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UTV Working Paper

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Gender Equality in Swedish Development Cooperation

Annex IV: Ethiopia Country Report

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Sida

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Acronyms

AAA	Accra Agenda for Action
AWEA	Association of Women Entrepreneurs of Amhara
CIDA	Canadian International Development Agency
CSO	Civil Society Organisation
DAG	Development Assistance Group
DCI	Development Cooperation Ireland
DIP	Democratic Institutions Programme
EWLA	Ethiopian Women Lawyers Association
FHH	Female-headed household
GBV	Gender based violence
GER	Gross Enrollment Rate
GoE	Government of Ethiopia
HDI	Human Development Index
HH	Household
HTP	Harmful traditional practices
LFA	Logical Framework Analysis
M & E	Monitoring and Evaluation
MOFED	Ministry of Finance and Economic Development
MOWA	Ministry of Women's Affairs
NAP-GE	National Action Plan on Gender Equality
NEWA	Network of Ethiopian Women's Associations
NGO	Non-Governmental Organisation
PASDEP	Plan for the Accelerated and Sustained Development to End Poverty
PIM	Programme Implementation Manual
PSNP	Productive Safety Net Programme
SARDP	Sida-Amhara Rural Development Programme
SDPRP	Sustainable Development and Poverty Reduction Plan
TA	Technical Assistant
TBA	Traditional Birth Attendant
USAID	US Agency for International development
VAW	Violence Against Women

1 Introduction

This report forms part of Phase 3 of the Evaluation of Support to Gender Equality in Swedish Development Cooperation, and is based on a two week field visit to Ethiopia in Oct/Nov of 2009. It is also an extension of the Country Survey prepared in Phase 1 of the evaluation, which provided an overview of Sida's gender approach in Ethiopia, as well as gender aspects of individual programmes. Based on criteria agreed on between Sida and the evaluation team, two projects were identified for follow up in Phase 3.

This study picks up where the Country study left off. It is an assessment of how gender equality is carried out by Sida in Ethiopia, using primarily the two case studies of the Sida-Amhara Rural Development Programme (SARDP) and the Productive Safety Net Programme (PSNP), both of which are operative in East Gojjam.

During the two week field visit, the team was able to meet with Sida officials in Addis, with 4 of the counterparts who were not among the case studies selected, with government officials, other donors, and UNDP personnel coordinating common funds that Sida supports. In the second week, in Amhara, the team met with SARDP technical teams in E. Gojjam and Bahir Dar, local government officials, representatives from various regional Ministry Bureaus, Women's Affairs Bureau/Offices, and with community groups who are direct beneficiaries (see Annex A) A significant limitation to the field work was that the date was changed twice, with relatively short notice, and it was difficult to schedule key meetings, particularly with Sida staff. Also, because the field work was at the end of the mission, it was not possible to hold a debriefing meeting at the end of the mission. (It was held in December). The logistics of visiting remote villages in E. Gojjam to visit both SARDP and PSNP was also a challenge, with large distances reducing time in the villages.

2 Country Context

2.1 OVERVIEW OF POVERTY IN ETHIOPIA

Ethiopia is geographically located in the horn of Africa with the population of 73,918,505. Of these, 50.46% (37296657) are males and 49.54% (36621848) are females¹. It is a federated state of nine regional states which include the Amhara Regional State, and two self governing cities (Addis Ababa and Dire Dawa). Traditionally highly centralized, in spite of its ethnic diversity, the current government has embarked on a process of decentralization that would take budgeting and decision making to the regional level (e.g. Amhara) then the zonal level (E. Gojjam) and finally to the Woreda level.

Select gender and poverty indicators

(Source: UNDP Human Development Report, 2009)

Indicator	Value	Rank/total
Life expectancy at birth	54.7%	151
Adult literacy	35.9%	145
People not using improved water source	58%	146
Children under 5, underweight by age	38%	126
Women's literacy as % of men's	45.6%	142
Women in ministerial positions	10%	
Gender empowerment measure		85, of 106
Men's estimated annual income	USD 936	
Women's estimated annual income	USD 624	

In 2002 Ethiopia ranked 168th out of 173 counties, with an estimated annual GDP per capita of USD 100.² The 2009 Human Development Report ranks Ethiopia at 171 in terms of the HDI, with an annual per capita income of 779 USD, a life expectancy of 54.7 years and adult literacy of 35.9%.

1 Demographic Survey of Ethiopia, Summary data, unpublished. CSA. 2007, Addis Ababa. (CIA World fact book estimates 85,237,338, 2009)

2 Country strategy for development cooperation with Ethiopia, Sida, January 2003–December 2007,

Women make up approximately half of the population of Ethiopia, but usually find themselves disproportionately among the ranks of the poor. Although legally they enjoy equal rights with men, the application of the law is inadequate and women remain subject to an oppressive patriarchy and a range of harmful traditional practices (HTP) including female genital mutilation (FGM), early marriage, often to much older men, abduction, rape and other forms of gender based violence. Although the level of poverty is high, the poor woman is generally always poorer and with fewer life options than her male kin.

Although women are essential for food production (making up 60–80% of the agricultural work force, Africa wide) the Ethiopian Central Agricultural Census Study 2003 data showed that only 18.6% of land holders were women, and (2001) only 9% of the people who had access to agricultural extension services were women³

The national Gross Enrollment Ratio (GER) of primary enrolment was 88% for boys, and 71.5% for girls. Among those enrolled in government institutions for the four year degree programme 22.5%, were women; for the Master degree Program 9.2%, and for PH.D. programme 6.4%.⁴

The fertility rate in the country is 5.4 (6.0 in rural and 2.4 in urban areas: DHS, 2005) births per woman. Maternal and infant mortality are high, as many women of reproductive age have little or no access to health care and family planning. The situation of maternal health is worse in pastoral areas particularly in Afar and Somali Regional States. For instance, it was indicated that for 2005 Ante Natal Care in Afar was 15%, in Somali 7% against the National average of 28%⁵.

2.2 NATIONAL ANTI-POVERTY AND GENDER EQUALITY STRATEGIES (PASDP, NAP-GE)

PASDEP

At the beginning of the current Sida Country strategy, the government had conducted a poverty assessment and drawn up a poverty reduction plan *Sustainable Development and Poverty Reduction Plan* (SDPRP) which was replaced in 2005 with the five year Plan for

3 National Action Plan For Gender Equality (NAP-Eg) 2006–2010. Ministry of Women's Affairs (MOWA). Addis Ababa-2006, p.6

4 Ibid, p.8

5 Ibid, p.9

Accelerated and Sustained Development to End Poverty. (PASDEP). PASDEP has been both criticized for not mainstreaming gender and praised for including a short chapter laying out some priorities for gender. The commitment includes the development of a more comprehensive strategy, and strengthening the women's mechanism. As a result, the National Action Plan for Gender Equality (NAP-GE) was developed as an add on to PASDEP.

The National Action Plan-GE

The NAP-GE was formulated by the Ministry of Women's Affairs (MoWA); and integrated as part of PASDEP's strategy: "...unleashing the potential of Ethiopian women who constitute about half of the population is central to the PASDEP strategy to liberate women from low-productivity tasks, and increasing their participation in the work force and social and political processes of the country."⁶

The priorities of the NAP-GE, designed to dovetail with the PASDEP, are:

1. Enhance Women's and Girls Economic Empowerment
2. Enhance the Role and Benefits of Women in Environmental Management and Protection
3. Promote equal access and success in education and training for women and girls
4. Improve women and girls Reproductive Rights, Health and HIV/AIDS Status
5. Reduce Violence against women and girls and improve their Human Rights
6. Increase women's access to all Levels of decision making, in particular in political and public spheres
7. Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming

To support the empowerment of women and gender equality in Ethiopia, the Gender Pooled Fund by donor group, and tripartite agreement between the Ministry of Finance and Economic Development (MoFED) MoWA and UNDP was signed in July 2007, with purpose to strengthen MoWA's institutional capacities, and also Women's Affairs Departments in the different sectors. Non-state actors like NGOs and CSOs were also entitled to have access to the

Fund with the objective of enhancing policy dialogue, although this has not happened in practice and is unlikely to in the future due to the severe limitations placed on NGOs under recent legislation. The Netherlands, Sweden, Italy, Ireland and UNFPA were the five agencies initially committed to provide funds.⁷

According to the UNDP Annual Report of Development Assistance Group (DAG), performance and impacts/ improvement on women's economic and social status reported on in the 2006/07 Activity Progress Report were not substantiated by evidence-based data or measurable information regard to gender. It further noted that the reports listed a number of activities performed in many different sectors (legal sector, rural development, formal employment, health, and education) but no reference provided to specific activities and measurable impact over women's economic and social status.⁸

In addition to the NAP-EG, the MoWA designed a development and change package to promote equal opportunities to participate in social and political spheres, as well as decision making powers at all levels. Various objectives and strategies were established in July 2006, the same year the NAP-EG was endorsed as the part of PASDEP but there are no activities set for implementation to achieve the stated goal/objectives.

2.3 MULTILATERAL AND BILATERAL AGENCIES' CONTRIBUTIONS

The development partners (bilateral and multilateral agencies) have accepted PASDEP as overarching framework for their development cooperation with Ethiopia, and are aligning their country strategies around these and the broader harmonisation agenda. Twenty-five multilateral and bilateral agencies represented in Addis participate in DAG. DAG's key areas of supports are strengthening harmonized support to the PASDEP process; Promoting the OECD DAC harmonization agenda; strengthening of PASDEP monitoring and evaluation system; strategic coordinated support to focus areas of the PASDEP including education, and gender mainstreaming.⁹

DAG is Co-chaired by UNDP and the World Bank and one bilateral agency, with the Secretariat managed by UNDP under the

7 Development Assistance Group (DAG) Ethiopia, Annual Report, 2008. UNDP, p13

8 Ibid, p.20

9 UNDP, Annual Report on DAG, 2008, 3-5

overall guidance of the UNDP Resident Representative and the DAG Co-chairs. DAG has 11 Thematic Working Groups, including gender.

Harmonised efforts to provide budget support were suspended following election violence in 2005. In response to the critical poverty issues in the country, donors are supporting a 2 billion USD Protection of Basic Services programme to ensure decentralizes access to schools, health posts, infrastructure and other basic services. The funding is more conditioned than budget support, and money is channeled directly through decentralized local governments. Sida does not participate in this fund. Sida has, however, joined the Productive Safety Net Programme (PSNP) providing 5% of its budget, and working with like minded donors to increase the profile of gender equality strategies.

Ethiopia is highly dependent on foreign aid, which accounts for approximately 1/3 of the national budget.

3 Sida Country Program in Ethiopia

3.1 PROGRAM OVERVIEW

Sida entered into bilateral agreement on the Country Strategy for Development of Cooperation with Ethiopia from January 2003–December 2007 in March 2002. The bilateral agreement has been extended to date.

The overall aim of the development cooperation was to contribute to the reduction of poverty in the country by helping to remove the factors that create or perpetuate poverty on the basis of the newly launched Ethiopia SDPRP focusing on mutually reinforcing areas¹⁰

- Democratic development and respect for human rights
- Social development
- Economic growth
- (It was also stated that special consideration will be given to gender equality and environmental concerns in all programmes).

Democratic development and respect for human rights

Democratic development and full respect for human rights is stated in the country document as a key element in Sida development cooperative support. To promote this, Sida provided funds to government institutions DIP and NGOs from funds reserved for support for human rights/democratic development at disposal of the Swedish embassy.¹¹ Some of the local NGOs were also supported by Sida directly or through basket/ pooled funds.

Social Development

Sida has also been supporting social development efforts-education, health; HIV/AIDS, research cooperation and higher education, as well as cultural activities that enhance democracy and human development through the Ministry of Education, Health and higher institutions such as the Addis Ababa University, Wondo Genet College of Forestry and Bahir Dar University.

¹⁰ Sida Country Strategy for development cooperation with Ethiopia, January 2003-December 2007, p.21

¹¹ Ibid, p. 22

Economic Growth

Sida supported the Amhara Regional state to 2008 with a total financial support 900mSEK since the programme began, that was distributed to 30 woredas as block budget support for the implementation of SARDP in two zones (Eastern Gojjam and South Wollo) of the Amhara Regional state. Moreover, it has supported NGOs programmes, government institutions like DIP and others such as humanitarian assistance.

Sida supported programmes and Budget

Gross Summary of Budget Forecast By Sector and Duration			
No.	Sector/program	Year	SEK
1	Infrastructure	2002–2008	384 248 500
2	Natural Recourse Environment	2002–2010	1 325 068 949
3	Social	2002–2008	1 375 720 343
4	Democratic governance, HR and Conflict Prevention	2002–2010	1 950 731 901
5	Research	2002–2010	927 808 000
6	Education	2006–2010	293 600 000
7	Health	2007–2010	795 733 031
8	Trade business and financial system	2006–2010	531 774 000
9	Emergency Assistance	2006–2008	45 000 000
10	General Program Assistance	2006–2008	505 000 000
11	Unclassified	2003–2006	340 300
12	Humanitarian Assistance	2005–2010	188 565 669
13	Productive sector	2006–2008	154 637 727
14	Environmental multi-sector	2006–2008	310 591 718
15	Others/unspecified	2003–2010	765 707 830

Source: Country Programme Financial Planning Matrix.

3.2 OVERALL GENDER STRATEGY AND APPROACHES

According to the Sida definition, working towards gender equality in Sida's work and interventions through mainstreaming can take place by (i) actively applying and integrating the gender perspective, (ii) targeting specific groups or issues, or (iii) conducting a gender-aware dialogue with partners. The 2005 gender policy prioritizes

two main strategic areas for support: (i) *strengthening rights*, and (ii) *power structures and relations*. The 2007 Budget Bill further identified four thematic priorities: (i) the economic empowerment of women, (ii) sexual and reproductive health and rights, (iii) the political participation of women, and (iv) women's security.¹² The policy also states that a gender analysis should take place not as a separated exercise, but as part of the mandatory poverty analysis. This analysis should identify relevant areas for further collaboration.

Sida's country current strategy for Ethiopia dates from 2003, and was developed prior to this version of the gender policy. Gender analysis took place in the first year of the strategy, and therefore was not fully integrated the poverty analysis, although some references are made to gender. The gender analysis was comprehensive, but it is not clear how it was subsequently incorporated in Sida's planning. A number of "options" are listed at the end of the report, and some are reflected in the programme mix. In the end, there is still a sense that gender is to be integrated into programmes; it has not been internalized to the point that projects are designed and developed with gender differences in mind from the first step.

Sida follows all three approaches for gender mainstreaming, although concentrating mainly on targeting and integration. The restrictions on signing direct agreements with the GoE has limited Sida from carrying out effective bilateral dialogue. Most of the dialogue efforts have occurred within the realm of the Development Assistance Group (DAG) either through Heads of Agencies or via the different working groups, not always effectively; for example, donor efforts to have a constructive dialogue with the Government on key issues related to democracy and human rights, including the recent legislation on NGO¹³ failed due differences of opinion between the donor group and GoE. In limited areas of experience (eg: land administration), more recently with PSNP, and with other levels of government (Amhara) there is room for dialogue.¹⁴

12 Proposition 2007/08:1, Utgiftsområde 7, pp. 53–56

13 The recent Proclamation for the Registration and Regulation of Charity and Society N0-621/2009 does not allow the civil society/NGOs to work on issues related to advocacy, gender equality, democracy and human rights/ right based approaches and disabilities etc. unless they are re-registered as Ethiopian Charity organizations and access no more than 10% from foreign sources. Those registering as the Ethiopian Residence Charity can solicit 90% of their funds from foreign donor agencies but can only participate in services provision or infrastructure.

14 Sida, Team Ethiopia, Strategy Report for 2009, p.4

Sida has also provided strong support to national NGOs, helping them to more effectively participate in national dialogue – although space for this is closing with the new legislation. Support to women’s organisations such as the Ethiopian Women Lawyers Association (EWLA) and the Network of Ethiopian Women’s Associations (NEWA) have been supported by Sida, in partially harmonised support with other donors, providing effective advocacy particularly for women’s rights in legislation and against HTP.

Assessing the overall strategy for gender is difficult because there isn’t one, at least not one that has been articulated. Programme officials are expected to develop a strategy for their own areas of responsibility, but there are no clear programme objectives as whole. This makes it more difficult to assess progress, learn from each programme’s experiences and to identify and build synergies among the various projects and programmes. In addition, there is no full time gender specialist who can help make the links, develop the synergies, and support programme officers on new gender challenges.

According to staff, there are other obstacles to implementing a gender policy

- There have been a number of trainings on gender, but these have been “too general”. They have generally not been very “hands on” or practical, and have not addressed how to approach gender under the new aid modalities – especially tactics and strategies for negotiating around gender.
- An emphasis on Results Based Management has pressured staff to focus on easily measurable (usually quantitative) indicators, instead of qualitative and more time consuming ones.
- Not much time is allocated to discussions, information sharing and exploring ideas. One participant said they needed to have more meetings like this one!
- The focus on the empowerment of women and girls sometimes leads to pressure to only work with them, even when a proper gender analysis might show that males are also disadvantages.

4 Programme Results

4.1 AID EFFECTIVENESS

The key documents for national development are PASDEP, the Millennium Development Goals, and – in the case of gender – the NAP-GE. These processes are owned by the government and donors in general align to them. However, donors have suspended budget support plans since violence around the 2005 elections.

As noted above, there are many opportunities for donor harmonization, starting with the DAG which in particular supports government efforts to monitor the PASDEP and MDG and seeks to better coordinates donors to this end. Sida is a major donor to the DAG, supporting the gender technical group, the education working group and the Democratic institutions Programme, all administered through the UNDP. The main role of the Gender fund is to build the capacity of MoWA and support its capacity development for line ministries, and decentralized offices.

Sida also participates in DIP (Democratic Institutions programme), which was developed without consideration of gender. The project is administered by the UNDP, but implemented through the government (National Execution/NEX) and based on plans submitted by the participating institutions. By chance, two have considered gender; the others have not. Recognizing the weakness, donors have put together a plan to engender the programme retroactively, including a gender audit of participating institutions, and the provision of technical assistance (through the hiring of a consultant) with CIDA taking leadership in the process.

While there is a good donor network for coordination, there are clearly differences within the donor group, including different levels of understanding, commitment and strategies towards gender equality. Sida coordinates most with the so-called “likeminded” donors – on gender, leading allies are CIDA, Irish Aid and the Netherlands. It is felt that major donors such as the WB and USAID which have more influence in dialogue with the government, have not been as focused on gender. Irish Aid with one full time senior gender specialist and CIDA with two, have put considerable human and financial resources into working within the DAG framework to influence gen-

der equality strategies. Sida has not had the same resources to contribute to this dialogue. Studies, technical assistance and other initiatives need to be undertaken with the agreement of the whole – often more time consuming but ultimately more “owned” by the group. Examples of strategies that work in dialogue:

- In the donor forum, Cida has set aside resources for practical gender studies, as required, allowing it to support a recent comprehensive gender assessment of the PSNP. This allows it to do evidence based advocacy. Sida has noted the importance of this approach: it is important that gender be presented as a strategy to improve results
- Cida has also been able to fund technical assistance in gender to the project
- Cida has two full time positions in gender in their Programme Support Unit (one filled at the moment) which provide high quality, senior level, credible expertise
- DCI (Irish Aid) also has a full time gender specialist working in the are of dialogue. She accompanies the twice yearly donor monitoring groups for PSNP, and writes preparatory work on gender to circulate to mission members

Sida’s relationship with the regional government of Amhara through SARDP is the best example of Sida’s alignment with government, and is fully in line with the national policy of decentralization. As key donor for the past 12 years, as well as provider of technical support, Sida has had a major influence in regional development strategies. Facilitating factors in gender were Sida’s willingness to fund innovative approaches, a conducive policy and legal frameworks, and the institutional framework of the Women’s Affairs Bureau. Through dialogue, Sida has influenced SARDP to include WAB in the top decision making levels. Sida’s technical support and training has helped to ensure that women are equally registered as land owners with their husbands; that economic empowerment projects were more women friendly, and that eight girls dormitories were built. (See below for more details.)

One of the more problematic issues for Sida and other donors in the promotion of aid effectiveness is the increasingly limited space for the participation of civil society in policy dialogue, although this is called for in the Accra Agenda for Action (AAA) declaration. (see footnote 14) While initially opening up to civil society participation at all levels, the government has introduced highly restrictive legisla-

tion that will limit local and international NGO activity in advocacy, policy dialogue and human rights promotion, inter alia. At the heart of the legislation, local organizations that wish to continue these activities are restricted from receiving more than 10% of their funding from foreign sources. According to NGO partners this leads to the difficult choice of abandoning a large part of their mandates, or losing their main sources of funding. Vigorous donor lobbying has not been successful in influencing government policy, and there is a wide, divergent range of opinions among donors on how to proceed.

Issues in aid effectiveness:

- There is a need for *different kind of skills*: strategic negotiation on gender issues, which has not been part of any Sida training in Ethiopia, is need to identify opportunities.
- Flexibility of resources is to *respond rapidly* to opportunities – staff suggests the work is more effective if there is a champion – to provide support for unanticipated gender needs/opportunities that arise in the course of dialogue.
- *Evidence* produced for advocacy has to be credible and of high quality.
- This strategy works best with a *dedicated, experienced specialist* available to follow up this work
- Gender related objectives have to be explicit and articulated, with quality assurance. It is not sufficient to say “from a gender perspective”, taking gender into account etc. Explicit gender impact objectives need to be included; beyond just quantitative measures of participation;
- An Irish Aid (DCI)¹⁵ study identified lessons learned in Ethiopia that are applicable to Sida:
 - Need to find allies, in government, Civil Society and other donors: DCI found even some hostility in “distorting the agenda” by raising gender.
 - Need to dedicate resources: not just financial but human
 - Recognize new aid modalities as new: dedicate resources to exploring innovation, understanding implications

Sida, Donor Groups and Civil Society

Sida supported directly or through pooled’ funds the local NGOs, for instance, (EWLA, NEWA, and APAP) to enhance their capacities to implement programs/projects that were intended to promote

15 Waterhouse, Rachel and Charlie Sever, Gender Mainstreaming in Development Cooperation Ireland

democracy, human rights and gender equality. As the result, the NGOs made significant contributions in changing the laws and policies that were affecting women's human rights by advocating for the practical implementation of the human rights and the gender equality provisions stated in the Ethiopian Constitution 1995. To mention some:

- *Ethiopian Women's Lawyers Association (EWLA)* contributed to the revision of Family Code (1960) and Penal Code (1957). To this effect, discriminatory laws were canceled and the laws were amended with articles that promote equal rights of women to men and protect women from gender based violence.
- *Network of Ethiopian Women's Associations (NEWA)* through its advocacy work and awareness creation in pastoral communities made an impact in changing culturally accepted Harmful Traditional Practices. It is reported that the number of girls saved from FGM practices in Afar has reached 700; and in Shinile of Somali Regional State the practice reduced to 10%.from 100%. In addition, the community of Gewane woreda of Afar Regional State has developed by-law to fight FGM and the regional state has issued a proclamation that denounces FGM officially in the region.¹⁶
- *Actions Professional Associations for People (APAP)* contributed in increasing awareness on the impacts of violation of human women, children and persons with disabilities rights; and corruption on the public in general. It involved the grass roots community based institutions and voluntary legal professionals to address the issues.
- Through its advocacy APAP contributed to a change made on the Penal Code 1957 that was replaced with Criminal Code (1997) which provides legal protection on women's human right against GBV and domestic violence.

16 Summary on the Performance and Plan of Sida/NEWA CSO Support Program, Network of Ethiopian Women's Associations (NEWA), September, 2009, p.6

4.2 CASE STUDY ON GOOD PRACTICES

Sida –Amhara Rural Development Program

Background:

SARDP Phase 1 began in April 1997 in 2 Woredas in each of South Wollo and East Gojjam. SARDP is implemented by the regional government of Amhara, with Sida providing funds and technical support. The programme expanded throughout Phases 2 and 3, to cover all thirty Woredas in the two zones by the time it started to wind down in 2008. The programme has 4 pillars: Agriculture and Natural Resource Management (ANRM); Infrastructure and Social Service Development (ISSD); Economic Diversification (EDC), and; Decentralization. Over the three phases, Sida contributed approximately 900 million SEK.

Gender Strategy

Prior to Phase 3, the gender equality was included in Good Governance, which became Decentralization. Under Phase 2, a single gender advisor was hired for the region, and in Phase 3, two Gender TAs were employed – one for each zone. Also, an HIV/AIDS TA was hired for each zone.

The overall programme document, established before the gender strategy, is fairly general on gender objectives, and incorporates only one gender indicator in its LFA – a target for women’s participation at the Kebele and Woreda level planning and decision making bodies. Also monitored and reported on was the percentage of women trained in the Economic Diversification programme.

At the beginning of Phase 3, an international gender advisor was hired over 5 months to develop a plan for the full mainstreaming of gender in SARDP, and to assist the Women’s Affairs in developing and carrying out gender training for government Ministries and Woredas, and networking models, among other duties. A comprehensive plan was developed, although a weakness was that a Participatory planning and M&E Advisor was not in place to work with the consultant on a monitoring system. The plan had a major impact on engendering the programme.

In February 2009, a document systematizing SARDP’s approach was produced, addressing the following strategies: Gender Mainstreaming; Gender Networking and Advocacy Guidelines; Utilizing women’s skill in Small Enterprises; Women’s Forum: a System for

gender mainstreaming; The Importance of TBAs (Traditional Birth Attendants)¹⁷, and; girls dormitories. The overall strategy is summarized as requiring a two-fold strategy: implementation of a selected number of targeted interventions with high potential impact and strengthening capacity of implementing institutions and stakeholders' to take gender into account when planning and implementing activities.

Results:

The evaluation team observed the following:

Changes in Attitude and Behaviours:

- There was a strong perception of change in roles: women and men both generally said that women worked equally alongside men in the fields and shared the housework – although women were more likely to say men “helped” with the housework. Most symbolic and frequently mentioned change is that women are not expected to wash their husband’s feet when they come in from the field; men do it themselves now.
- These findings represent subjective views, and *relative* changes, which were impossible to back up with any more objective study. While the project incorporated the 24 hour time use study as an awareness raising tool, it did not use it as an indicator, or collect “before and after” results. While attitude changes are clearly an important result, random questioning of what women do and what men do in the house did not turn up any substantial involvement of men in housework.
- Much emphasis was placed on changing attitudes. Besides gender awareness training, the programme was greatly assisted by the existence of an unusual and highly successful experiment in gender equality taking place in Awra Amba, Gondor zone. The advantages of this model are that it has virtually eliminated the sexual division of labour; it was conceived of and carried out under local leadership, and; the results are positive and the com-

¹⁷ Training of TBAs envisioned in Phase 3 was not carried out due to changes in government policy about their role. Health Extension Workers who are supposed to address the needs of pregnant women are unable to meet the demand, as they are inadequate in numbers, inadequately trained/experienced; and lacking proper medical kits. (SARDP Technical System Development Papers Series, **The Importance of TBAs**, February 2009, p. 3) This is one external problem the programme has not been able to address or influence.

munity prosperous.¹⁸ Instead of talking about gender equality, the project was able to take many women and men from the project zones to visit Awra Amba and for their own conclusions. The experience was frequently mentioned by both men and women, and was generally seen as a model to emulate.

- The example of Awra Amba had the additional impact of equating gender equality with prosperity, although the connection at first seemed rather confusing. It is not entirely clear that gender equality was the key message. Some comments from men included “gender helps us to do our farm activities well” and “because of gender, we now cultivate with irrigation”. These apparent non-sequiturs may be because the participants saw the whole experience as integral.
- There were general perceptions of more harmonious relations and peace in the home. Several men admitted to previously drinking too much and not respecting their wives. It is likely that improved economic possibilities, as well as increasing equality of women both contributed to changed male behaviour. This is highly anecdotal, but worthy of further monitoring.

Workload issues:

- While attitude change is an important element in the programme, there were also a full range of concrete responses to women’s practical needs and strategic interests that were essential factors in the relative improvement in gender equality. Also, women were more likely than men to identify these concrete measures as the most important factor in changed.
- For example, while some degree of “sharing” housework helps women with workload, other measures rather than their husband’s help were frequently rated higher by women in terms of impact. The main ones mentioned were closer water points and fuel efficient stoves (which not only saved time, but improved health). Water collection still a major issue, although according to the impact study (Oct 2008, p76) the average round trip to collect water has been reduced from 45 minutes to just under half an

¹⁸ Besides eliminating the sexual division of labour, the community had instilled a work ethic (they did not recognize religious holidays or spend lavishly on weddings and other festivities; they had a social code that required no drinking, swearing, stealing, conflict... and placed a high value on ensuring education, or at least literacy for all community members (Awra Amba short film, Goodness TV)

hour. However, traveling around the area, women carrying water are ubiquitous, usually with the heavy round water jars, rather than the relatively lighter more manageable jerry cans, or with the help of donkeys.

- The programme also invested heavily in infrastructure and Social Service delivery, including roads, bridges, health posts and schools, all of which helped women. Health posts provide practical benefits to women both in terms of their own health and their responsibility for family (especially children) health. SARDP's impact assessment study of almost 1400 HH reveals that 55% of women use contraceptives.¹⁹ Women and health care officials all felt that the health posts – particularly combined with better road access – had significantly improved access to family planning and pre/post natal care, and reduced maternal mortality. However, baseline information was not collected or monitored in the programme.

Ensuring land rights and productive assets:

- Probably the single most important factor promoting gender equality is women's co-ownership of land with their husbands, or outright ownership for Female headed households (FHH). (through the ANRM) Practical benefits include direct access to productive assets and decisions over land use. Strategic interests included increased confidence and self esteem of women: more security in marriage/divorce; and greater bargaining power in the HH. The process of settling land titles provided the opportunity to incorporate gender equality at the outset, providing technical support for the titling process, as well as insisting that the names and photographs of both the woman and the man be on the title. (727,776 out of targeted 730,000 HH, 27.8 FHH..RR, June 2008, pp.1–2) This was a major achievement of Sida's contribution to SARDP
- In addition, efforts have been made to ensure land rights are enforced. In cases of marriage breakdown, women increasingly awarded half the property, helping to ensure that if they leave their marriages, they would not necessarily be impoverished. It was suggested that the realization this helped to reduce divorces – men had additional incentive to respect their wives, since divorce would affect them economically.

19 Getachew, Abebaw, et al, **Impact Assessment of SARDP Interventions**, Oct. 2008, p. 69. This is described as an increase, although the study does not provide any baseline information for comparison.

- The programme supports women's technical training (agro-extension), Micro credit, savings and loans, and diversification (veggie farming) Women account for almost 40% of participation in the the programme, Economic diversification: component 61% male, 39% female ²⁰

Intergenerational strategy for gender equality:

- Schools were built, ensuring greater access for both boys and girls. Shorter distances are particularly important for girls, given the cases of abduction and other forms of abuse that threatens even primary school aged girls. In the Woreda's visited, officials reported virtually equal participation of boys and girls, as did the families interviewed. In addition to promoting attendance there have been efforts to establish girl-friendly environments. ²¹ Girls clubs were formed to help address issues of harassment, abduction and early marriage. Extensive primary education was evident in the massive appearance of boys and girls who were clearly students in the streets in the morning, noon and afternoon changes of shift.
- An additional strategy to help ensure girls access to completing secondary and continuing to tertiary education is the provision, on a pilot basis, of girls dormitories for 11th and 12 grade (the latter includes preparation for university entrance exams) high achieving girls from poor and remote families. Although they can accommodate only a small number of girls and their sustainability isn't fully clarified²², there is a high strategic value to promoting girls access to tertiary education. The girls visited are highly motivate and clearly benefitting from the opportunity. Among there comments:
 - They were free from sexual harassment on the way to and from rented accommodation in town
 - They didn't have to pay rent, which was a strain on their family's resources;

20 Results Report on Interventions in SARDP III. 2004- 2006, p.6

21 sida has supported an overall strategy to support girls' access to education. Preliminary studies show that correlation between school attendance and the drop in GBV. Schools provide an environment for both adult and peer support; Sida also supports UNICEF in its Early Basic Education Centres for Pastoral groups. These provide girl friendly environments, but accommodate boys who are also disadvantaged in terms of access to school.

22 It was originally proposed that there would be a modest fee for the residences. (However, the one visited was free for the girls and there was a commitment of the school to operate it.

- They could study until the library closed at 9 pm.
- They always had electricity and water, which made life easier and allowed them to study;
- They weren't distracted with housework and caring for siblings that they had to do at home;
- They were being prepared both academically and socially for university.
- There was no evidence that girls – or boys – were being kept out of school to compensate for women's increased responsibilities, although they may have more afterschool duties. There is anecdotal evidence that boys are taking on a greater share of the housework, including food preparation, and taking care of younger siblings. There is also anecdotal evidence that greater HH prosperity means that farmers can hire seasonal labour while their own children attend secondary or tertiary education.
- Stakeholders had different opinions as to whether the improved access to education reduced early marriage, or the reduction of early marriage contributed to girls greater enrollment

Gender Based Violence;

- Two types of gender network have been developed in the programme. HTP/VAW commissions are organized specifically to deal with these issues, and usually including government, judiciary, social courts, and others. They address mainly issues of early marriage, abductions, female genital mutilation (FGM) and to a lesser extent, rape, domestic violence and HIV/AIDS. The Commissions are established at the Woreda, but have worked with social networking effectively at the kebele level and village level. One commission reported that the number of early marriages in the Woreda dropped from 570 two years earlier when they started their campaign, to only 28. FGM, rape and domestic violence are less public abuses and not as easy to monitor. Members of the commission say that through their networks and those of women's associations, they have a good awareness of what goes on in the community, and are able to influence and intervene. There is no reliable information about the extent of rape and domestic violence, although the general perception is that they have decreased. The commission has carried out some concrete studies, including a survey of 500 divorced Woreda women, many of whom had been married young.

- Access to justice has been improved. Apart from enforcement of family law, women have been integrated into a system of Social Courts, that deal with social (not criminal) issues. Women feel that women members of the court will understand their issues better, and will decide in favour of them more. An unexpected side effect reported in one Woreda is that the level of corruption in the court has declined and justice is seen as more fair and accessible to all.

Structures and Participation:

- Gender equality networks of government officials are established at Woreda level to mainstream gender in government services. At first, they consisted of low level women (secretaries) but with re-organization of the civil service through a national reform programme (BPR), gender responsibility was assigned to process holders; ie. People with responsibility for planning, including many men. Not only do they have the authority to make decisions, but they are also held accountable.
- The programme supported the development of the Women's Affairs Bureau (WAB) at the regional level, and the Women's Affairs Office (WAO) at the Woreda level. It was also instrumental in ensuring that WAB is represented on the Programme Coordinating Committee.
- Women's participation in Woreda and Kebele level planning and decision making bodies surpassed their targets. In the former, the baseline in July 2005 was 14%; the target was 25% and the actual achievement was 30%. At the Kebele level, the baseline was 21%, the target 35%, and the actual achievement 40%.

Lessons learned:

It is important to combine raising awareness of women's rights with concrete actions to protect them. While changing attitudes were clearly important, men put more emphasis on this, while women were more likely to identify concrete measures (land ownership, better water sources, etc.) with improving their lives.

Labour saving strategies for women's reproductive role are essential if women are to take on more economic and leadership roles. These will vary according to the context, but in the case study, greater sharing of reproductive work by men, as well as the development of nearby clean water sources were the most important.

The most strategic approaches are often highly contextualized. For example, in Amhara, the land titling process provided an opportunity to introduce joint ownership for women and men, which proved to be highly strategic.

Gender needs to be incorporated at the highest level of decision making, as well as integrated throughout the decision making/ implementing bodies. Mainstreaming is more effective when decision makers are accountable for gender mainstreaming, as evident in the gender networks.

Awareness raising is more effective when local leadership and religious leadership are involved and cultural factors taken into account. It also needs to take men into account: the participation of men in awareness raising trips to Awra Amba had an enormous impact on male acceptance of gender equality.

Women are not always champions of their own rights, especially when they lack confidence and leadership experience. Developing spaces for women to take on new activities (women's associations) and gain experience in independent economic activity and/or leadership helps them to be better negotiators in the HH, as well as in community forums.

Local ownership is essential: the project belonged to the Regional government, and through decentralization of implementation to the Woredas, these became the key owners of the process.

Pilot projects can be very effective ways of introducing new ideas: The project piloted the idea of block funding through the Woredas which is now the practice. In gender, the girl's dormitories and the HTP/VAW commissions were project initiatives. While the dormitories are new, the commissions formed the model for the broader gender mainstreaming commissions.

It is important to keep in mind the next generation, cultivating changes in attitude and behavior, and promoting maximum opportunities for education. Affirmative action for the girl student is appropriate in this case where tradition and HTP have limited her participation. The investment in well educated female role models may have very strategic results for the position of women.

Specific gender objectives need to be identified and monitored, even in a mainstreaming approach. A recent impact study²³ assessed

23 Getachew, Abebaw, et al; **Impact Assessment of SARDP Interventions**, Oct. 2008, Bahir Dar

households as a homogeneous unit, without taking advantage of the opportunity of disaggregating the study by sex to identify any changes in power relations or benefits from interventions within the HH. This was a major opportunity lost. Women's workload and men's changing roles in the HH can be easily monitored through such tools as the 24 hour time use study, currently used only as an awareness raising tool. More challenging to measure, but very important, are issue of domestic and sexual violence. The team noticed a reluctance to talk about these issues other than to say that *relatively*, these don't happen anymore, with the exception of one women's association group that said in a very matter-of-fact way that when rape occurs, they mobilize. Another area that could be monitored is the generational change in attitude and behaviour, which has long term impact implications.

Productive Safety Net Programme (PSNP)

Background:

The PSNP was initiated in 2005 by the government with support of major donors, to replace the food emergency approach with a more sustainable plan to address the needs of chronic food insecure household, through a combination of food and pay for work on public works projects. Sida joined the initiative in 2007.

Gender Strategy

Through provisions in the Programme Implementation Manual (PIM) the programme incorporated gender in three ways: 1) to promote women's participation in public works and in the structure of PSNP decision-making; 2) to account for women's reproductive status, and; 3) to reduce women's regular work burden and to accommodate women's needs in the design of public works activities. These provisions included, among others: paid maternity leave; flexibility to reduce women's work load by allowing them to come late and leave early; women's participation in selecting public works, so that they benefit women.

Although public works projects provide a limited range of opportunities for promoting gender equality, the measures incorporated in the PIM have the potential to increase women's economic security without dramatically increasing their workload, and to increase the status of women's work through the public acknowledgement of its

importance. The 2008 Assessment Report suggested there was some evidence of this.²⁴

While the manual attempts to promote women's strategic interests by raising the profile of women's unpaid work and providing access to resources in a way that takes into account women's workload, it contains some contradictions that mitigate its effect. For example, women's workload is to be accommodated through measures such as permitting late arrival and early departure from the worksite but the PIM requires strict attendance taking before the work day begins and after it ends. The manual has not been uniformly interpreted, and generally the officials implementing the provisions have little experience in gender.

Weaknesses of the strategy appear to be twofold: 1) structurally, gender objectives are in the PIM – ultimately a tool – but are not specified in programme documentation or institutionalized into policy processes²⁵ and: 2) non-compliance with the PIM. In the Woreda visited, for example, women's workload was not reduced, but their schedule made more flexible. The Detailed Report for PSNP, June 2008 found that women were being given the same work as men, and the same hours in spite of PIM guidelines otherwise. A comprehensive gender review of the programme in 2008²⁶ found a number of gaps including the lack of response to women in polygamous households. In addition, it does not appear to be accompanied by gender training that would make the implementers more aware of the reasons for the gender measures in the PIM. It is difficult for Woreda officials to apply lessons learned from SARDP in PSNP because, according to Sida staff, PSNP budgets are fully earmarked by government and donors, and cannot be re-assigned to such activities as gender awareness training of staff.

Results:

S. Gojjam is not generally a food insecure area, so only one participating Woreda was visited, and there was no opportunity to meet with beneficiaries. Nevertheless, some results were identified through discussions with Woreda Food Security Officials, and a Regional level representative in Bahir Dar.

24 Devereux, Stephen, Rachel Sabates-Wheeler, Rachel Slater, Mulugeta Tefera, Taylor Brown, Amdissa Teshome, **Ethiopia PSNP 2008 Assessment Report**, 20 Oct 2008, p. 65

25 Evers, Barbara, et al, Contextual Gender Study of the Ethiopian PSNP, May 2008, pp 13–16

26 Ibid

- Generally, women were allocated lighter work to do rather than shorter hours. Flexibility in workload was not interpreted as reducing it, but rather letting the women spread it out over more days. In the end, the number of hours are the same.
- Provisions for pregnant and lactating women were enforced²⁷
- Approximately 70% of the beneficiaries are women. The reason given for their high level of participation, was that men were busy working on whatever land they owned.
- Pay for a day's work was 10 birr, comparing to 15–20 birr for the work of a day labourer.
- The Woreda task force which decides on public works programmes contains only one woman, although the PIM requires the participation of the WAO, and encourages the participation of women. At the Kebele level, a minimum of three elected women from women's organizations is required.
- The WAO takes advantage of the congregation of women at work sites to provide training, awareness raising, or just information for them.
- Food security officials said they were applying the norms as they were given to them from the region, and appeared to have little experience or awareness of gender issues.
- There appears to be minimum contact between SARDP and PSNP strategies, although a meeting with participants may have revealed more overlap.
- A parallel programme funded by the World Bank to promote asset creation is operating in the same Woreda as part of the food security approach. Approximately 1200 FHH households and 3200 MHH were involved. This programme was said to have good benefits for women, although other observations were that women generally availed themselves of credit less and in smaller amounts than men. This is measurable only in FHH since loans were made at the HH level and in MHH, both partners were signatory. These were measured not in repayment of loans, but in improvement in asset accumulation from a pre-project baseline study.

The programme has been reviewed from a gender focus (May 2008) and both CIDA and Irish Aid have followed up on the recommendations. Many problems seem to be related to the lack of compliance with the manual, and/or the vague or contradictory interpretations

²⁷ According to officials interviewed at the Woreda level.

of it.²⁸ In addition, there is an urgent need to train the development agents in gender. An Irish Aid gender specialist's participates in the twice yearly monitoring by donors and presents written preparatory reports. Both CIDA and Irish Aid are focused particularly on addressing plans for phase 2, through a formal gender technical team that has been formed.

Potential for promoting gender equality comes not only from the practical recognition of women's reproductive burden, but from the strategic recognition of their reproductive contribution to the community as a whole. However, this approach has *not* been taken.

Lessons Learned:

Monitoring and accountability on established gender provisions must be built into the project implementation cycle to ensure that provisions in the design are actually implemented.

Gender awareness training and leadership are needed to ensure that food security personnel are both equipped and motivated to take gender into account.

It cannot be assumed that two Sida funded projects working in the same geographic area are producing any synergy. Although both gender sensitive SARDP projects, and PSNP are implemented by Woreda officials in the same locations, there seems to be little sharing of lessons learned. Sida could take more initiative in promoting synergies.

In large donor pooled funds, it is necessary to dedicate resources to gender. Both Irish Aid and CIDA have provided human resources and financial resources for studies to improve gender equality resources in the overall programme.

Other Good practices:

Wondo Genet College of Forestry

The college has incorporated gender aspects in the various educational programs to increase the students' knowledge of gender concepts and dynamics of gender.

It has provided opportunities for girl students by admitting them with lower points set by the Ministry of Education as an affirmative action to increase their enrollment. It arranged special tutorial class-

28 eg: while saying women should be free to come late and leave early to attend to family responsibilities, another clause says that "strict attendance" should be taken just before work begins and immediately after it ends.

es, counseling services to enable them to cope up with the academic demands. The large majority of girls admitted with lower grade points have completed the courses successfully due to the support provided.

UNICEF – Girls Education Program

UNICEF's Alternative Basic Education Centres (ABECs) is the best because they provide equal services to girls and boys. Since the centers are established close to the villages it attracted many girls to school and incidents of GBV are also reduced. UNICEF strategy was to increase awareness of parents and communities through parental education program with focus on gender socialization in order to prevent gender based violence, and discrimination against girls' participation in education due to harmful traditional practice.

UNICEF pooled significant resources from various donors through dialogue to achieve its objective to increase access and improve quality of primary education in 341 woredas (located in Amhara, Afar, Southern Nations and Nationalities Peoples and Benshangul Gumuz regional states) out of 710 woredas in the country. As the result, a) of the total number of pupils in the region in UNICEF supported districts [woredas] accounted for about 40.8 percent (39 percent male, 44 percent female) of the regional total enrolment of 64,231 pupils; b) GER in UNICEF targeted districts was 32.7% compared to the regional average of 21.9%; and c) the gender gap in GER in UNICEF supported districts was 6.9 percentage points compared to 8.5 percentages regionally²⁹.

Amhara Women's Entrepreneurs Association

Amhara Women's Entrepreneurs Association is a non profit women's group established to provide business development services for women entrepreneur. Through provision of business knowledge and vocational skills training to improve management of their businesses (producing marketable products and quality services) they earn a better income.

AWEA targeted specific groups of poor women to improve livelihood through small business development. Its objectives are in line with the thematic area of Sida's economic empowerment. Beyond assisting its member's in developing entrepreneurship, AWEA increased the capacity of its members in knowledge and skills of

29 Ethiopia Thematic basic Education and Gender Equality Report, UNICEF, January 2006–31 December

management and leadership training to its executive committees helped them to build their confidence, and self esteem.

AWEA reported that its members have received recognition at family and community levels as contributor to the family income. The family members, in particular husbands of married members started assisting their wives' in their respective business activities. For AWEA, economic empowerment means not only earning to sustain a livelihood. It has a strategy to influence the government institutions through dialogue towards implementation of the Constitutional rights of women such as access to land for office and business premises etc. It has also contributed to the establishment of National Business Women's Network.

5 Conclusions

Good practice	Strategies and ways to maximize lessons learned
Coordinated gender strategies with like minded donors	Commit human and some financial resources to the partnership; identify lessons learned and synergies in common areas of work
Support advocacy capacity of women's organisations	Find alternative strategy due to legislation; encourage/support NGO access to joint donor fund with relatively few strings through in SWAps. Continue advocacy on behalf of NGOs
Develop country level framework for gender	Share analysis across programmes; assess Sida's gender priorities in the local context: develop framework based on Sweden's four gender priorities; assess opportunities for direct or indirect impact on these areas by each programme, monitor them
Address gender as part of the country analysis	Analysis should not start with "farmer", "head of household" etc. but women/men farmers, women/men heads of households, etc. As an exercise, staff could start country analysis with the assumption that the "default" person is female, and make exceptions only when the subject is obviously male.
Develop and use outcome indicators for Gender equality	Develop qualitative indicators, like "shift in sexual division of labour; (SDL) " capacity to take initiative; reduction of child marriages...
Build indicators on successful results; visibilize them	Study and systematize women's experience in SARDP to find undocumented, unanticipated results; build them into results framework and monitor them, assess generality to gender mainstreaming in other programmes.
Address attitudes and behaviours of women and men	Carry out training, community conversations and other awareness raising events; Ensure support of local community and religious leaders; maximize information about good examples, Develop role models
Include all age groups in gender strategy	Sensitize parents and teachers not to reproduce gender stereotypes; Ensure children don't leave school to fill in for parents with heavier workload – especially girls

Good practice	Strategies and ways to maximize lessons learned
Ensure girls education at all levels	Girls clubs, school infrastructure and dormitories for high school
Reduce women's workload	Encourage shifts in SDL; develop role models of men taking care of children, making injera, etc Prioritize labour saving investments such as water, grain mills, fuel efficient stoves/
Make gender analysis participatory	Analysis will become routine part of monitoring by beneficiaries and implementers; issues identified will be more relevant, more "owned" by the people involved; creativity and learning will be two way

Case Studies

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Meeting/Discussions Conducted with Sida Staff and Partners

Date	Name of Person Contacted	Organization	Responsibility
Oct. 26/09		Sida, NEWA	
	Ms. Gisela Strand	Sida Ethiopia	Deputy Director
	Saba G/Medhin	NEWA	Executive Director
	Azeb Kelemework	NEWA	Sida-CSO Program Manager
Oct. 27/09		Sida and MoWA	
	Ms. Malin Elison	Sida Ethiopia	Sida Education Program Officer
	Ms. Frenesh Mekuria	MoWA	State Minister
Oct. 28/09		APAP,CIDA and Irish Aid	
	Mr. Wongel Abate	APAP	A/Executive Director
	Mr. Stuart Lane	CIDA	Head of Aid Development
	Ms. Meaghan Byers	CIDA	First Secretary, Development
	Ms.Haimanot Mirtneh	Irish Aid	Social Development Advisor
Oct. 29/09		Sida Ethiopia	
	Ms. Maja Tjernström	Sida Ethiopia	First Secretary Democracy and Human Rights
	Mr. Abdulhady Mohammed	Sida Ethiopia	National Program Officer, CSO and HIV/AIDS
	Ms. Malin Elison	Sida Ethiopia	Program Officer Education Sector
	Ms. Tsukasa Hiraoka	Sida Ethiopia	Program Officer Democracy and HR for short-term basis

Date	Name of Person Contacted	Organization	Responsibility
Oct. 30/09		UNDP and EWLA	
	Victoria Chisala, PhD	UNDP	Program Coordinator DAG Secretariat
	Ms. Sehin Bekele	UNDP	DIP Program Coordinator
	Ms. Zenaye Tadesse	EWLA	Executive Director
Oct. 31/09		CDHRA	
	MR. Belete Derbe	CDHRA	Chair, Board
	Mr. Daniel Tadesse	CDHRA	Board member
	Mr. Gebre Medhin Kidane	CDHRA	Board Member
	Kebede Kejela	CDHRA	Board Member
Nov. 2/09		Machakel and Debre elias Woredas	
	Mr. Abebe Fekede	SARDP	A/ Program Coordinator
	Mr. Ahmed Salih	SARDP	Infrastructure Advisor
	Mr. Yitbarek Semene	SARDP	Agri/ Natural resource management
	Mr. Habtamu Tsegaye	SARDP	Marketing and Entrepreneur Dev. Advisor
	Mr. Assefa Workie	SARDP	Program. Management. Advisor, Sub office
	Mrs. Wubit Shferaw	SARDP	Gender Advisor
		Machakel Woreda	
	Mr. Teklemariam Tilahun	Woreda Administration	Chief Administrator
	Ms. Worknesh Tsegie	WAO	WAO, Head
	Mr. Abebe Tesfaye	WAO	Gender Expert

Date	Name of Person Contacted	Organization	Responsibility
	5 women, 5 men		Gender Conversation group
	14 Community women.		Saving and Credit Coop
		Debre elias Woreda	Gender Committee
	Mr. Buzenh Firew	Debre elias Woreda Finance	Head, Finance
	Ms. Addise Chane	Women's Affairs	Head, WAO
	Mr. Wobueshet Eniew	WAO	Gender Expert
	Mr. Wubiye Admassiu	Woreda Justice	Prosecutor
	Ms. Yeshiembet Fekadu	Finance office	Accountant
	Tiruye Tenaw	Education office	Planning Officers
	Mr. Yebtlat Adamu	Capacity Building	Deputy Head
	Mr. Aschalew Diana	Apiculture	Sida/Gender Focal Person
	Mr. Yetayeh Beyne	Justice Office	Judge
	Mr. Antenane Tiru	Justice Office	Judge
Nov. 3/09		Awabel Woreda	
	Ms. Yetimwork Ayele	Petty Trade and Industry Expansion Agency	
	Mr. Daniel Gezahayn	Environment Protection and Land Administration	Head
	Mr. Armede Shiferaw	WAO	Coordinator
	Mr. Shiferaw Ayele	Woreda Administration	Chief Administrator
	Ms. Hirut Mezegebu	WAO	Head
	Mr. Endalemaw Biyayebgne	Justice Office	A/ Head
	Discussions with 6 men and 7 women	from Land Administration, and Justices	
		Basso Liben Woreda,	
	Mr. Mekuriaw Zewdu	Water Office	Head, Water office

Date	Name of Person Contacted	Organization	Responsibility
	Mr. Abrhame W/ micheal	Education Office	Vice Head, Education
	Mr. Adam Workneh	Women's Affairs	Gender Expert
	Mr. Dereje Mokonnen	Basso Liben Woreda	Sida Focal Person
	Mr. Baye Mengistu		Planning officer
	Mr. Yayhe Alemu	Basso Karke Kebele	Town/Admin
	Mr. Gezachew Fekadu	Basso Karke Kebele HC	Administrator
	Ms. Soloma Fenta	Basso Karke Kebele HC	Nurse, Head of HC
	Mr. Tadesse Yeshandw	Basso Karke Kebele HC	HC Casher
	Ms. Meseret Abebe	Basso Karke Kebele	Inhabitant of the town
	Mr. Atenafu Bekele	Basso Karke Kebele HC	Guard
	Mr. Yelekal Ayalenhe	Basso Karke Kebele HC	Registrar
	Mr. Demesew Mekanen	Basso Karke Kebele HC	Genitor
	6 girls, and director		High School Girls Club
Nov. 4/09		Debay Tilatgin Woreda	
	Mr. Alealign Necho	Adm.office	A/Head
	Ms.Banchu Mulugata	Women Affairs	A/Head
	Mr. Firew Kassie	Agricultural Office	A/Head
	Vegetable Producers 8 women and 8 men		Mixed group
		Second meeting with SARDP staff-East Gojjam	
	Mr. Assefa Workie	SARDP-Sub Offices	Program. Management advisor
	Mrs. Wubit Shiferaw	SARDP-Sub Offices	Gender Advisor

Date	Name of Person Contacted	Organization	Responsibility
	Mr. Habtamu Tsegaye		Marketing and Entrepreneur Dev. Advisor
Nov. 5/09		Shebel Woreda	
	Mr. Habtamu Tewonde	Adminstration	Chief Administrator
	Ms. Wuchilay Dagne	Women's Affairs	Head, WAO of Shebel
	Ms. Genet Nigatie	Women's Affairs	Deputy, WAO
	Mr. Melaku Eneyew	Woreda PSNP	Coordinator
	Mr. Meseret Abyneh	Woreda Food Security	Process Owner
	Mr. Demelash	WAO	Expert
	Mr. Habtamu Ahmed	WoARDO	Head
		Enemay Woreda	
	20 girls in pre-preparatory school	Enemay Dormitory beneficiaries	
	Ms. Wubalem Gebyehu	Enemay WAO	Head
	Ms. Eyerusalem Bekele	Enemay WAO	Deputy Head
Nov. 6/09		Bahir dar	
	Ms. Wollela Mebrat	Amhara Region WAO	Head
	Mr. Habtamu Menegistu	Bureau of Agr. and Rural Development (BoARD)	Deputy Head
	Mr. Mesfin Astakie	(BoARD)	Expert
	Mr. Tsedalu Geremew	(BoARD)	Planning Expert
	Mr. Ayichew Kebede	SARDP-Bahir Dar	Program Director
	Mr. Hokan Sjöholm	SARDP-Bahir Dar	Program Management Advisor and Team Leader

Date	Name of Person Contacted	Organization	Responsibility
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