORWEGIAN PARTNER INSTITUTIONS

5.1. THE NORWEGIAN DEPARTMENT FOR EQUALITY AND ANTI-DISCRIMINATION IN THE MINISTRY OF CULTURE

The Norwegian Ministry of Culture (KUD) coordinates and develops the Norwegian Government's common gender equality policy.

The Ministry guides other ministries in their gender equality work. Cross-sectoral action plans and White Papers are examples of tools used to coordinate and further develop gender equality policy. The Ministry's budget contains several grant schemes intended to advance gender equality. These schemes are managed by the Norwegian Agency for Children, Youth and Family Affairs. (Bufdir).

The Ministry manages national legislation and enforcement apparatus for the gender equality and anti-discrimination legislation. The legislation secures implementation of gender equality and anti-discrimination obligations pursuant to conventions and directives in Norwegian law.

The Norwegian Government's work with gender equality is based on the principle of sectoral responsibility. All ministries are responsible for promoting gender equality and integrating the work to promote gender equality in their operations. To follow up sectoral responsibilities and ensure a comprehensive equality policy, the Norwegian Ministry of Culture bears responsibility for coordination. The Ministry helps gather knowledge, coordinates the work of the ministries, and deals with overall reporting on international obligations. At the level of government agencies, Bufdir is in charge

of coordination. The Ministry develops knowledge about gender equality and new gender equality policies. The monitoring of trends in different areas of society over time requires research, statistics and other documentation of differences between women and men. Evaluations and reports form a basis for determining whether measures work as intended. The Ministry subscribes to a knowledge-based policy for equality. This also includes laying a foundation for good systems for documenting and analysing the status of equality in different areas of society. One such initiative is CORE – the Centre for Research on Gender Equality, at the Norwegian Institute for Social Research that conducts research on education and the labour market, on family and working life, and on internationalisation, public opinion and policy. The Centre is funded by the Ministry.

The Ministry funds a gender statistics coordinator position at Statistics Norway. The Ministry of Children and Families is responsible for Norwegian family policies. This includes the Family Allowance Scheme and the Scheme for Cash Benefit for Families with Small Children, which are among the main general social insurance schemes in Norway. Family allowance, cash benefit for families with small children and supplementary allowance are financed

over the annual State Budget, through the Ministry of Children and Families, and are managed by the Norwegian Labour and Welfare Service. The Norwegian Labour and Welfare Service produces statistics on the use of parental leave, use of kindergartens and women's and men's participation in work life. The Norwegian

Directorate for Education and Training, which is the executive agency for the Ministry of Education and Research, is responsible for the development of kindergarten and primary and secondary education. This directorate produces statistics and research related to this policy area.

5.2. THE NORWEGIAN DIRECTORATE FOR CHILDREN, YOUTH AND FAMILY AFFAIRS

The Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) is responsible for equality and non-discrimination, child welfare services, family support services, adoption, and prevention of domestic violence and violence in close relationships.

In the field of equality and non-discrimination, the agency has the dual role of both promoting and working with equality across all sectors of government, but also mainstreaming and including matters of equality in Bufdir's own sector and work.

Bufdir is organised under the Norwegian Ministry of Children and Equality. Bufdir is tasked with carrying out action plans and measures, as well as knowledge development, documentation and analysis. Bufdir acts on the government's commitment to remove barriers to equality and help to build a fairer society, leading on equality and non-discrimination issues relating to gender, disability, ethnicity, religion and beliefs, sexual orientation, gender identity and gender expression.

Bufdir also follows up on the implementation of the CEDAW, the Convention on the Rights of Persons with

Disabilities (CRPD) and the Committee on the Elimination of Racial Discrimination (CERD) and assists the Ministry in the work related to equality in the UN, the Council of Europe and the Nordic Council of Ministers. Bufdir is the Norwegian representative in the Gender Equality Commission and the ad hoc Committee of Experts on the Rights of Persons with Disabilities in the Council of Europe, and in the Roundtable of the European Governmental LGBTI¹ Focal Points Network. Bufdir is, in addition, member of the European Commission's Sub-group on Equality Data under the High-level group on non-discrimination, diversity and equality.

Bufdir has since 2013 been responsible for promoting gender equality. Until now the work has focused on gender equality in work life, intersectionality, hate speech, men and equality and disseminating statistics and indicators on gender equality in Norway. Tasks and services include

¹ LGBTI = Lesbian, Gay, Bisexual, Transsexual and Intersex

assisting the Ministry with promoting gender equality, giving advice to public authorities about their duty to make active efforts on gender equality, commissioning grants for work with gender equality, as well as developing and disseminating knowledge and statistics about gender equality.

The documentation and analysis work include operating a cross-sectorial "Forum

for equality data", as well as tracking, managing and publicizing national statistics on crisis center services. Bufdir administers grants for organizations focused on family and equality policy, grants for incest centers and rape centers, grants or operating support for Norway's three centers for equality, and grants to men's resource center.

5.3. STATISTICS NORWAY

Statistics Norway (SSB) is the national statistical institute of Norway and the main producer of official statistics.

SSB is responsible for collecting, producing and communicating statistics related to the economy, population and society at national, regional and local levels. SSB has for many years been involved in developing capacity in developing countries and countries in transition. Since 1994 this work has been organised in a separate division for development cooperation. SSB's main form of contributing to capacity development is through long term and broad-based institutional cooperation projects. Today, SSB has long term cooperation projects with seven sister organisations. The goal is to contribute to development of national statistical systems, and better human and institutional capacity for development, production and use of statistics. SSB shares our experience in how a society may gain from efficient production of quality statistics, providing information, responding to the needs of users in an independent manner through institutional cooperation. More information on SSB

strategies for institutional cooperation can be found in the report Institutional Development Cooperation in SSB².

To meet demand for relevant, updated and easily accessible gender equality statistics and analysis, SSB has had a focal point for gender statistics since 2003. The focal point of gender statistics has expertise in gender equality, and in analysing and disseminating statistics that reflect equality challenges. One important role of the gender coordinator is having overview of gender and other equality-related statistics, such as labour statistics, wage- and income statistics, health statistics, etc., and to work for these disciplines to prioritize gender equality perspectives in the production, dissemination and analysis of statistics. Another important role is bridging users and producers of statistics and serving as a contact point to facilitate access to gender relevant facts and statistics for key users, e.g. policy makers and other governmental bodies.

²<http://www.ssb.no/en/omssb/om-oss/vaar-virkosomhet/planer-og-meldinger/institutional-development-cooperation-in-statistics-norway>

6. THEORY OF CHANGE

Status today

Several challenges persist in the efforts to address gender equality and women's empowerment in Ethiopia. One of the cross-cutting issues that hampers the GEWE effort at national and regional level is a limited data, statistics information and knowledge base. This, in turn, is related to lack of capacity in gender equality knowledge management coupled with lack of effective joint coordination mechanisms for knowledge-sharing between MoWCY, CSA and relevant line ministries. Some coordination in the field of gender equality exists, in the form of established meeting structures between MoWCY and gender focal points in line ministries and CSA, however the effectiveness of these should be improved upon. Overall, there are capacity gaps in knowledge management mechanisms for the data generation and gathering, organization, storage and dissemination of gender equality statistics, information and knowledge for the development and implementation of gender equality and women's empowerment policies.

There is a lack of effective coordination mechanisms for knowledge-sharing in the field of gender equality and there is a need to strengthen the accountability towards gender equality issues across line ministries, MoWCY and CSA.³ MoWCY has recently received the authority to hold line

ministries responsible for gender equality mainstreaming.

There are capacity gaps in knowledge management mechanisms for generating and gathering of gender equality statistics, research and knowledge. There is a lack of organization, storage and dissemination of gender equality statistics, research and knowledge. This in turn leads to a lack of information and knowledge for the development and implementation of GEWE policies.

The monitoring of the performance of the SDGs requires systematic data collection and measurement frameworks. The importance of systematic gender statistics to track progresses and gaps cannot be overestimated. International instruments such as CEDAW, the International Conference on Population and Development and the Millennium Declaration have called upon states to produce gender statistics in order to track progress and take note of gaps. The availability of gender disaggregated data and gender statistics has been a major limitation in Ethiopia. Data gaps is one of the major challenges identified in Ethiopia's Beijing +20 Report as well as the CEDAW 8th State Report. The lack of systematic and regularized data generation and analysis of data from a gender perspective has also been

³ Strengthening accountability entails continuously building accountability in line ministries and CSA through different means, e.g. by facilitating increased political and administrative buy-in, fostering dedicated gender equality focal points across line

ministries, maintaining regular coordination, promoting the importance of gender equality, including making the benefits of gender equality, both economic and social, visible.

identified as an important issue to be considered during CSW 62.

Cognizant of these data gaps, the Government of Ethiopia has in GTP II committed to establish a Gender Database. One of the duties of the MoWCY is to collect, compile and disseminate, to all stakeholders, information on the realities faced by women and children. The Ministry is in the process of launching a Gender Data base with support from different partners including UNICEF, UN Women and the African Development Bank. The database and MIS include a range of indicators on gender equality and women's empowerment and is expected to address data and information gaps on the GEWE.

The database and MIS have identified domains in which data will be collected and uploaded namely education, health and other related services, economic benefit, human security and public life and decision making. Another major development in terms of data is the initiative of EDHS 2016 Further Analysis. The further analysis uses data from EDHS 2016 on several issues related to gender equality and women's empowerment. These are Child marriage and FGM, Violence against Women, Gender Equality and Women's empowerment and Women and HIV. The further analysis reports when completed will be valuable in highlighting the current data as well as trends on the issues.

Theory of change

The theory of change for this programme identifies three areas where change needs to happen for progress to be made on

gender equality and empowerment of women. Changes need to take place at:

- The **individual** level, where individual capabilities must improve (in this programme: staff, e.g. in MoWCY and the CSA)
- The **institutional** level (e.g. MoWCY and the CSA), such as changes in standards, norms and practices so that the institutions promote gender equality and to ensure equitable service provision to the individuals
- The **societal** level, changes in cultural attitudes, gender norms and other value systems that in turn inform GEWE policies.

Assumptions in the ToC are based on the hypothesis that experience sharing, short term training and capacity building in human development and system-strengthening interventions will work in synergy to improve the organizational actions around ensuring gender equality and women empowerment in the country. Enhanced individual and institutional capacity, as gained through the GEfD programme, will contribute to more effective knowledge management on the part of MoWCY, as well as increased capacity to develop, implement and evaluate gender equality policies. In turn, these policies will lead to improved treatment of women and girls in all areas of life, including safety from discrimination and harmful practices and norms. In this context, women and girls will have equal opportunities and access on par with men in Ethiopia.

GEfD targets the Ministry of Women, Children and Youth, relevant line ministries⁴, and the Central Statistical Agency with a view to enhance their

⁴ Mainly, but not exclusively Ministry of Education, Ministry of Labour, Ministry of Agriculture.

human resource development, organizational development and institutional framework development for knowledge management, with ultimate goal to sustainably ensuring the production and dissemination of gender equality and women's empowerment data, information and knowledge for the advancement of gender equality and women empowerment at all levels.

Norwegian experience and expertise in Ethiopia

An important feature of the development of gender equality policies in Norway is that it is based on knowledge and research. Research and statistics make up the foundation of knowledge management⁵. The aim of knowledge management is to ensure that both development and implementation of policies is based on knowledge from quality research, statistics and other sources of empirical knowledge.

The three key actors that are involved in data and knowledge management within gender equality in Norway are the Ministry of Culture, the Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) and Statistics Norway (SSB).

The Norwegian Ministry of Culture is given the task of coordinating Gender mainstreaming across Government ministries. The Ministry has experience in what this means in daily life and operations and in what resources are needed; for example, in terms of equality and gender-competent staff, dedicated teams, and budget lines to support

initiatives. The Norwegian experience is that gender equality is not to be perceived as a «side-task» for a few staff members, but must be integrated in sectorial planning, budgets, research and statistics.

Bufdir is, among other things, responsible for initiating the development of research and knowledge, collecting statistics on gender equality, analysing and presenting this to policy makers, organisations and the public. Bufdir works to ensure that equality knowledge, statistics and analysis reach decision makers at all levels of government, i.e. the dissemination of the data through conferences, workshops and meetings with public sector and municipalities. Bufdir liaises with organisations for the publicised knowledge and statistics to be relevant, reflecting people's lives, and to be used as an advocacy tool by organisations and the public vis-à-vis government both nationally and locally.

Statistics Norway (SSB), on the other hand, is the national statistical body. SSB publishes gender equality indicators at regular intervals, at national, regional and municipal level. The focal point for gender statistics work across the different departments in SSB to coordinate efforts to for instance develop, maintain and publish gender equality statistics from sex disaggregated data on a regular basis. SSB has long experience in disseminating gender statistics through analyses, publications, web pages and lately social media to reach a broad spectre of users,

⁵ Knowledge management involves defining goals based on the current baseline and the desired development. This forms a foundation for identifying concrete steps and actions that will lead to the achievement of set goals. Knowledge management entails documenting

the baseline situation, and to be able to measure developments over time, including after a policy or measure has been implemented.

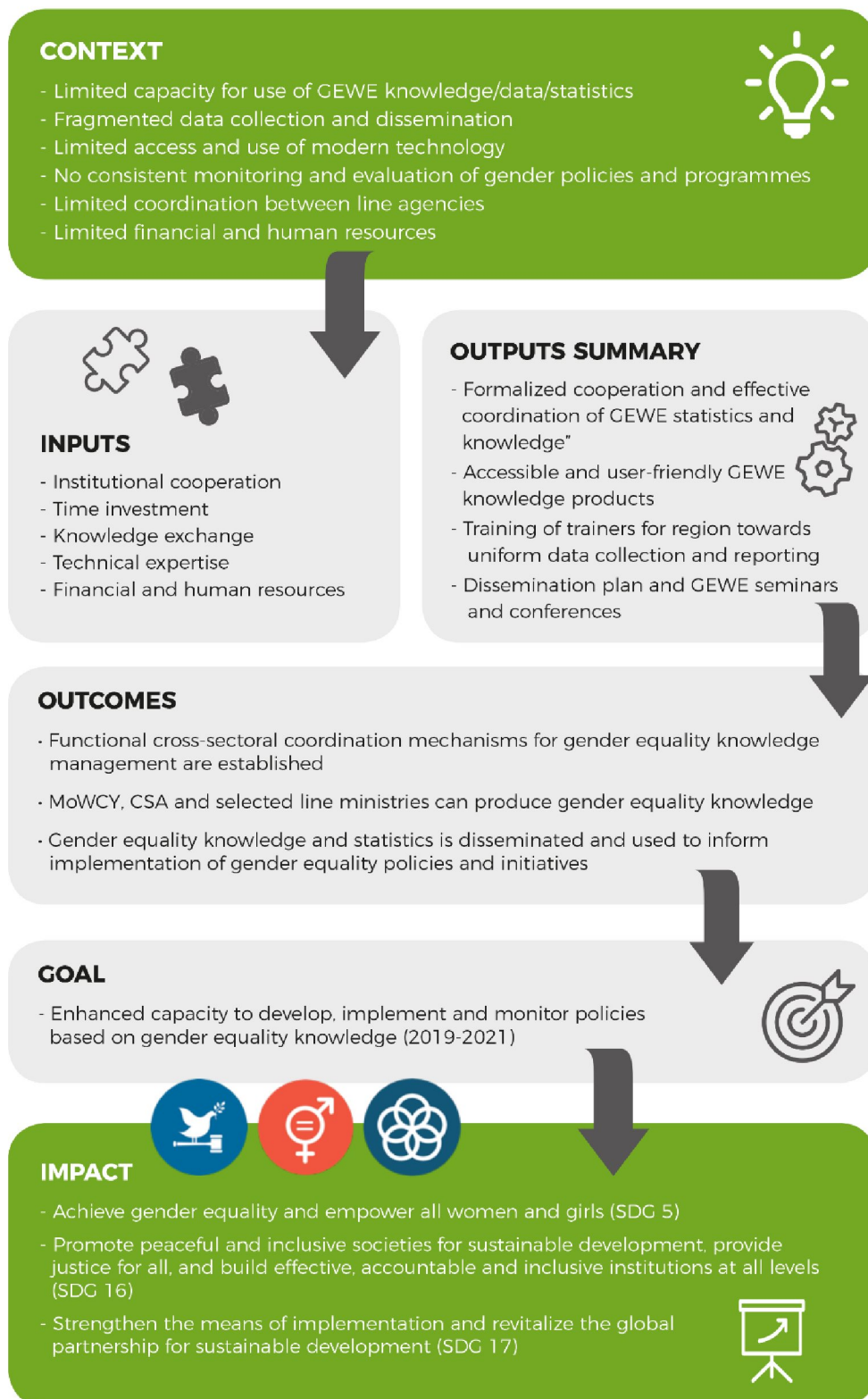
from policy makers, to the public and the media.

Norwegian practices connected to knowledge management, research and statistics as a foundation for gender equality policies have been built up over time and are continuously developed in cooperation with both national and international actors. To apply best available practice in the field of knowledge management, Norway cooperates with international actors such as the EU, the Council of Europe, the UN and the Nordic countries/Nordic Council of Ministers.

These broader structures are connected to historical developments, and to some extent to a specific Norwegian context. Several principles and aspects of working

towards gender equality, based on Norwegian experiences, can nevertheless be explored in the Ethiopian context.

6.1. THEORY OF CHANGE CHART



7. PROGRAMME IMPACT, GOALS AND OUTCOMES

7.1. IMPACT

GEfD will contribute to these Sustainable Development Goals:

- Achieve gender equality and empower all women and girls (SDG 5)
- Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16)
- Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)

With reference to the UN Statistics Division's Summary Table of SDG Indicators⁶, the following targets and indicators to the above programme impact are relevant to the GEfD programme in Ethiopia. The extent to which the GEfD programme contributes to the targets and indicators will be uncertain, as several other efforts and national developments contribute in parallel. In addition, data collection is scarce for some of the SDG indicators.

SDG5

- SDG indicator 5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.
- SDG indicator 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location.
- SDG indicator 5.5.2: Proportion of women in managerial positions.
- SDG indicator 5.a.1: (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

SDG16

- SDG target 16.6: Develop effective, accountable and transparent institutions at all levels.

⁶ Summary Table of SDG Indicators: https://unstats.un.org/sdgs/files/meetings/iaeg-sdgs-meeting-06/Summary%20Table_Global%20Indicator%20Framework_08.11.2017.pdf / SDG Indicators Database: <https://unstats.un.org/sdgs/indicators/database/>

SDG17

- SDG target 17.9: Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation.

The extent to which the programme contributes directly to a potential improvement to these measures will be difficult to ascertain, however an assessment of the contribution could potentially be made. In the case of some of the indicators, e.g. SDG indicator 5.4.1, the GEfD programme can potentially contribute to establishing a method populating the indicator with data, by supporting Ethiopia's efforts to conduct a time use survey.

7.2. GOALS

GEfD programme goals:

- Enhanced capacity to develop, implement and monitor policies based on gender equality knowledge (2019-2021)
- Women's economic empowerment in Ethiopia is strengthened (10-year perspective).
- Women and girls in Ethiopia have received good quality life skills training in the formal education system (10-year perspective).

During the support period, 2019-2021, efforts will be made to achieve the first programme goal. Women's economic participation and education (life skills) are two focus areas of this knowledge management component.

The goals will be achieved when institutions are strengthened and communication systems between line ministries are established and functioning. The institutions will be strengthened to collect, analyze, use and disseminate gender equality knowledge in the form of cross-sectoral data, statistics and research. The data, statistics and knowledge developed towards gender equality ends will inform policy implementation, adjustments and development, as well as raise awareness on GEWE in Ethiopia.

7.3. OUTCOMES

GEfD programme outcomes:

- Functional cross-sectoral coordination mechanisms for gender equality knowledge management are established
- MoWCY, CSA and selected line ministries can produce gender equality knowledge

- Gender equality knowledge and statistics is disseminated and used to inform implementation of gender equality policies and initiatives

GEfD will contribute to these outcomes by supplying experts with relevant experience from Norway. Contributions from Norwegian institutions will be defined in yearly activity plans. Some examples of Norwegian support are:

- Increase knowledge and understanding on the management of cross-sectorial gender equality knowledge management systems in Ethiopia
- Support MoWCY and CSA to fulfil their mandates to compile, analyze and use gender equality statistics in selected sectors in Ethiopia
- Assist in improving strategy documents, knowledge- and situation-mapping initiatives
- Assist in improving data and indicator quality and selection of indicators, through short, and potentially long-term, in-country assistance.
- Support with dissemination strategies, user-friendly presentation of gender equality knowledge, and the use of gender equality statistics for monitoring policy implementation and awareness-raising on the GEWE situation in Ethiopia

Outcome 1: Functional cross-sectoral coordination mechanisms for gender equality knowledge management are established

Baseline does not exist and will be developed at the beginning of the programme, tentatively October 2020.

Justification

GEWE is a cross-cutting issue covering all ministries, and particularly ministries concerned with social issues such as e.g. education, labor and health. Coordination mechanisms between ministries are therefore crucial to knowledge management structures. Establishing a working-level coordination mechanism between MoWCY and CSA is crucial for sound gender equality knowledge management. A regular and predictable flow of statistics, knowledge and research is necessary for MoWCY to fulfil its mandate as a cross-sectoral ministry collecting, compiling, using and disseminating cross-sectoral knowledge. In order to achieve this, coordination between ministries and MoWCY, and between MoWCY and CSA needs to be improved through firm agreements that are followed up, as well as a clear mandate from the side of MoWCY, which is followed and respected by other line ministries. The identified areas of collaboration under this outcome are: Establishing a gender equality data network between relevant line ministries, the MoWCY and the CSA and other relevant actors.

Background

Every ministry in Ethiopia has a gender directorate. Meeting structures are in place between the MoWCY, line ministries, the CSA and the National Planning and Development Commission (NPC). The flow of data and knowledge is, however, not predictable or regular. Access to data from other ministries is instead by request, not by established agreements. This is the case for

both the CSA and the MoWCY in relation to the various line ministries. The NPC is the government agency with overview of knowledge from all sectors, including sex-disaggregated data. All line ministries submit annual reports to the NPC. This data is used for planning and monitoring purposes connected to Ethiopia's Growth Transformation Plans (GTPs), currently GTPII, and the GTPIII is forthcoming.

Outcome 2: MoWCY, CSA and selected line ministries can produce gender equality knowledge

Baseline does not exist and will be developed within the first 6 months of the programme, tentatively February 2020.

Justification

The aim of knowledge management is to ensure that both policymaking and implementation is based on knowledge from sound research, statistics and other sources of empirical knowledge. Parallel to the improvement of coordination structures connected to knowledge management, the underlying assumption is that the production, use and dissemination of existing and new gender equality statistics will lead to and aid evidence-based implementation of gender equality policies, as well as raising awareness of GEWE in Ethiopia.

By strengthening knowledge management, the assumption is that GEfD will contribute to the ongoing work to institutionalize and secure predictable and sustainable implementation of GEWE to ensure that the GEWE commitments are achieved within GTPII, GTPIII, and the SDGs. If the programme objectives are achieved, MoWCY, line ministries and CSA will have greater capacity to monitor and report on GEWE goals. Generation and use of gender statistics to inform policy and programming will be central under this outcome will contribute to the programme goal.

Background

The capacities of MoWCY and CSA to produce, use and disseminate gender equality knowledge is limited. CSA produced a gender statistics report in 2017 based on existing data and there is sex-disaggregated data, knowledge and research in Ethiopia. However, this knowledge base is underutilized in the context of GEWE knowledge management. This includes its production, dissemination and use. CSA is responsible for surveys and censuses, and MoWCY is in the process of developing a Gender Management Information System (GMIS). Line ministries collect sex-disaggregated data, but the capacities to use this data for developing gender equality policies is limited, both in terms of statistical knowledge, as well as being able to contextualize and analyze existing and new data. Capacities to manage and utilize the GMIS need to be built in parallel with the GMIS being developed and filled with content (statistics, data and knowledge).

Outcome 3: Gender equality knowledge and statistics is disseminated and used to inform implementation of gender equality policies and initiatives

Baseline does not exist and will be developed within the first 6 months of the programme, tentatively February 2020.

Justification

For sound gender equality policy decision-making and implementation, gender equality knowledge and data need to be produced, used and shared at regular and predictable intervals.

Background

Gender equality knowledge is used, but not in a regular and predictable way. Knowledge is not necessarily produced in a format which is user-friendly. This has an impact on decision-makers ability to utilize existing statistics and knowledge and translate it into implementation and development of policies. Ethiopia has several gender equality provisions, as outlined in the beginning of this document. Nonetheless, there is a lack of monitoring and implementation of existing policies and plans including the women's policy, women's development and change package and GTPII. There is consequently a lack of awareness of GEWE and therefore a lack of cross-sectoral incentive to implement GEWE principles in relevant sectors in Ethiopia.

8. GOVERNANCE STRUCTURE, ROLES AND RESPONSIBILITIES

GEfD is governed by two main agreements.

- In-Kind Contribution Agreement between Norad and the Ethiopian Ministry of Finance
- Institutional Cooperation Agreement between KUD, Bufdir and SSB on the Norwegian side, and MoWCY and CSA on the Ethiopian side

8.1. OVERSIGHT FUNCTIONS

Norad and the Ministry of Finance will be signatories to the In-kind Agreement between the Government of Norway and the Government of Ethiopia. The Annual Meeting between the signatories will be the highest decision-making and oversight body of the Programme. It will approve annual reports and decide on annual budgets and plans. On the Norwegian side, general oversight will be provided by the Steering Committee (SC-N) for the Gender Equality for Development Programme.

The Norwegian Ministry of Culture and the Ministry of Foreign Affairs are represented in the SC-N, and Norad is the secretariat for the committee. The SC-N will receive reports annually from the GEfD programme in Ethiopia and provide general direction.

A Steering Committee will be established in Ethiopia (SC-E). The chair is the Minister of MoWCY and members of the committee include the Director General in CSA. In addition, it is proposed that the Norwegian Embassy in Ethiopia be represented and have observer status, if they wish to do so. The Office of Strategic Management in MoWCY is the secretariat for the committee. The SC-E will be

responsible for following up on implementation of GEfD activities, while

strategic decisions will be made at the Annual Meeting between MoF and Norad. The SC-E will receive reports once per year and give general direction on that basis. The reports will be prepared by the Programme Coordination Committee. The SC-E meets annually. Technical issues will be resolved in the Programme Coordination Committee.

8.2. IMPLEMENTING FUNCTIONS

Implementing partner institutions in both countries are responsible for managing the programme at country level. The implementation function is divided into two bodies – a Programme Coordination Committee and a Joint Working Group.

8.2.1. PROGRAMME COORDINATION COMMITTEE

The Ministry of Women, Children and Youth (MoWCY) in Ethiopia and the Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) will constitute a Programme Coordination Committee (PCC). When needed, the PCC will draw upon members from Central Statistical

Agency, Statistics Norway, the Norwegian Ministry of Culture, and further members from MoWCY. In the context of status meetings, MoWCY will act as Chair, and Bufdir will write meeting agendas and minutes.

The PCC shall ensure that the programme is carried out in an efficient manner according to approved work plans, and that results achieved are properly reported to the institutions and partners involved. The PCC will ensure good collaboration with other relevant programmes. The PCC will be chaired by the Office of Strategic Management Director in MoWCY.

In addition to their role as the chair of the PCC, the Office of Strategic Management Director shall lead in the programme planning and coordination, including preparation of reports and proposals to the PCC meetings and the Annual Meeting under the In-Kind Agreement, and to the steering committees. The Programme Coordinator will also undertake coordination between the Ethiopian institutions and be the focal point for the Embassy and Norad on general programme issues. The Programme Coordinator in MoWCY will be assisted by

the *Programme Adviser* in Bufdir. The Programme Adviser in Bufdir will coordinate the Norwegian implementing institutions and will be the focal point of contact for Norad and the Norwegian embassy if needed.

8.2.2. JOINT WORKING GROUP

A Joint Working Group (JWG) has been established during the programme planning phase and will be continued in the project implementation phase. The JWG is an operational group where the core members for the implementation of activities are represented, including the members of the PCC. MoWCY and CSA co-chairs the JWG, and co-chairs are appointed by MoWCY and CSA respectively. With reference to the first year and three-year activity plans, the JWG is the starting point for implementation of concrete activities. The JWG will draw upon additional resources both internally from the Implementing Institutions, and externally from Ethiopian line ministries and UN organizations based in Ethiopia, as required by the different activities in question.

8.3. GOVERNANCE CHART – IMPLEMENTING INSTITUTIONS



8.4. COORDINATION

Implementing activities

Planning and implementation of activities in accordance with the first-year plan and the three-year activity plan is the responsibility of the JWG with oversight from the PCC.

Mitigating risks

Risk mitigation will be a point on the agenda for each PCC-meeting. A risk-register, and a system for logging change requests and related decisions will be established and recorded for each PCC meeting.

Programme budget

The programme budget will be monitored by Norwegian Institutions. Bufdir, SSB and the Norwegian Ministry of Culture are responsible for their respective budgets. The Norwegian Institutions will prepare budget reporting to the first status meeting of each year, which is a preparatory meeting to the annual meeting under the In-Kind Agreement, in the PCC. Details concerning the approval of invoices will be regulated in the agreements i.e. the Institutional Cooperation Agreement and the In-Kind Contribution Agreement.

Reporting

The Programme Coordination Committee is responsible for reporting compiling and submitting the reports specified in this article. The Ministry of Women, Children and Youth chairs the committee. Central Statistics Agency of Ethiopia is responsible for submitting its reporting to the Ministry

of Women, Children and Youth for compilation. The other Party, i.e. the Norwegian Institutions, shall provide all required assistance and documentation needed to complete the reports. An annual progress report will be produced and submitted to Norad and the Ethiopian Ministry of Finance before 1 March each year, in addition to three status reports per year.

For each mission and study visit a report on the activities and meetings will be produced. For technical missions to Ethiopia, Bufdir or Statistics Norway, depending on the activities, will draft a report to be completed by all partners. For study visits to Norway, MoWCY or CSA will draft a report to be completed by all partners. The PCC is responsible for overall reporting under the programme, with the support of the JWG, when needed.

Monitoring and evaluation

Monitoring and evaluation of the GeFD programme will be conducted in accordance with the Results-Based Management (RBM)⁷ approach with identified impact, outcomes, outputs and specific indicators. Implementation of planned activities will be closely monitored to assess the extent to which results have been achieved.

Baseline data will be collected in the early phase of programme intervention, making it possible to assess progress. Baseline information will be in place within six months from signing of agreements. The indicators to the results framework form a foundation for conducting a baseline survey at the start of the programme (in attachment 2).

⁷ Norad (2015). Results Management in Norwegian Development Cooperation – a practical guide. <https://norad.no/globalassets/import-2162015->

[80434-am/www.norad.no-ny/filarkiv/vedlegg-til-publikasjoner/results-management-in-norwegian-development-cooperation.pdf](https://norad.no/globalassets/import-2162015-80434-am/www.norad.no-ny/filarkiv/vedlegg-til-publikasjoner/results-management-in-norwegian-development-cooperation.pdf)

A decision on conducting a mid-term assessment of progress connected to the indicators will be decided in the PCC, tentatively in August 2020, depending on project progress and time available outside of the implementation of activities. In addition, all reports will include information on risk assessment and explicitly state whether mitigating

measures are necessary at a given point in time. An external evaluation will be conducted at the end of the programme, procured by Norad. The indicators to the results framework, the baseline survey and information, the progress and status reports under the programme should combine to make a conducive foundation for conducting an external evaluation.

8.5. COMMUNICATIONS MATRIX

The following communications will take place to ensure that GEfD activities are being implemented, monitored and evaluated, and that all stakeholders are informed of the ongoing status of the programme. All dates are tentative, except the due date for the progress report. General consultations will occur via a variety of methods, including email, telephone and Skype. Meetings will occur in person during missions to Ethiopia, and study visits to Norway.

2019

WHAT	WHO	WHY	WHEN	PRODUCT
Consultations	PCC JWG	Offer support	When needed	When needed
Missions Study visits	PCC JWG	Conduct programme activities	When applicable	Mission report Study report
1 st status report draft	PCC	Prepare 1 st status report draft	August 1	1 st status report draft
Status meeting	PCC	Finalize 1 st status report	August	Meeting agenda Meeting minutes 1 st status report
2 nd status report draft	PCC	Prepare 2 nd status report draft	November 1	2 nd status report draft
Status meeting	PCC	Finalize 2 nd status report Begin progress report preparations	November	Meeting agenda Meeting minutes 2 nd status report Progress report outline

2020-21

WHAT	WHO	WHY	WHEN	PRODUCT
Consultations	PCC JWG	Offer support	When needed	When needed
Missions Study visits	PCC JWG	Conduct programme activities	When applicable	Mission report Study report
Steering Committee meeting	Ethiopia		SC-E will decide	
Steering Committee meeting	Norway		SC-N will decide	
Progress report draft	MoWCY	Prepare draft of progress report	February 1	Progress report draft

Progress report draft	Bufdir	Review draft of progress report	February 15	Progress report draft
Status meeting	PCC	Preparatory meeting to the annual meeting under the In-Kind Agreement	February	Meeting agenda Meeting minutes 1 st status report Progress report
Progress report	PCC JWG	Describe results achieved during the reporting period	March 1	Progress report
Work plans and budget	PCC JWG	Describe work and budget for the upcoming period (Jan 1 – Dec 31). Send to Norad and MoF.	March 1	Work plan and budget
Annual meeting	PCC JWG Norad	Monitor programme progress and make strategic decisions	April	Meeting agenda Meeting minutes
2 nd status report draft	PCC	Prepare 2 nd status report draft	August 1	2 nd status report draft
Status meeting	PCC	Finalize 2 nd status report	August	Meeting agenda Meeting minutes 2 nd status report
3 rd status report draft	PCC	Prepare 3 rd status report draft	November 1	3 rd status report draft
Status meeting		Finalize 3 rd status report Discuss mid-term review (tentatively) Begin progress report preparations	November	Meeting agenda Meeting minutes 3 rd status report Progress report outline

2022

WHAT	WHO	WHY	WHEN	PRODUCT
Final report	PCC JWG	Prepare final report	March 1, 2022	Final report
Final meeting*	PCC JWG	Close of programme	April 2022	Meeting agenda Meeting minutes

* not included in the 2019-2021 budget

8.6. COORDINATION WITH OUTSIDE ACTORS

It is important to ensure coordination with actors outside of the programme, e.g. UN actors involved in work related to statistics and SDGs in Ethiopia so that the programme supplements, not overlaps, with other activities in the same field. UN Women have been consulted in the planning phase. UN Women will be invited as observers to selected Joint Working Group meetings, when needed. Other UN actors could also be invited to JWG meetings. When activities demand it, relevant Ethiopian line ministries will be invited to take part in JWG meetings. The decision as to when will be taken in JWG-meetings.

Programme Document | Ethiopia

Gender Equality for Development (GEfD) 2019-2021

Attachment 1: Results Framework

Overall Programme

DEVELOPMENT IMPACT		
Achieve gender equality and empower all women and girls (SDG 5) Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16) Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)		
PROGRAMME GOAL 1, 2019 -2021	PROGRAMME GOAL 2 (10 YEAR PERSPECTIVE)	PROGRAMME GOAL 3 (10 YEAR PERSPECTIVE)
Enhanced capacity to develop, implement and monitor policies based on gender equality knowledge (2019-2021)	Women's economic empowerment in Ethiopia is strengthened	Women and girls in Ethiopia have received good quality life skills training in the formal education system

Knowledge management component 2019-2021

DEVELOPMENT IMPACT					
Achieve gender equality and empower all women and girls (SDG 5) Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16) Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)					
Indicators: SDG indicators ⁸ National indicators		Baseline: Ethiopia's latest SDG report at the start of the programme Ethiopia's GTP II reports			
Results	Indicators	Baseline (2018 value)	Targets	Means of verification	Responsible
Programme Goal: Enhanced capacity to develop, implement and monitor policies based on gender equality knowledge (2019-2021)	- Level of use of gender equality statistics and knowledge on a national cross-sectoral level to inform gender-relevant policies, initiatives and strategies	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) level of use (see table 1 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, selected line ministries, Buudir
	- Level of use of gender equality knowledge and statistics from the side of MoWCY to inform implementation of GE policies, including GTP processes	Baseline will be measured at the start of the programme	4 (Strong) level of use (see table 2 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, CSA, Buudir, Statistics Norway

⁸ SDG indicators and targets to goals 5, 16 and 17 can be found here. See above, section 3.3.1, for a selection of relevant indicators and targets: [https://unstats.un.org/sdgs/files/meetings/iaeg-sdgs-meeting-06/Summary%20Table Global%20Indicator%20Framework_08.11.2017.pdf](https://unstats.un.org/sdgs/files/meetings/iaeg-sdgs-meeting-06/Summary%20Table%20Global%20Indicator%20Framework_08.11.2017.pdf).

Outcome 1: Functional cross-sectoral coordination mechanisms for gender equality knowledge management established	- Level of effectiveness including degree of regularity for gender equality knowledge management-coordination between MoWCY and CSA	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) level of effectiveness (see table 3 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, CSA, Bufdir, Statistics Norway
	- Level of effectiveness including degree of regularity for gender equality knowledge-management coordination between MoWCY and selected line ministries	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) level of effectiveness and degree of regularity (see table 4 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, line ministries, Bufdir
Output 1.1: Formalized cooperation on gender equality statistics and knowledge between MoWCY and CSA established	- Formal agreement between MoWCY and CSA signed	<i>Lack of established formal working-level agreement between CSA and MOWCY</i>	Formal agreement in existence	Formal agreement document, programme monitoring reports, annual progress reports and final evaluation.	MoWCY, CSA, Bufdir, Statistics Norway
Output 1.2: Formalized cooperation and sharing of gender equality statistics and knowledge between MoWCY and line ministries established	- Formal agreements in place between MoWCY and selected relevant line ministries in place	Lack of formal agreements	Existence of agreement	Formal agreement, programme monitoring reports, annual progress reports and final evaluation.	

Output 1.3: Effective coordination to share knowledge and statistics between MoWCY and CSA in place	- Degree of regularity of knowledge-sharing between MoWCY and CSA	Statistics and knowledge are shared on an ad hoc basis	Regular and systematic sharing of knowledge and statistics is established	Programme monitoring reports, annual progress reports and final evaluation.	MoWCY, CSA, Bufdir, Statistics Norway
Output 1.4: Effective coordination to share knowledge and statistics between MoWCY and line ministries in place	- Degree of regularity of knowledge-sharing between MoWCY and line ministries	Statistics and knowledge is shared on an ad hoc basis	Regular and systematic sharing of knowledge and statistics is established	Programme monitoring reports, annual progress reports and final evaluation.	MoWCY, line ministries, Bufdir
Output 1.5: Training of trainers for regional gender focal points and statistics head of bureaus, local woreda planners in uniform data collection and reporting delivered	- Training delivered	No such ToT delivered	ToT delivered to regional gender focal points	ToT-report, programme monitoring reports, annual progress reports and final evaluation.	MoWCY, CSA, Bufdir, Statistics Norway
	- Number of participants at training of trainers workshop and number of regions and woredas represented	No numbers of trained regional gender focal points	At least 2 participants from each region and at least 2 from selected woredas	ToT-report, programme monitoring reports, annual progress reports and final evaluation.	MoWCY, CSA, Bufdir, Statistics Norway
Outcome 2: MoWCY, CSA and selected line ministries are capable of producing gender equality knowledge	- Level of capacity in MoWCY to produce gender equality indicators and gender equality statistics products in a user-friendly way	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) level of capacity (see table 5 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, Bufdir

	<ul style="list-style-type: none"> - Level of capacity in CSA to produce gender equality indicators and gender equality statistics products in a user-friendly way. 	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) level of capacity (see table 6 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	CSA, Statistics Norway
	<ul style="list-style-type: none"> - Level of capacity among selected line ministries to produce gender equality knowledge 	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) level of capacity (see table 7 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, selected line ministries, Bufdir
<p>Output 2.1: Gender equality statistics product with analysis based on existing data developed and presented in a user-friendly way</p>	<ul style="list-style-type: none"> - Number of new gender equality statistics products in existence 	<ul style="list-style-type: none"> - GE statistics report exist but there is a need for a user-friendly statistics booklet - Indicators have been identified, but have not been filled with data/statistics or presented in a 	At least one gender equality statistics product developed	Statistics products (statistics booklet and indicators) programme monitoring reports, annual progress reports and final evaluation.	MoWCY, CSA, Bufdir, Statistics Norway

		user-friendly way			
Output 2.2: A gender-mainstreaming guideline/checklist for planning and conducting surveys created	- Guideline/checklist developed	No guideline/checklist in existence	Guideline/checklist in existence	Guideline/checklist, programme monitoring reports, annual progress reports and final evaluation.	MoWCY, Bufdir
	- Guideline/checklist is part of official MoWCY documents	Support from UN Agencies to specific surveys is in existence			MoWCY, Bufdir
Output 2.3: A gender equality perspective is included in selected relevant surveys and censuses in the programme period	- Number of surveys/censuses that have applied principles of GE inclusion	Work to this effect is being conducted.	Two surveys/censuses have included a GE perspective	Relevant surveys (e.g. time use survey etc.), programme monitoring reports, annual progress reports and final evaluation.	MoWCY, CSA, Bufdir, Statistics Norway
Outcome 3: Gender equality knowledge and statistics disseminated and used to inform implementation of gender equality policies and initiatives	- Level of availability of gender equality statistics and knowledge presented in a user-friendly way for policy makers, media and other users	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) level of availability (see table 8 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, CSA, Bufdir, Statistics Norway
	- Level of use of gender equality statistics and knowledge by MoWCSC to	Baseline will be measured at the start of the programme.	4 (Strong) level of use (see table 9 in	Measured by best fit approach internal surveys (baseline, mid-way and end)	MoWCY, CSA, Bufdir,

	inform international and national reporting including GTP processes		attachment 2 to the results framework).	and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	Statistics Norway
	- Degree of dissemination of gender equality knowledge and statistics in a user-friendly way.	Baseline will be measured at the start of the programme.	3 (<i>Adequate</i>) degree of dissemination (see table 10 in attachment 2 to the results framework).	Measured by best fit approach internal surveys (baseline, mid-way and end) and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCY, CSA, Bufdir, Statistics Norway
Output 3.1: Seminar on gender equality knowledge processes related to GTP processes conducted	- Seminar held, participants from different key departments in MoWCY	- UN Women supports MoWCY in national planning processes - No seminar on Norwegian experience held	Seminar with experience-sharing from Norwegian context held, concerning use of knowledge in national planning processes. Participants cover different departments in MoWCY.	Seminar report, programme monitoring reports, annual progress reports and final evaluation.	MoWCY, Bufdir, Norwegian Ministry of Culture and Equality
Output 3.2: Checklist for knowledge management in MoWCY developed	- Checklist developed and relevant	No checklist in existence	Checklist in existence and in use	Checklist, programme monitoring reports, annual progress reports and final evaluation.	MoWCY
Output 3.3 Dissemination plan developed	- Dissemination plan in existence	No dissemination plan in existence	Dissemination plan in existence	Dissemination plan, programme monitoring	MoWCY

				reports, annual progress reports and final evaluation.	
	- Dissemination plan is a part of MoWCY's official documents	Plan for dissemination is ad hoc	Dissemination plan is followed systematically	Programme monitoring reports, annual progress reports and final evaluation.	MoWCY
Output 3.4: Annual gender equality and women's empowerment statistics, information and knowledge conference held	- GEWE conference held	Conferences are held annually	1 Annual conference held	Conference report, programme monitoring reports, annual progress reports and final evaluation.	MoWCY
	- Number of participants and number of different organisations/agencies	Lower administrative levels take part in annual MoWCY conferences	The conference includes GEWE statistics and knowledge and expands to a larger audience, including line ministries, researchers and the public	Conference report, programme monitoring reports, annual progress reports and final evaluation.	MoWCY

Attachment 2: Indicator tables to the results framework

Programme Goal

TABLE 1: Level of use of gender statistics and knowledge on a national cross-sectoral level to inform gender-relevant policies, initiatives and strategies

<i>Strong (4)</i>	<ul style="list-style-type: none"> • Use of gender equality statistics and knowledge is mainstreamed across relevant line ministries/sectors, including MoWCY. • GE statistics and knowledge is used systematically in GE initiatives such as campaign materials, internal and external communication by selected line ministries and MoWCY. • Easily available and user-friendly gender equality data is used by selected line ministries and MoWCY for policy decisions, planning, resource allocations that are aligned with national development goals.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> • Selected line ministries, including MoWCY, do to some extent make use of GE statistics and knowledge relevant to their sector. • Policy documents, strategies, reports and GE initiatives submitted to parliament from line ministries and MoWCY use GE statistics and knowledge to some extent. • Sector-specific GE statistics and knowledge is used to some extent in GE initiatives such as campaign materials, internal and external communication among line ministries and from MoWCY.
<i>Fair (2)</i>	<ul style="list-style-type: none"> • Policy documents, strategies and GE initiatives submitted to parliament from line ministries and MoWCY do not systematically include GE statistics and knowledge. • GE statistics and knowledge is used to a very little extent in GE initiatives such as campaign materials, internal and external communication in line ministries and MoWCY.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • GE statistics and knowledge is not integrated in any systematic or meaningful manner into policy, strategy or GE initiatives at national level, by selected line ministries and MoWCY.

TABLE 2: Level of use of gender equality knowledge and statistics from the side of MoWCY to inform implementation of GE policies, including GTP processes

Strong (4)	<ul style="list-style-type: none"> • Policy documents, strategies and GE initiatives submitted to parliament by MoWCY use GE statistics and knowledge consistently. • MoWCY use GE statistics and knowledge extensively to monitor and implement the Gender Strategy and other existing policies. • Policy documents, strategies and GE initiatives submitted to parliament by MoWCY use GE statistics and knowledge consistently.
Adequate (3)	<ul style="list-style-type: none"> • MoWCSC use GE statistics and knowledge to some degree to monitor and implement the Gender Policy. • Policy documents, strategies and GE initiatives submitted to parliament or similar use GE statistics and knowledge to some extent. • GE statistics and knowledge is used to some extent in GE initiatives such as campaign materials, internal and external communication.
Fair (2)	<ul style="list-style-type: none"> • MoWCSC use GE statistics and knowledge informs the monitoring and implementation of the Gender Policy to a small extent and on an ad hoc basis. • Policy documents, strategies and GE initiatives submitted to parliament or does not systematically GE statistics. • GE statistics and knowledge is used to a very little extent in GE initiatives such as campaign materials, internal and external communication.
Weak (1)	<ul style="list-style-type: none"> • GE statistics and knowledge is not integrated in any systematic or meaningful manner into policy, strategy or GE initiatives by MoWCY.

OUTCOME 1

TABLE 3: Level of effectiveness including degree of regularity for gender equality knowledge management coordination between MoWCY and CSA

Strong (4)	<ul style="list-style-type: none"> • A system is in place wherein CSA submit and share gender equality statistics and knowledge with MoWCY in a regular, timely and agreed-upon manner. • Institutionalized and regular dialogue between MoWCY and CSA is established in the form of adhered to meeting points and exchanges. • The submitted GE statistics and knowledge is in a uniform and agreed upon format that MoWCY can readily use for its purposes.
Adequate (3)	<ul style="list-style-type: none"> • A system for institutional cooperation is set up between MoWCY and CSA, however the cooperation is ad hoc and/or does not follow the agreed upon terms. • Ad hoc meetings are being held between MoWCY and CBS to ensure institutional arrangements and cooperation. • The format of the submitted statistics and knowledge is for the most part in a format that MoWCY can readily use.
Fair (2)	<ul style="list-style-type: none"> • Setting up a system for institutional cooperation is underway but has just to some degree been operationalized. • There is dialogue between institutions, however there is a lack of knowledge-sharing as a result of the dialogue. • A uniform format for submitted statistics and/or knowledge has not been established.

Weak (1)	<ul style="list-style-type: none"> Weak institutional structures between MoWCY and CSA in dealing with gender equality effectively in the form of no system is set up for regular sharing of GE knowledge.
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TABLE 4: Level of effectiveness including degree of regularity for gender equality knowledge management coordination between MoWCY and selected line ministries

Strong (4)	<ul style="list-style-type: none"> MoWCY and line ministries cooperate in a formalised and established manner in order to coordinate gender equality statistics and knowledge. Selected line ministries share gender equality statistics and knowledge with MoWCY at regular intervals. A forum for gender equality statistics and knowledge, or similar, is set up between MoWCY and line ministries, and is considered a well-functioning and useful forum. The collaboration is conducive to the production of GE statistics with analysis and GE knowledge.
Adequate (3)	<ul style="list-style-type: none"> MoWCY collaborate with line ministries through formalized and established structures. A forum for gender equality statistics and knowledge, or similar, is set up between MoWCY and line ministries, but is less well-functioning and/or useful than desired. I.e. the collaboration is not fully conducive to the production of GE statistics with analysis and GE knowledge.
Fair (2)	<ul style="list-style-type: none"> There is both a formalized structure of collaboration and established meeting points, but they lack a clear agenda and regular attendance.
Weak (1)	<ul style="list-style-type: none"> No or very little formalised institutional collaboration on gender equality statistics and knowledge exist between MoWCY and line ministries.

OUTCOME 2

TABLE 5: Level of capacity in MoWCY to produce gender equality indicators and gender equality statistics products in a user-friendly way

Strong (4)	<ul style="list-style-type: none"> MoWCY has the capacity to regularly publish indicators including contextualization and analysis. MoWCY has the capacity to request relevant data and statistics from CSA and line ministries. MoWCY has the capacity to produce a gender equality statistics booklet and indicators in a user-friendly and accessible way, in collaboration with CSA.
Adequate (3)	<ul style="list-style-type: none"> MoWCSC has the capacity to produce and regularly publish gender equality statistics products (e.g. statistics booklet, publish GE indicators), however only with external support.

	<ul style="list-style-type: none"> MoWCSC has the capacity to request relevant data and statistics from CBS and line ministries.
Fair (2)	<ul style="list-style-type: none"> MoWCSC has limited capacity to produce gender equality statistics booklet and indicators.
Weak (1)	<ul style="list-style-type: none"> MoWCSC has low capacity, and limited institutional capacity and memory to produce a gender equality statistics booklet, and indicators on a regular basis.

TABLE 6: Level of capacity in CSA to produce gender equality indicators and gender equality statistics products in a user-friendly way

Strong (4)	<ul style="list-style-type: none"> CSA has the capacity to regularly publish user-friendly gender equality statistics products (e.g. booklet and GE indicators) including contextualization and analysis. CSA has the capacity to produce relevant data and statistics on the request of MoWCY. CSA has the capacity to produce a gender equality statistics booklet and indicators in a user-friendly and accessible way.
Adequate (3)	<ul style="list-style-type: none"> CSA has the capacity to produce and regularly publish a gender equality statistics booklet and indicators, however only with external support. CSA has the capacity to respond to requests from MoWCY for gender equality statistics.
Fair (2)	<ul style="list-style-type: none"> CSA has limited capacity to produce gender equality statistics booklet and indicators, including limited capacity to compile, analyze and contextualize gender equality statistics.
Weak (1)	<ul style="list-style-type: none"> CSA has low capacity, and lack of institutional capacity to produce a gender equality statistics booklet, and indicators.

TABLE 7: Level of capacity among selected line ministries to produce gender equality knowledge

Strong (4)	<ul style="list-style-type: none"> Selected line ministries have the capacity to submit equality statistics and knowledge to MoWCY. Line ministries have the capacity to produce independent gender equality statistics and knowledge based on their sector-specific data and knowledge. Line ministries have the capacity to respond to requests from MoWCY for sector-specific gender equality statistics and knowledge.
Adequate (3)	<ul style="list-style-type: none"> At least two line-ministries have the capacity to submit gender equality statistics and knowledge to MoWCY on a regular basis. At least two line-ministries produce and publish GE statistics and knowledge independently and regularly.
Fair (2)	<ul style="list-style-type: none"> There is some capacity in line ministries to submit gender equality statistics and knowledge to MoWCY.

	<ul style="list-style-type: none"> • Less than two line-ministries the capacity to submit gender equality statistics and knowledge to MoWCSC. • Less than two line-ministries produce and publish GE statistics and knowledge independently and regularly.
Weak (1)	<ul style="list-style-type: none"> • No line ministries have the capacity to submit gender equality statistics and knowledge to MoWCY, and do not produce nor publish GE statistics and knowledge independently.

OUTCOME 3

TABLE 8: Level of availability of gender equality statistics and knowledge presented in a user-friendly way for policymakers, media and other users

Strong (4)	<ul style="list-style-type: none"> • Gender equality statistics and knowledge products are widely available. • All levels of government are familiar with gender equality statistics and knowledge to a large extent. • Hard copy statistical products are available and widely distributed within the government system. • User-friendly information is made available on at least 1 website (MoWCY). • Gender equality statistics and knowledge is shared in a ser-friendly presentation on social media as well as in the general media.
Adequate (3)	<ul style="list-style-type: none"> • Gender equality statistics and knowledge has been made available and known internally to MoWCY, CSA and relevant line ministries. • Different administrative levels of government have had the chance to familiarize themselves with gender equality statistics and knowledge. • The wider gender equality and women's empowerment machinery has received gender equality and statistics products presented in a user-friendly way.
Fair (2)	<ul style="list-style-type: none"> • Gender equality statistics and knowledge has been made available and known internally to MoWCY, CSA and relevant line ministries, but is to a lesser extent known outside the programme partners.
Weak (1)	<ul style="list-style-type: none"> • Gender equality statistics and knowledge has to a little degree been produced in a user-friendly way or disseminated.

TABLE 9: Level of use of gender equality statistics and knowledge by MoWCY to inform international and national reporting including GTP processes

Strong (4)	<ul style="list-style-type: none"> • MoWCY applies gender equality statistics and knowledge regularly to inform national and international reporting. • Use of gender equality statistics and knowledge is embedded within different sections of the ministry.
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	<ul style="list-style-type: none"> All national and international reports from MoWCY contain latest available relevant gender equality statistics and knowledge.
Adequate (3)	<ul style="list-style-type: none"> MoWCY applies gender equality statistics and knowledge to most national and international reporting. MoWCY's use of gender equality statistics and knowledge is limited to a few sections or people. Most national and international reports include available relevant gender equality statistics and knowledge.
Fair (2)	<ul style="list-style-type: none"> MoWCY applies gender equality statistics and knowledge to a select number of national and international reports. The use of gender equality statistics and knowledge is not is not institutionally embedded in MoWCY but is applied ad hoc.
Weak (1)	<ul style="list-style-type: none"> MoWCY does to a very little extent use gender equality statistics and knowledge to inform international and national reporting.

TABLE 10: Degree of dissemination of gender equality knowledge and statistics in a user-friendly presentation

Strong (4)	<ul style="list-style-type: none"> All levels of government including line ministries have received, been exposed to and are knowledgeable about gender equality knowledge from MoWCY and CSA. Researchers, universities, the UN and civil society organizations/women's machinery are familiar with gender equality knowledge from MoWCY and CSA. Gender equality knowledge is made public on various public platforms, including MoWCY website, social media, and through the media, for general public awareness of the gender equality situation in Ethiopia.
Adequate (3)	<ul style="list-style-type: none"> Gender equality knowledge presented in a user-friendly way (e.g. statistics booklet/GE indicators) from MoWCY and CSA is known among the main stakeholders concerned, including internally to CSA and MoWCY, the relevant line ministries involved, UN organizations and women's machinery.
Fair (2)	<ul style="list-style-type: none"> Gender equality knowledge has not been disseminated widely, but is known well internally to the programme agencies, MoWCY, CSA and selected line ministries.
Weak (1)	<ul style="list-style-type: none"> Gender equality knowledge has not been produced in a user-friendly way suitable for dissemination. No product has been disseminated to line ministries, regions, UN and civil society or the public.

Attachment 3: Activity/implementation plan 2019

Activity	Description	Resources/ participants	Time	Contributes to output and objective	Contact persons in Ethiopia and Norway for the activity
Activity 2.1.4 (inception phase): Map the knowledge management chain for gender equality in selected areas in Ethiopia	An important baseline activity is a mapping of the knowledge management chain in Ethiopia. The aim of the activity is to identify where and how knowledge is produced, managed and used; how the knowledge management chain can be improved upon, and; to identify available and relevant statistical sources that can be used in the work. The workshop methodology is participatory and is prepared and facilitated by SSB and Bufdir.	Key participants from CSA, MoWCY, SSB, Bufdir and BLD need to make time available.	February 2019. 1-day workshop (over two days) Conducted during visit from Bufdir and Statistics Norway 4 – 8 February 2019 To be repeated in August 2019.	Outcome 2: Capacity Output 2.1: A gender equality statistics product	List two for each country <i>Ethiopia</i> Name: Institution: MOWCY/CSA E-mail: Phone: <i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:
Activity 2.1.5 Conduct capacity and training needs assessment in MoWCY and CSA	The capacity and training needs assessment serves two purposes. It can act as a baseline description at the start of the programme, and it can inform the design of and which training interventions that will be held during the programme. The capacity and training needs assessment can be developed in cooperation between Norway (SSB and Bufdir) and Ethiopia (CSA and MoWCY), in the form of a questionnaire that can be	Key participants from CSA, MoWCY, SSB and Bufdir need to make time available.	August 2019 Conducted during one/two week visit from SSB and Bufdir.	Outcome 2: Capacity Output 2.1: A gender equality statistics product	List two for each country <i>Ethiopia</i> Name: Institution: MOWCY/CSA E-mail: Phone:

	filled in electronically or on paper. Norway can develop a draft, and then consult with Ethiopian counterparts whether it is relevant. The questionnaire could either be translated into Amharic or filled in with the help of an independent interpreter.	Meeting room needs to be booked.			<i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:
Activity 2.1.2 First meeting in the working group between MoWCY, CSA, Bufdir and SSB in order to define a set of indicators that can be developed throughout the programme period. Indicators defined for the GMIS are a starting point for the selection of indicators.	<p>The first meeting in the joint working group for the production of gender equality indicators in selected fields should gather key participants from CSA, MoWCY, SSB and Bufdir. The meeting will build on the workshop exercise in activity 2.1.3; mapping of the knowledge management chain in Ethiopia. The meeting agenda should include, but is not exhaustive to, the following issues:</p> <ul style="list-style-type: none"> - Select areas that the indicators will cover. - Take into account the policy needs from MoWCY when it comes to covering priority policy areas. - Begin to select what statistical facts and figures that could be presented. - Identify existing data sources that match the statistical facts and figures that will be presented. - Develop a work plan with defined roles and responsibilities within the joint working group. - Set up a meeting plan and timeline for 2019, with visits/meeting points for the joint working group. - Discuss a rough budget including possible design services, translation services, printing, digitizing, dissemination costs etc. 	<p>Key participants from CSA, MoWCY, SSB and Bufdir need to make time available.</p> <p>Meeting room needs to be booked.</p>	<p>August 2019</p> <p>Conducted during one/two week visit from SSB and Bufdir.</p>	<p>Outcome 2: Capacity</p> <p>Output 2.1: A gender equality statistics product</p>	<p>List two for each country</p> <p><i>Ethiopia</i> Name: Institution: MOWCY/CSA E-mail: Phone:</p> <p><i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:</p>

<p>Activity 2.1.3 Follow up on the workplan and timeline for meeting points from activity 2.1.2, to produce gender equality indicators jointly between CSA and MoWCY (peer-to-peer support and follow up from Bufdir and Statistics Norway)</p>	<p>The workplan, meeting plan and timeline produced at the first meeting in the working group for the production of gender equality indicators will be followed up through regular meetings.</p> <p>Specific tasks should be followed up between meetings.</p> <p>Capacity gaps are identified in the process of developing the booklet.</p>	<p>Joint working group with participants from MoWCY, CSA, Bufdir and Statistics Norway</p>	<p>August – December 2019 (continuously)</p>	<p>Outcome 2: Capacity Output 2.1: A gender equality statistics product</p>	<p>List two for each country</p> <p><i>Ethiopia</i> Name: Institution: MOWCY/CSA E-mail: Phone:</p> <p><i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:</p>
<p>Activity 2.1.6: Conduct a series of seminars/capacity modules for the working group based on capacity gaps in the process of developing gender equality indicators</p>	<p>Based on identified capacity gaps in the process of developing the indicators, a tailor-made set of seminars will be held in Norway for the members of the working group.</p> <p>The series of seminars in Norway could be related, but are not exclusive, to the following issues:</p> <ul style="list-style-type: none"> - How to use context and analysis when presenting gender equality statistics, in the forthcoming gender equality indicators and in other relevant reports - How to present statistics in user-friendly graphs and infographics 	<p>Joint working group with participants from MoWCY, CSA, Bufdir, BLD and Statistics Norway</p>	<p>October/or later 2019 (to be confirmed)</p>	<p>Outcome 2: Capacity Output 2.1: A gender equality statistics product</p>	<p>List two for each country</p> <p><i>Ethiopia</i> Name: Institution: MOWCY/CSA E-mail: Phone:</p> <p><i>Norway</i> Name: Institution: SSB/Bufdir E-mail:</p>

	<ul style="list-style-type: none"> - How to use statistics and knowledge to inform policy (exposure visit to the ministry) - Overview of administrative data system in Norway (SSB) 				Phone:
<p>Activity 1.1.1: Meeting to establish a working-level agreement between MoWCY and CSA.</p>	<p>The meeting will cover issues pertaining to sharing of gender equality statistics and knowledge between MoWCY and CSA. This could include discussions concerning what knowledge and statistics MoWCY needs from CSA, and to establish consensus on what is needed in a cooperation arrangement between MoWCY and CSA for the development of policy relevant gender equality statistics products.</p> <p>The agreement is of a technical nature, stating intentions of systematic knowledge-sharing between two important stakeholders in the field of gender equality knowledge in Ethiopia. The aim is to set up a regular and predictable routine for the sharing of information, including meeting points; to place MoWCSC in a position to request and process gender equality-relevant statistics from CSA, and in turn to be able to use the requested gender equality-relevant statistics to inform policies, initiatives and strategies developed and managed by MoWCY.</p>		<p>Time: November/December 2019 (to be confirmed)</p>	<p>Outcome 1: Cross-sectoral coordination</p> <p>Output 1.1: Formalized cooperation between MoWCY and CSA</p>	<p>List two for each country</p> <p><i>Ethiopia</i></p> <p>Name:</p> <p>Institution: MOWCY/CSA</p> <p>E-mail:</p> <p>Phone:</p> <p><i>Norway</i></p> <p>Name:</p> <p>Institution: SSB/Bufdir</p> <p>E-mail:</p> <p>Phone:</p>

Attachment 4: Three-year activity plan overview (see also excel-spreadsheet attachment)

Three Year Activity Overview ETHIOPIA			1st year (2019)		2nd year (2020)				3rd year (2021)					
Outcome	Outputs	Activities	Inception phase	3rd quarter	4th quarter	1st quarter	2nd quarter	3rd quarter	4th quarter	1st quarter	2nd quarter	3rd quarter	4th quarter	
Outcome 1: Functional cross-sectoral coordination mechanisms for gender equality knowledge management established	Output 1.1: Formalized cooperation and sharing of gender equality statistics and knowledge between MoWCY and CSA established	Activity 1.1.1: Meeting to establish a working level agreement between MoWCY and CSA on issues pertaining to sharing of gender equality statistics and knowledge, what knowledge and statistics MoWCY needs from CSA, and to establish consensus on what is needed in a cooperation arrangement between MoWCY and CSA for the development of policy relevant gender equality statistics products. Activity 1.1.2: Develop draft agreement between MoWCY and CSA within a short time period, as a follow-up to activity 1.1.1. Activity 1.1.3: Second meeting between MoWCY and CSA to finalize the working level agreement.												
	Output 1.2: Formalized cooperation and sharing of gender equality statistics and knowledge between MoWCY and line ministries established	Activity 1.2.1: MoWCY convenes a meeting with relevant/select line ministries to discuss the need for and to establish formalized agreements for sharing of gender equality knowledge and statistics from line ministries to MoWCY. Activity 1.2.2: Separate but similar agreements are developed for the respective line ministries. Activity 1.2.3: Second meeting is convened between MoWCY and line ministries to finalize agreements concerning sharing of gender equality knowledge, and a meeting plan for follow-up the agreements is developed.												
	Output 1.3: Effective coordination to share knowledge and statistics between MoWCY and CSA in place	Activity 1.3.1: Working level agreement in activity 1.1.3 is operationalized through regular meetings between MoWCY and CSA throughout the programme period. Meeting schedule is agreed upon and meeting agendas are developed with a view to ensure data and knowledge-sharing. Activity 1.3.2: Contact persons in each agency is appointed and are in regular contact to follow up on the working level agreement. Activity 1.3.3: Annual meetings are held between MoWCY and CSA to review the agreement over the past year, and to revise a new working level agreement for the following year.												
	Output 1.4: Effective coordination to share knowledge and statistics between MoWCY and line ministries in place	Activity 1.4.1: Follow up meetings are conducted at regular and agreed upon intervals between MoWCY and line ministries to put the gender equality knowledge-sharing agreements into practice (with reference to activities 1.2.1, 1.2.2 and 1.2.3). Activity 1.4.2: Schedules for sharing of data/statistics between line ministries and MoWCY are developed. Activity 1.4.3: A forum for equality knowledge and statistics is set up and led by MoWCY, with meetings at least once per year, in order to get an overview of existing gender equality statistics. A mandate for the forum should be on the agenda for the first meeting.												
	Output 1.5: Training of trainers for regional gender focal points and statistics head of bureaus, local woreda planners in uniform data collection and reporting delivered	Activity 1.5.1: MoWCY and CBS calls for a meeting with gender focal points and statistics directors/relevant staff from regions and woreda level in order to assess the training needs, and receive input. Activity 1.5.2: MoWCY and CBS develop, with support from Bufile and Statistics Norway, materials for a training of trainers workshop with gender focal points etc. Activity 1.5.3: A training of trainers is delivered in Addis Ababa, where a workplan for follow-up is developed during the session. Activity 1.5.4: Workplan is followed up from training of trainers, by MoWCY and CBS.												
Outcome 2: MoWCY, CSA and line ministries are capable to produce gender equality knowledge	Output 2.1: Gender equality statistics product with analysis based on existing data developed and presented in a user-friendly way	Activity 2.1.1: Set up a joint working group with members from MoWCY, CSA, Bufile and SSB. Activity 2.1.2: First meeting in the working group between MoWCY, CSA, Bufile and SSB in order to define a set of indicators that can be developed throughout the programme period. Indicators defined for the GMS are a starting point for the selection of indicators. Activity 2.1.3: Follow up on the workplan and timeline for meeting points from activity 2.1.2, to produce gender equality indicators jointly between CSA and MoWCY (peer-to-peer support and follow up from Bufile and Statistics Norway). Activity 2.1.4 (Inception phase): Map the knowledge management chain for gender equality in selected areas in Ethiopia. Activity 2.1.5: Conduct capacity and training needs assessment in MoWCY and CSA. Activity 2.1.6: Conduct a series of seminars/capacity modules for the working group based on capacity gaps in the process of developing gender equality indicators (in Norway, for the joint working group in activity 2.1.3).												
	Output 2.2: A gender mainstreaming guideline/checklist for planning and conducting surveys created	Activity 2.2.1: Set up a working group between MoWCY, CSA, Bufile and SSB to conduct the work with the guideline. Activity 2.2.2: Series of meeting points with capacity building seminars developed by resources from SSB and Bufile to impart important principles used in Norway when it comes to gender equality in surveys. Exchange of what gender equality factors and issues that are important to include in Ethiopia. Activity 2.2.3: Develop an outline for the guideline based on meetings in activity 2.2.2 (ensure to limit the guideline in scope, with mainly essential and user-friendly content). Activity 2.2.4: MoWCY takes the lead in writing the guideline with support from CSA, Bufile and Statistics Norway, through peer-to-peer learning.												
	Output 2.3: A gender equality perspective is included in selected relevant surveys and censuses in the programme period	Activity 2.3.1: Concrete surveys are identified, e.g. the census and time use survey, that are assessed by a team with members from MoWCY, CSA, Bufile and SSB and evaluated for the inclusion of the GE perspective. Activity 2.3.2: Meeting points where the surveys are assessed jointly are set up, with the use of the gender mainstreaming guideline in output 2.2.												
	Output 3.1: Seminar on gender equality knowledge processes related to GTP processes conducted	Activity 3.1.1: Develop seminar material based on Norwegian experience with gender mainstreaming in national planning, including how knowledge management is used in national planning processes in Norway. Activity 3.1.2: Hold seminar to relevant MoWCY and potentially CSA staff. Activity 3.1.3: Bufile/Ministry of Culture and Equality support MoWCY to use the lessons learnt in GTP contributions and planning.												
Outcome 3: User-friendly gender equality knowledge and data produced, and used and shared to inform implementation and development of gender equality policies and initiatives	Output 3.2: Checklist for knowledge management in MoWCY developed	Activity 3.2.1: MoWCY staff that are involved with knowledge management activities set up a working group and with support from Bufile hold a workshop where the routines for knowledge management in MoWCY are mapped through participatory workshop methodology. Activity 3.2.2: Based on the mapping and discussions concerning knowledge management, needs for improvement and the desired situation for knowledge management processes within MoWCY are identified, and feed into a draft checklist which is developed internally to MoWCY with support from Bufile. Activity 3.2.3: The draft checklist will be the agenda for a second workshop/meeting where a checklist is finalized by MoWCY staff with support from Bufile.												
	Output 3.3: Dissemination plan developed	Activity 3.3.1: Workshop seminar about dissemination is held with relevant and central participants from MoWCY, CSA, Bufile and SSB. Activity 3.3.2: Bufile and SSB develops and delivers a seminar session about experiences for the different levels of dissemination of gender equality statistics and knowledge in a Norwegian context. Activity 3.3.3: MoWCY and CSA develops a presentation and an overview of current dissemination of gender equality knowledge, in addition to ideas for how dissemination could be improved/the desired situation for dissemination of gender equality statistics in Ethiopia. Activity 3.3.4: Based on the seminar/workshop a plan for dissemination of gender equality statistics, indicators and knowledge, especially developed during the project period, is further developed in a workshop with MoWCY, CSA, Bufile and SSB.												
	Output 3.4: Annual gender equality and women's empowerment, statistics, information and knowledge conference held	Activity 3.4.1: A working group is set up to take care of logistics, budget, conference programme etc. for the conference. Activity 3.4.2: A conference programme is developed in cooperation with CSA, with support from SSB and Bufile. The programme could both showcase what the government is doing, cross-sectorally, including the work of relevant selected line ministries, to develop and disseminate gender equality data. In addition the conference could feature researchers within Ethiopia e.g. from the university sector, research institutions and the UN. Activity 3.4.3: The conference programme could include a roundtable with key participants at the conference, with the purpose of developing a key document drawing on presentations and discussions at the conference. The key document, which is owned by MoWCY, should contain key arguments for the importance of focusing on gender equality in Ethiopia, based on current knowledge. Activity 3.4.4: Conference is held. Activity 3.4.5: Conference report is written and key arguments for the importance of focusing on gender equality in Ethiopia are distributed widely and used to inform implementation and development of gender equality policies and initiatives.												

Attachment 5: Risk assessment

This risk analysis identifies risks that may have an impact on the cooperation between Norway and Ethiopia through the Gender Equality for Development program. It includes risks related to political factors, as well as risks internal to and directly linked to the cooperation. It also includes risks of a cross-cutting nature, where the Gender Equality for Development programme may have a negative impact. The Gender Equality for Development Secretariat will, in cooperation with implementing partners, monitor potential risks to the program and ensure regular updates of the risk matrix in the annual meeting.

Likelihood of occurrence is listed from 1-3, where 1 is low and 3 is high

Impact of consequences is listed from 1-3, where 1 is low and 3 is high

Degree of risk:

Low = green

Medium = yellow

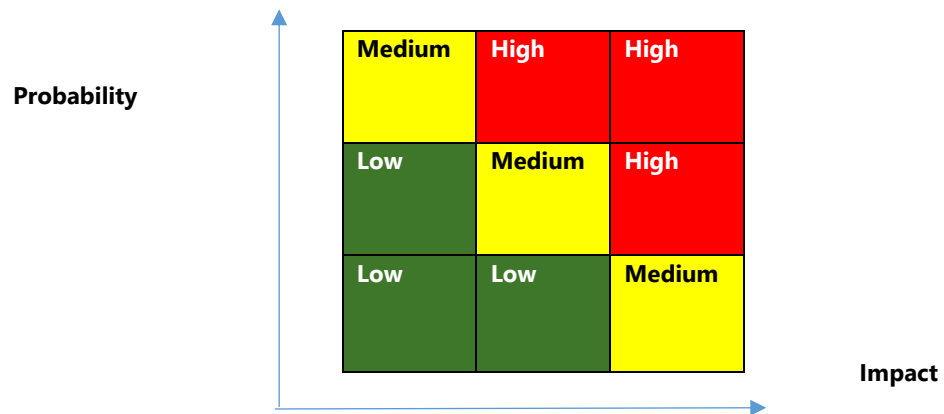
High = red

Identified risk		Analysis and assessment of consequences				Risk management
Risk ID	Risk	Analysis of consequences	Likelihood of occurrence	Impact of consequence	Risk degree	Assessment and mitigating measures
1.	Change in political leadership in Ethiopia	The political leadership no longer wishes MoWCY to prioritise GEFD	2	3		Activities need to be planned in such a manner that they consider the risk of change in political leadership. The programme needs to be part of MoWCY's day-to-day work and not only a "side programme" which might be easy to cancel if prioritizing changes. There need to be mechanisms in place that secure that the knowledge transfer from Norway to Ethiopia is sustainable.
2.	Norway and Ethiopia do not reach an agreement on the content of a GEFD programme.	Worst case scenario: no GEFD programme in Ethiopia	1	3		Given the positive dialogue between the two parties and the expressed wish to reach an agreement, this does not present a large risk at present.

3.	Norwegian public institutions do not have the expertise that Ethiopian institutions require and request.	No cooperation	1	3		<p>Norwegian institutions need to assess whether it can get the necessary expertise.</p> <p>The Norwegian institutions have gone through the programme document and the activities thoroughly and are familiar with what the program entails.</p>
4.	Change in staff in Norway working on GEFD.	The progress could be impacted or delayed.	1	2		The GEFD programme has routines in place to ensure that processes are documented. Staff have already changed on the Norwegian side without affecting the progress of the programme development.
5.	Change in staff working on GEFD in MoWCY	The progress could be impacted or delayed. It can also affect the achievement of results once the GEFD programme is up and running.	2	3		<p>Activities need to be planned in such a manner that they take into account that the programme is not about strengthening individuals, but systems and institutions.</p> <p>There need to be mechanisms in place that secure that the knowledge transfer from Norway to Ethiopia is sustainable.</p>
6.	Programme activities and outcomes too ambitious	Unclarity surrounding needs and competence levels among the actors involved in the program result in activities that do not match the appropriate levels of competence.	2	2		Base program activities on needs assessments and extensive consultations between the partners involved in the program
<p>Risks related to cross-cutting issues</p> <p>1. Human rights apply to all human beings, regardless of nationality, ethnic origin, sex, religion, political opinion, social status, or any other characteristic. The GEfD programme aims to strengthen the ability of the government to fulfil its human rights obligations.</p>						

<p>2. Social norms, legal rights, and social and economic institutions define the opportunities and barriers women and men face in different societies. These often discriminate against women and girls. The GEfD programme aims to strengthen the ability of the government to promote gender equality.</p> <p>3. Both people and infrastructure are becoming more vulnerable because of climate change. The content of the GEfD programme does not impact the climate directly. We are aware, however, that the travelling that comes with the programme can have negative consequences for the environment.</p> <p>4. Corruption can be a risk factor in governmental agreements which entails transfer of services. The GEfD programme is not in great danger of creating or perpetuating corrupt practices or structures in the project, local community, region or country. Although the potential risk is low, the potential consequences may be substantial. The project's risk management will therefore seek to identify and reduce the risks. Actions to reduce the risk may include strengthening internal processes, conducting activities to mitigate risky conditions in the external environment, or both</p>						
1.	Human rights, with a focus on participation, accountability and non-discrimination	Socio-cultural, institutional, professional and gender-specific barriers might have impact on realisation of these focus areas.	1	2		Throughout the project cycle of the GEfD programme, the involved partners will adhere to national and international policies, laws, treaties and good practices relating to participation, accountability and non-discrimination by striving to remove barriers for realisation of human rights.
2.	Women's rights and gender equality	Socio-cultural, institutional, professional and gender-specific barriers might have impact on realisation of women's rights and gender equality.	1	2		GEfD partners will adhere to the principles of promoting women's rights and gender equality; the programme will focus on women professionals as change agents of their own (in programme activities and decision-making processes).
3.	Climate and Environment	Long distance travel (flights, vehicles, consumption of fossil fuel), and use of office facilities (aircon, heating, printing/	2	2		GEfD programme will follow a practice of limiting travels to basic minimum, also will strive for making use of digital technology to minimise paper-based work.

		papers, etc.) has negative impact on climate and environment				
4.	Transparency, accountability and anti-corruption	Non-compliance to these requirements might have severe impact on the programme.	1	2		<p>The GEfD-programme is an institutional cooperation which not includes money transfer. The programme covers actual costs and participants will not be paid per diem.</p> <p>There will be established selection criteria for choice of workshop participants.</p> <p>Procurement of services will apply standards of collection three offers and a selection process based on selection criteria.</p>



Attachment 6: Budget

A detailed budget will be submitted separately

Tentatively total commitment of approximately NOK 15 million is estimated for the support period from June 2019 to December 2021

Attachment 7: Proposed draft indicators to the GMIS

Table 1: Proposed indicators versus selection criteria – education

	Indicator	Policy Interface				Availability	To be collected	Comparability	
		International			National			ADI	UN Gender mini set
		CEDA W	BPfA	SDG					
A.1	Social								
A1.	Education								
1.1.	Number of People participated on awareness creation program to enhance women’s educational participation and effectiveness by sex, location								
1.2.	Literacy rate by sex, age and Region	A ₁₀	B ₂	G ₄	GTPII (G 6.2)	CSA/EMIS	-	A	
1.3.	Adult and Non-Formal Education participation by sex, age and location	A ₁₀	B ₂		GTPII (G 6.2), EDTP	EMIS	-		
1.4.	Net Primary Enrolment rate by sex, age and disability	A ₁₀	B ₁	G ₄	GTPII (G 6.2)	CSA/EMIS	-	A	A
1.5.	Net Secondary enrolment rate by sex, age and disability	A ₁₀	B ₃	G ₄	GTPII (G 6.2) /EDTP	CSA/EMIS	-		
1.6.	Net Tertiary Enrolment rate by sex, Level and disability	A ₁₀	B _{1, 2}	G ₄	EDTP	CSA/EMIS	-	A	A
1.7.	Ratio of female/male in TEVET	A ₁₀	B		EDTP	CSA/EMIS	-		

1.8.	Gender Parity Index by level	A ₁₀	B ₃	G ₄	EDTP	EMIS	-		A
1.9	Dropout rate by sex, level and region	-	B ₃		GTPII (G 6.2)	CSA/EMIS	-		A
1.10	Completion rate by sex, level and region	A ₁₀	B ₂	G ₄		EMIS	-	-	
1.11	Repetition rate by sex, level and region	A ₁₀	B		EDTP	CSA/EMIS	-		
1.12	The ratio of female teachers/ trainers /lecturers by level and by field	-	B ₃		EDTP	EMIS	-		A
1.13	Percentage of female graduates by major field of study (science/tech and social science)	-	B ₃		GTPII (Goal 6.2)	CSA/EMIS	-		A

Table 2: Proposed indicators versus selection criteria – health and education services

	Indicator	Policy Interface			Availability	TO be Collected	comparability	
		International		National			ADI	UN Gender min set
		CEDAW	BPfA	SDG				
A.1	Social							
A2.	Health and related services							
2.1	Number of People participated on awareness creation program to have access to health facilities by sex, age, location							
2.2.	Total population by sex, location and age				CSA, Census			

2.3.	Life expectancy by sex			G3	HOTP	CSA Census			A
2.4.	Total fertility rate for women 15-49, by region and urban-rural residence	A ₁₂	C ₁	G3	GTPII (6.2)	CSA(DHS) and Census			
2.5.	Maternal mortality ratio (MMR) (per 100,000 live births)	A ₁₂	C ₁	G3	GTPII(6.2)	CSA(DHS)			A
2.6.	Contraceptive prevalence rate (CPR) (%) by type, sex, age	A ₁₂	C ₁	G3	GTPII (6.2)	CSA(DHS)			A
2.7.	Proportion of deliveries attended by skilled health personnel	A ₁₂			GTPII (6.2) HOTP	HMIS			A
2.8.	Antenatal and post-natal care coverage at least 4 visits (%)	A ₁₂			GTPII (6.2) HOTP	HMIS			A
2.9.	HIV prevalence rate (%) by sex, age								
2.10	Access to anti-retroviral drug (ART) by sex	A ₁₂			GTPII (6.2)	HMIS		A	A
2.11	Proportion of people who have Comprehensive knowledge of HIV/AIDS by sex, age								
2.12	Number of people who have access to services provided to the disabled				MoLSA		MOLSA/CSA		
2.13	Number of mothers with obstetrical fistula cases	A ₁₂			HOTP	HMIS			
2.14	Cancer screening in women age 30 – 49 by type (Cervical and breast) and location	A ₁₂			HOTP		MOH		
2.15	Proportion of women who have access to treatment of cervical cancer	A ₁₂			HOTP		MOH		
2.16	Total number of pregnant and lactating women with moderate and acute malnutrition out of PSNP beneficiaries			G2.2		HMIS			

Table 3: Proposed indicators versus selection criteria – economic benefit

	Indicator	Policy Interface			National	Availability	To be collected	Comparability	
		International						ADI	UN Gender min set
		CEDAW	BPfA	SDG					
B.3	Economic Benefits								
3.1.	Number of women participated on awareness creation program to make women economically benefit								
3.2.	Number of women received marketable skill-based training								
3.3.	Poverty headcount ratio of male and female population			G ₁	GTPII		CSA(HHWS)	A	
3.4.	Daily time use by sex and location and by type (paid and unpaid)					CSA (TUS)		A	
3.5.	Percentage of Access to improved water source (% of population)	A ₁₄	C ₁	G ₆		CSA(DHS)		A	
3.6.	Labor market share by sex, sector, and profession	A ₁₁		G ₁₁		CSA(DHS)			
3.7.	Employment rate by age, sex and major economy sector	A ₁₁		G		CSA(LFS)		A	
3.8.	Unemployment rate by age, sex and location			G ₈		CSA (census)		A	
3.9.	Percentage of women land certificate owners by marital status and location			G ₈		CSA(AASS)		A	

3.10	Beneficiaries of agricultural extension by sex, marital status	A ₁₄	A ₂	G1	GTPII	CSA (AASS)		A	A
3.11	Percentage of women urban house owners by marital status and region		A ₂	G1	GTPII (4.1)	CSA (AASS)			
3.12	Ratio of women that participated in and benefited from micro and small-scale enterprises by location, type and level of entrepreneurship				UDTP		CSA and MOUDH		
3.13	Ratio of women that access and benefit from BDS (Business Development Services) by sex, type and location	A ₁₃	A ₃	G9	GTPII		CSA and MOUDH		A
3.14	Percentage of benefit from micro finance institutions by sex, volume, and location		A ₃	G8,9	GTPII	CSA (SSMIS)		A	A
		Policy Interface				Availability	To be collected	Comparability	
		International			National			ADI	UN Gender min set
	Indicator	CEDAW	BPfA	SDG					
3.15	Ratio of rural women in cooperatives by type	A ₁₄			GTPII		MOALU	A	A
3.16	No. of HHs benefiting from social security schemes by marital status and location	A ₁₁					MOALU		
3.17	No. female beneficiaries benefiting from livestock and fishery by region and head of household			G1	GTPII (4.1)	CSA(AASS)			
3.18	proportion of job created for female/male in mega projects by sector			G8		CSA(LFS)			
3.19	Gender wage gap by sector			G,8			CSA	A	A

3.20	Percentage of Women using time and labour-saving technology by type and location						CSA		
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Table 4: Proposed indicators versus selection criteria – human security

	Indicator	Policy Interface				Availability	To be collected	comparability	
		International			National			ADI	UN min set
		CEDAW	BPfA	SDG					
C4	Human security								
4.1	Number of People participated on awareness creation program to have access to health facilities by sex, age, location								
4.2.	Total and age specific rate of women/girl subjected to physical violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency by location	GR12,19	D ₁ ,D ₂	G5	GTPII (7.1)	-	AG/ CSA	A	
4.3.	Total and age specific rate of women/girl subjected to sexual violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency by location	GR12,19	D ₁ ,D ₂	G5	GTPII (7.1)	-	AG/ CSA	A	
4.4.	(Replace with lifetime violence Indicator) by type (SDG	GR12,19	C, D ₁ ,D ₂	G5	GTPII (7.1)	-	AG/ CSA	A	
4.5.	Total and age specific rate of women subjected to psychological violence in the past 12 months by the intimate partner by location	GR12,19	C, D ₁ ,D ₂	G5	GTPII (7.1)	-	AG/ CSA		

4.6.	(Replace with Marital control) from DHS 2016	GR12,19	C, D ₁ ,D ₂	G5	GTPII (7.1)	-	AG/ CSA		A
4.7.	Total and age specific rate of women subjected to female genital mutilation by location and region (SDG 5.3.2)	GR14	C ₂ ,D, L ₂	G5	GTPII (7.1)	CSA (DHS)			A
4.8.	Total and age specific rate of women subjected to marriage by abduction by location and region	A16, GR 12	D ₃ ,L ₂		GTPII (7.1)	-	AG/ CSA		
4.9.	Total and age specific rate of women subjected to child marriage by location (SDG Indicator 5.3.1)	GR14	L, L ₂	G5	GTPII (7.1)	CSA (DHS)			
4.10	Proportion of GBV cases reported by type, age, location, context								
4.11	Proportion of GBV cases prosecuted by type, location, context								
4.12	No. of women survivors who have accessed to women friendly services by type, location								
4.13	Proportion of women IDPs who have accessed to basic response protection services								

Table 5: Proposed indicators versus selection criteria – public life and decision-making

	Indicator	Policy Interface			Availability	To be collected	Comparability	
		International		National			ADI	UN Gender min set
		CEDAW	BPfA	SDG				
C5.	Public life and decision making							
5.1.	Number of women participated on awareness creation program to enhance their decision-making skill by age, location and disability							
5.2.	Percentage of women candidates for the parliamentary election by age, disability and level of administration	A ₇	G ₁	G5	GTPII (8.1)		NEBE	
5.3.	Number of seat in Legislative part, by age, sex and level of administration (Federal, Regional/City, District)	A ₇	G ₁	G5	GTPII (8.1)		NEBE	A A
5.4.	Proportion of women in house of federation council by age and disability	A ₇	G ₁	G5	GTPII (8.1)		NEBE	A A
5.5.	Proportion of women judges by level, region, age and disability	A ₇	G ₁	G5	GTPII (8.1)		GA	A A
5.6.	Proportion of women in decision making in the public sector by sector, position (Minister, State minister, Director, Team leader), level of administration, age, disability. Sector (Education, Health, Finance, Institutions included)		J ₁	G5			MPS	

5.7.	Percentage of women in leadership position in civic societies (Federations, Associations, CBO and CSOs) by sex, type, position and disability	A ₇	G ₁	G5	GTPII (8.1)		MOFA	A	
5.8.	Proportion of female public servant by level, region and sector						MOPS		
5.9.	Proportion of female/male in the Military by sex, position and region	A ₇	G ₁	G5			MOD		
5.10	Proportion of female/male in peace keeping operations		E ₁ , E ₄			-	MOD		A
5.11	Number of women participating in Women Development Groups by age, region and location						MOWCA		
5.12	(To be referred on EDHS)	A ₁₅ , A ₁₆					CSA		
5.13	Percentage of women electoral board members by age, region and disability						NEBE		

