

**NATIONAL ACTION PLAN FOR GENDER EQUALITY (NAP-GE)
2006-2010**

MINISTRY OF WOMEN'S AFFAIRS (MOWA)

Addis Ababa - 2006

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Acronyms

AAU	Addis Ababa University
AIDS	Acquired Immune Deficiency Syndrome
ANC	Ante Natal Care
APR	Annual Progress Report
BOE	Bureau of Education
BOLSA	Bureau of Labour and Social affairs
BPA	Beijing Platform of Action
CBO	Community Based Organization
CEDAW	Convention for the Elimination of all forms of Discrimination against Women
CERTWID	Centre for Research Training and Information on Women in Development
CHW	Community Health Worker
COR	House of People's Representative
CRC	Convention on the Rights of Children
CSA	Central Statistics Authority
CSC	Civil Service Commission
CSO	Civil Service Organization
EC	Ethiopian Calendar
EPA	Environmental Protection Authority
EPAs	Environmental Protection Authorities (Federal and Regional)
ESTC	Ethiopian Science and Technology Commission
EWLA	Ethiopian Women Lawyers Association
FDRE	Federal Democratic Republic of Ethiopia
FEMSEDA	Federal Micro and Small Enterprises Development Agency
FP	Family Planning
GER	Gross Enrolment Ratio
GO	General Objective
GOE	Government of Ethiopia
HAPCO	HIV/AIDS Prevention and Control Office
HEW	Health Extension Workers
HIV	Human Immuno Virus
HR	Human Rights
HTP	Harmful Traditional Practices
ILO	International Labour Organization
JD	Job Description
M&E	Monitoring and Evaluation
MDG	Millennium Development Goal
MMR	Maternal Mortality Ratio
MOARD	Ministry of Agriculture and Rural Development
MOCT	Ministry of Culture and Tourism
MOE	Ministry of Education
MOFA	Ministry of Foreign affairs
MOFED	Ministry of Finance and Economic Development
MOH	Ministry of Health
MOJ	Ministry of Justice
MOLSA	Ministry of Labour and Social affairs
MOTI	Ministry of Trade and Industry
MOWA	Ministry of Women's Affairs
MOWRD	Ministry of Water Resources Development
MOYS	Ministry of Youth and Sports
MOYSC	Ministry of Youth Sports and Culture

NAP	National Action Plan
NAP-GE	National Action Plan for Gender Equality
NCTPE	National Committee on Traditional Practices in Ethiopia
NFE	Non-Formal Education
NGO	Non-Government Organization
NOP	National Office of Population
PASDEP	Plan for Accelerated and Sustainable Development to End Poverty
PhD	Doctor of Philosophy
PNC	Post Natal Care
PTA	Parent Teacher Association
REDA	Rural Energy Development Agency
REMSEDA	Regional Micro and Small Enterprises Development Agency
RHB	Regional Health Bureau
SDPRP	Sustainable Development and Poverty Reduction Programme
SO	Strategic Objective
STI	Sexually Transmitted Infection
TBA	Traditional Birth Attendants
TOT	Training Of trainers
TTBA	Trained Traditional Birth Attendants
TVET	Technical and Vocational Education and Training
VAW	Violence against Women
WA	Women's Affairs
WAB	Women's Affairs Bureau
WAD	Women's Affairs Department
WAO	Women's Affairs Office

1. Introduction

Gender inequality is entrenched in social, economic, cultural and political structures and thus closely intertwined with every development challenge ranging from the elimination of poverty to the promotion of peace and democracy. In other words, countries will not be able to combat poverty, and the HIV/AIDS pandemic, and ensure sustained development without a deliberate attempt to overcome gender inequality. In the last twenty years, there has emerged a wealth of knowledge and experience on the nature of gender based discrimination as well as the steps needed to achieve gender equality. It has also been realized that the attainment of equal rights between the two sexes and improved women's status benefits men as well. For instance educating girls translates into better conditions for the whole household, in terms of better health, nutrition and education for the family. An educated woman is more likely to delay marriage, practice family planning resulting in a smaller family size, more available food for the family, and resources to educate the children. Investing in girls' education therefore has high social and economic returns and is instrumental in achieving sustainable development and economic growth.

At the Fourth World Conference on Women in Beijing-China in 1995 governments reviewed women's situation and adopted a global platform for action to accelerate progress towards gender equality. All UN members were called upon to formulate national plans to further gender equality in their respective countries, by fully implementing all human rights instruments particularly the Convention for the Elimination of all Forms of Discrimination against Women (CEDAW).

The Federal Democratic Republic of Ethiopia (FDRE) has declared its commitment to gender equality with the announcement of the National Policy on Women in 1993; the incorporation of gender issues in different national policies including Education and Training, Health, HIV/AIDS, Population and others formulated in the same year; as well as adequately addressing women's concerns in the Federal Constitution of 1995.

In keeping with its commitment to the Beijing Plan of Action, the Women's Affairs Office (WAO) has also decided to formulate a National Action Plan for Gender Equality (NAP-GE) that will be used as a tool for the promotion of gender equitable development. Based on lessons from previous experiences in formulating plans of action and to ensure ownership of the NAP-GE by all stakeholders, the formulation was premised on wide ranging consultation and participation of key stakeholders. The work was facilitated by WAO/PMO with significant inputs from a technical committee.

The NAP-GE works towards the attainment of the Millennium Development Goals (MDGs), and the objectives of gender equality expressed in the 1995 Ethiopian Constitution, the 1995 Beijing Platform for Action (BPA) and the 2000 Beijing+5 Political Declaration and outcome document. The achievement of the MDGs requires the attainment of equal rights between men and women, boys and girls in access to resources, social services and decision making. The BPA takes on a rights based approach to all the critical areas it addresses, and is grounded in the framework of international and regional human rights conventions and other instruments.

The Government of Ethiopia (GOE) has in its Second Sustainable Development and Poverty Reduction Program-Annual Progress Report (SDPRP-APR) indicated its intention of incorporating the NAP-GE into PASDEP, which will cover a period of five years 2006-2010, overlapping with that of the NAP-GE, representing an opportune moment, for ensuring gender consideration in the country's poverty reduction endeavours. The NAP-GE provides a framework within which the Ethiopian government will advance its commitment to gender equality; employing the gender mainstreaming approach introduced in the 1995 BPA and its Beijing+5 update, and is expected to significantly inform the PASDEP.

It is expected that the envisaged integration of the plan into PASDEP as well as government commitment to gender-sensitive budgeting is an undertaking believed to result in a change of gender relations. The needs/problems identified during the situation analysis have been the locus for the formulation of the strategic objectives, the fulfilment of which is believed to narrow the gender gap that exists between men and women. The action plan is developed in a framework of: where we are, where we want to go, and how we get there.

Where We Are: Presented in Section (2) of this document as “Gender Gaps” identified through the Situation Analysis, a detailed version appearing under a separate cover titled “Gender Relations in Ethiopia”. The document is the report of the first phase of the planning exercise which entailed the undertaking of a situation analysis of gender relations in Ethiopia today. Following the Beijing conference of 1995, Ethiopia had identified seven priority areas that need to be tackled in order to ensure gender-equitable development. Accordingly, the situation analysis focused its attention on these critical areas, namely:

- i. Poverty and Economic Empowerment of Women and Girls
- ii. Education and Training of Women and Girls
- iii. Reproductive Rights, Health and HIV/AIDS
- iv. Human Rights and Violence against Women and Girls
- v. Empowering Women in Decision Making
- vi. Women and The Environment
- vii. Institutional Mechanisms for the Advancement of Women

Where We Want To Go: Spelt out in Chapter 4 of this document as the Goal; General and Specific objectives.

How We Get There: Represented by the activities specified to be carried out to implement this plan, and which will require the participation of many. The government's role is to elaborate the NAP-GE and ensure its implementation in collaboration with various stakeholders including Non-Government Organizations (NGOs), Civil Society Organizations (CSOs), and Community Based Organizations (CBOs). Non Government Organizations and women groups are major partners at the grassroots level. Active participation at Federal and Regional levels is essential to ensure that all government programmes are designed and implemented with a view of mainstreaming gender. Furthermore, donor support will enable the Ethiopian capacities in gender mainstreaming to be further developed. Active government facilitation in implementing the proposed activities is required. The facilitation should be on five broadly categorized areas, namely (awareness, ownership, commitment, networking as well as monitoring and Evaluation):

- i. Enhanced Awareness of Gender and Related Issues:** Lack of awareness prevails including with regards to the Constitution and the National Policy on Women. Awareness of laws, their interpretation and application is vital in order to discharge responsibilities effectively. Thus lobbying and advocacy to build pressure and raise awareness of the concepts of gender as well as policy and legislative issues is fundamental.
- ii. Ownership:** The Ministry of Women’s Affairs is designated as the national machinery for the advancement of women with the responsibility to initiate, coordinate and

monitor gender responsive development. It will also play a key role in launching the Action Plan which would include:

(a) ***Wide dissemination of the NAP-GE to:***

- i. All federal institutions, as well all regional government heads, to secure commitment and initiate Regional Action Plans that are in line with the NAP-GE;
- ii. Other stakeholders and potential collaborators to help them to mainstream gender within their respective institutions as well as commit their institutions to support initiatives to implement the NAP-GE at Federal and Regional government levels.

(b) ***Designation of responsible government institution for all the priority areas:*** Responsibility designation for the identified priority areas had not been made except for the self-explanatory sectors like education, health and environment, which will impede overall implementation. Hence each priority area should have responsible body or bodies with a lead institution.

(a) ***Acknowledgement of the inseparability of gender mainstreaming from the developmental process of government institutions:*** Ensure that national sector plans incorporate gender; and reports consider international and national commitments, and show what an institution had done in terms of gender as an overall component of institutional performance.

(b) Cross Cutting Issues that each responsible body needs to undertake include:

- i. Ensuring male involvement in all gender work: Because of past inequalities between the sexes gender work had focussed on women and carried out mainly by women. This was cause for viewing gender as women, and enough to discourage male involvement.
- ii. Gender training
- iii. Research to generate gender disaggregated data, for documentation and dissemination. This could involve new research or compiling existing data from the CSA or research institutes
- iv. Information dissemination on gender issues using the media and other mechanisms
- v. Capacity building through training and skill development, need to be taken by the lead government designates for the priority areas together with the related private/NGO sector entities

iii. Government Commitment and Leadership in terms of:

- (a) Ensuring appropriate structure at all levels with clear mandates & job descriptions as well as a high degree of participation of the structures in decision making
- (b) Allocation of adequate budget and staffing at all levels of the structures

iv. Networking

- (a) Networking and Collaboration with grassroots institutions, particularly the CBOs on the one hand and with non-government actors in gender equality, need to be created and strengthened
- (b) Creation of special committed groups to work on HTP and VAW and linked to relevant GO institutions

v. Effective Monitoring and Evaluation (M&E)

It is recommended that a gender-sensitive monitoring and evaluation be designed for this NAP. An expertise could be brought in and a programme for the M&E planned in advance, incorporating the mechanisms, responsible bodies, time frame and other relevant details. Guidelines and procedures for monitoring and evaluation mechanisms must be instituted within all implementing bodies. Mid-year and annual progress reports, based on quarterly, half-yearly progress reports need to be instituted to assess performance. These reports will be prepared by respective ministries/departments, etc and submitted to the MOWA. The MOWA should create a unit that is in charge of monitoring and evaluation of NAP-GE. Mid-term and final evaluations need to be carried out.

The structure of the plan is as follows: Chapter 1 covered introduction, Chapter 2 presents gender gaps identified during the situation analysis undertaken between October 2004 and May 2005, and described for each of the seven critical areas. Chapter 3 specifies rationale and justification and Chapter 4 introduces the goals and objectives of the plan and Chapter 5 presents priorities for action (Strategic Objectives). Chapter 6 presents the planning matrix, Chapter 7 is on budgeting approaches and financial sources for NAP-GE, Chapter 8 is on monitoring and evaluation elements that will enable Ethiopia to measure progress on the NAP-GE and adapt the plan based on lessons learnt along the way.

2. Gender Gaps (Identified Through the Situation Analysis)

The gender situation analysis referred to in the introduction entailed studying the gender aspects of human rights in terms of men's and women's access to economic power and decision making, social services, protection against violence, the institutional mechanisms for the advancement of women and budgeting issues. The purpose of the assessment was to gather data required for the formulation of the NAP-GE. The findings revealed the existence of a number of initiatives aimed at improving women's status, but without the intended results. In addition to declaring international instruments as a component of Ethiopia's law, the Constitution (1995) has done away with discriminatory laws and practices. The family law has been revised, and age at marriage, marriage and divorce procedures addressed to reflect equality. The Penal Code revision has made female genital mutilation (FGM) illegal, domestic violence, rape; trafficking, etc have been addressed. It was also observed that, the majority of women's rights are good on paper, but little in terms of application, especially in terms of taking them up in the country's poverty reduction programme.

Government policy documents, legislations, surveys, research studies, evaluation reports assessment studies as well as main government development programs were reviewed during the first phase of this work. Review of all available documents revealed that substantial gender gap exists in all the critical areas.

The consultation with key stakeholders and those engaged in gender-related work, revealed a high degree of unfamiliarity with international provisions and government laws, policies,

strategies and programmes. Fewer still have access to policy and legislative documents. There was also insufficient awareness of gender concepts, and of laws and policies including among those in leadership. Unavailability of sex-disaggregated data in many instances was another major finding. Even though such data is obtainable from the CSA, it is often in a form requiring compilation.

A review of the National Policy of Ethiopian Women in particular has led to the recommendation of a revision of the policy in view of the significant changes of existing realities since its formulation in 1993. In addition to major international instruments such as the BPA, ICPD, and the MDGs, global awareness of the strategic interventions that promote gender equality has increased exponentially. Nationally, the current Constitution and subsequently promulgated legal reforms and policies have created an enabling environment for the promotion of gender equality and the emergence of various types of women's organizations, gender-sensitive civil society organizations both of which implement projects and programmes as well as advocate for gender justice. At the time of the policy formulation 12 years ago, data on gender relations were scarce. Since then gender-related and gender-focussed research has increased considerably, and in ways that assist research based plan and policy formulation, and monitoring of progress made in implementing national and international commitments to gender equality.

Close examination of the document showed that its coverage of women's issues is limited. For instance, its focus on increase in women's income and enabling women to be the beneficiaries of their labour, improving the health and nutrition of mothers and children; and progress towards the promotion of equality between men and women leaves out other very many important issues. A case in point is the inadequate assessment of women's roles and responsibilities particularly in the rural community and their access to and ownership of resources. Although the document mentions women's role in decision making, it lacks a focussed analysis of the serious implication of the absence of women from the arenas of decision making. In addition to lack of sufficient assessment of women's health, the document fails to show the link between women's low status and their poor health. The section on harmful customs and practices should have been examined through a rights-based approach. Such an approach would have clearly revealed the harmful traditional practices as violations of human rights harmful with severe physical and psychological consequences of these practices on women's health and well-being.

Given the changed circumstances discussed above, there is a need for a **gender policy** with broad objectives. The critical areas identified by Ethiopia for the formulation of the national action plan should be the core issues of the country's gender policy. A key focus of the proposed gender policy ought to be the institutional framework that can genuinely facilitate its implementation.

The SDPRP document in general was found to be gender neutral and has not addressed the gender differentials in the indicators used. These include among others; the per capita calorie consumption, absolute poverty figures, and the food poverty head count index. Some sex disaggregated data have been presented for income poverty among male and female headed households. Gender was not considered as one of the explanatory variables in the classification of a household as poor, except in terms of head of household. The absence of sex-disaggregated socio-economic data and the inability of the government to use such data in policies may have played a part. In the summary of poverty in Ethiopia, gender has not been considered as a factor. Many of the development goals, policies, strategies or targets of poverty reduction did

not incorporate gender issues either, dictated by the foregone poverty profile and analysis. Employment was not mentioned at all; and no reference to gender in the environment section.

Enhancing women's political participation under section 10.3 "Gender and Development" (in rural development) proposed participation is limited to membership in *Kebele* councils, water committees; and *Kebele* level women's associations. The activities of the women's associations aimed at obtaining technical and credit services failed to consider women's presence in decision making or leadership. The SDPRP acknowledges the need for gender sensitivity in the education and health policies and programmes for equitable development and poverty reduction, but does not directly state the importance of women in decision making to poverty reduction. The SDPRP has embodied among other things, Harmful Traditional Practices (HTPs) in terms of public awareness, consultations with the community to enable women and girl children to benefit from development, and envisages the strengthening of the legal environment.

The matrix describing SDPRP indicators and indicative targets have not included an intermediate outcome indicator that would measure progress towards empowerment of women and gender equality as per goal 3 of the MDG. In addition, looking at Table 13.2 SDPRP performance indicators not only are they gender neutral, but access to decision-making and empowerment by both men and women have not been considered, despite their importance for effective poverty reduction. The programme financing section of the SDPRP (Section XII) does not provide the type of resources that would promote gender-equitable development.

The integration of this plan into SDPRP II; now named "A Plan for Accelerated and Sustainable Development to End Poverty" (PASDEP) and a government commitment to gender-sensitive budgeting is thus an undertaking believed to result in a change of gender relations in Ethiopia. As discussed above, the assessment of the situation of gender relation has enabled the identification of the following gender gaps in the seven priority areas.

Poverty and Economic Empowerment

Agriculture: Women are poor often lacking productive assets particularly land, and are underserved with agricultural extension, credit, labour, oxen and farm implements. A Central Agricultural Census Study 2003 indicates that out of the total landholders, only 18.6% were women. Other studies, in different parts of the country, all showed significantly fewer female landholders than men; and smaller size holdings among women.

Agricultural census survey data 2001 showed that women who had access to agricultural extension services was only 9%. Problems limiting utilization of services were inability to pay the initial payment of up to 25% for input purchase, and absence of protection against risks of loss of income and ensuing indebtedness. Credit services are linked to agricultural inputs (fertilizer, improved seeds and pesticides), that are associated with land endowment and other resources required for agricultural production, thus marginalizing poor farmers, mainly women. Women's access to agricultural sector credit stood at 12% of total. Cultural viewpoint preventing women from ploughing with oxen forces women and female headed households to depend on male labour. They also possess smaller number of oxen and farm implements and fewer cattle than men; in some parts with a mean number of oxen of 1.6 for male and 0.9 for female headed households.

In pastoralist areas, where there is severer poverty, marginalization and vulnerability is tougher for women. Gender-specific division of labour is even sharper forcing women to shoulder much heavier work responsibilities, customary rules and norms also place women at a disadvantageous position in terms of access to and control over resources. Pastoral women do not own property without a male guardian. During divorce they take only the dowry they

brought and anything acquired during marriage belongs to the husband. A widow has either to marry her brother-in-law or should have an adult son in order to get her share of family property, which is only half of what men inherit.

Formal Employment: Women's employment in industries and the Civil Service is lower than men. They operate about 65% of micro-enterprises and 26% of small scale manufacturing enterprises; their low participation in manufacturing is due to low level education and training, lack of exposure to the business world, meagre financial and human capital; and problems related to ownership rights for collateral purposes. Women on average earn about 86% of what men earn. In the Civil Service, women represent 32% of permanent employees with wide regional variation. They concentrate in routine type and low paying (clerical and fiscal, custodial and manual) jobs; 10% professional and sciences; and 23% in administrative positions. Concentration in non-professional and low paying jobs is caused by women's low education and training, traditional attitudes, lack of role models, non-assertiveness and limited access to information. Disabled individuals face discrimination in employment, the magnitude severer for women (Aderie, 2002). Discrimination in the amount of payment has been observed between disabled and able-bodied women.

Informal Employment: In the informal sector on the other hand, women are involved in large numbers, and represent 60% of those engaged in the sector. Many are engaged in small business that require small capital, not demanding sophisticated management and book-keeping skills, particularly street vending. These women face constant police harassment, as they often operate without licence and are forced to bribe the police or municipal agents out of their meagre income. A study among 108 visually impaired women revealed extreme difficulty to get a competitive job; as well as starting their own business.

Women and the Environment

Ethiopia is currently confronted by the urgent need to halt and reverse land degradation and to introduce sustainable agricultural production systems. In the government environmental policy (1997), it was stated that renewable natural resources like land, water, forests and other forms of biodiversity have deteriorated to a low level of productivity. Deforestation, mainly for expansion of rain-fed agriculture was estimated to occur at a rate of 80,000 to 200,000 hectares per annum. Accelerated soil erosion was mentioned as causing a progressive annual loss in grain production estimated to be 40,000 tons in 1990 and to reach 170,000 tons in 2010. It was estimated that between 1985 and 1995 some 2 million hectares of pastureland would have been destroyed by soil erosion. The burning of dung, as fuel instead of using it as manure is considered to cause a reduction in grain production by some 550,000 tons every year. In 1990, accelerated soil erosion caused a progressive annual loss in grain production estimated at about 40,000 tons and is projected, if not arrested, will reach about 170,000 tons by 2010.

Environmental degradation also worsens women's poverty. Natural disaster such as drought, human health hazards and animal health problems make the pastoral environment more precarious making women more vulnerable. The Federal Constitution, Federal Environmental Policy, strategies to combat desertification, preservation of biodiversity, environmental pollution law, and environmental impact assessment requirements are among government policy commitments. Women are recognized as key actors in natural resource use and management. Their equality with men, participation and empowerment, and environmental impact assessments to maximize equity for gender are among specific gender issues stated in the government policies.

Despite such efforts, women suffer more from the consequences of Fuel-wood shortage as they are responsible for food processing and preparation, involving fetching water, and firewood collection; resources that have been made scarcer by the environmental degradation. The traditional 3-stone stoves common in Ethiopia have a biomass energy use efficiency of 5-10%, with over 90% being released into and wasted, accelerating demand and intensifying deforestation. The traditional ways of processing and preparation pose health hazards also. In addition to increasing workload, the requirement of long walks in search of fuel wood and water, exposes women to attacks like rape.

Women are guardians for water points and vegetation in areas of longer settlements or in agro-pastoralist areas; and thus could play important roles in the management of the environment. But they are also excluded from playing their appropriate roles because of lack of awareness, lack of focus on women by responsible authorities, lack of people trained in environment and gender, and women's lack of adequate income. The issue of women and environment has not yet received enough attention. Environmental policies and strategies are not adequately gendered, and existing provisions not adequately implemented. Lack of awareness, resources and appropriate institutional framework are among problems affecting issues of women and the environment.

Education and Training

Gender gap in education prevails at all levels of the system; the gap more visible as one goes up higher the educational ladder. Figures for the academic Year 2004/05 are presented to illustrate the situation. Adult literacy for women was 34%, while it was 49% for men. The national Gross Enrolment Ratio (GER) for primary enrolment was 88.0% for boys and 71.5% for girls, with much wider gaps in the regions, wider still in some regions; and widest in pastoral communities. For example, data from MOE shows that during the same academic year, among the students enrolled in elementary schools, only 36.0% of the students in Afar and 36.3% percent of the students in Somali were girls. The GER for grades (9-10), was 34.6% for boys and 19.8% for girls. For grades (11-12) students preparing for entry into institutions of higher learning, girls accounted for only 27.1%. Repetition rate in grades (1-8) is also higher for girls. The national repetition rate for girls was 4.0% and 3.6% for boys. Among those enrolled in government institutions for a 2 or 3 year diploma programme 16.2%, for the four-year degree programme 22.5%, for the Masters Degree programme 9.2%, and for Ph.D. programmes 6.4% were women.

The number of female students in Technical and Vocational Education and Training (TVET) is close to male students, but a closer look reveals that female students are concentrated in areas that are considered female's. For example, for the academic year 2004/2005 in the Ministry of education programmes among the students enrolled, 97.2% in secretarial sciences, 77.4% in dress-making and 71.3% in food preparation were females. Women are also underrepresented in Building Construction and Auto Mechanics. Data from MOE shows that among students enrolled in Building Construction in 2004/05 only 22.8% were female and only 6.9% in Auto Mechanics.

Women's participation in education is constrained by economic, socio-cultural, familial, personal and school factors. The economic problems relate to parents' inability to send girl children to school especially if schools are far, or dropout due to lack of finances. The problem is more serious in rural areas; particularly in pastoralist regions. The traditional division of labour in homes, and parental unequal treatment of sons and daughters in task assignment and study time constrain girls' success in education. School distance and harassment, shyness and

feeling of discomfort to participate equally with men are stumbling blocks for female students. In addition, dropout in high school is fuelled by the practice of early marriage and marriage by abduction.

The situation of disabled women is even worse. Data show that disabled girls miss out early childhood educational experiences; the problem is worse for visually impaired. The trend over the years, 1995/96 to 1999/00, showed that attendance rate of disabled girls in primary cycle (1-4) was much lower than boys (Amare et al, 2001). This lower attendance rate gets even poorer at higher levels of education. Disabled women/girls face unfavorable school environment, absence of suitable toilets, school distance, unavailability of disability specific instructional materials, and low qualification of teachers. For girls with motor and hearing impairment inconsiderateness and discouragement from teachers were found to be serious constraints (Tirusew, 2001).

In Non-Formal Education (NFE) women's enrolment and success rate is also lower than men's. Women's participation in NFE is negatively affected because of the constraints that the programme faces including budget, support and follow up; practical skills of teachers; teaching materials; workload of women; distance to NFE centres; and unfavourable community attitudes towards women's education.

The number of female teachers at various levels and in administrative and leadership positions is low; the number decreasing as one moves from primary to secondary schools, and institutes of higher learning. This deprives female students of the opportunity of looking up to role models. Also male teachers are more educated and qualified than female teachers.

Reproductive Rights, Health and HIV/AIDS

The health of the people particularly women is poor. Health indicators remain near the bottom of world rankings; with one of the highest maternal mortality ratios (MMR) 871/100,100, and high female morbidity 75.5% vs. male morbidity of 25.5%. Limited access to family planning services and high fertility; low reproductive health and emergency obstetric services; and poor nutritional status and infections impact negatively on women's health, and contribute to the high MMR.

Maternal health care (ANC, delivery, PNC, FP) services do not reach the majority of Ethiopian women; who are constrained by distance, lack of financial resources and decision-making on use of family planning, mismatch between demand and supply, particularly contraception of choice, heavy workload; and cultural attitudes. Situation is worse in pastoral areas particularly Afar and Somali. For instance for 2005 ANC in Afar was 15%, and in Somali 7% against the National average of 28%; the least rate in other regions was 24.5%. Delivery with trained personnel or at health facilities and PNC is low across all regions. The National CPR from (DHS 2005) is 15% with a huge deviation in pastoral areas particularly regions of Afar (7%) and Somali (3%).

General health Services are also insufficient in many rural areas, with some health facilities in regions like Afar lacking equipment, supplies or staff. Women in addition are unable to utilize available health services, due to workload, inability to pay for the services, cultural influence and limited awareness. Unfair division of labour that exposes women to high energy expenditure with severe physical and psychological stress is additional cause for heavy burden of diseases. The Beijing+10 report on health indicated that even though improved health care provision was reported in many countries, the overall profile is poor and declining. High level of pregnancy related mortality, compounded by the HIV/AIDS and other STIs were reported as a major challenge by a few countries including Ethiopia.

Ethiopia has the third largest HIV/AIDS infected population, next to India and South Africa. The majority of the infected are in the age group of 15-34, with the women forming the majority. Violence against women such as female genital mutilation affecting 73% of women and girls nationally, early marriage often to older men, abduction, polygamy and wife inheritance are highly prevalent in the country, and play a significant role in exposing females to a higher risk of HIV infection. The high prevalence of violence against women makes the spread of HIV/AIDS more acute in pastoralist regions. Access to information on HIV/AIDS was also found to be much lower than in other regions. The growing rate of early onset of sexual activity, especially in urban areas, the high rate of teen age prostitution, and the rampant act of rape accelerate the incidence of STIs and HIV/AIDS among women. Women's role as caretakers of the sick in the family without the required knowledge about protecting themselves could also be a cause for contracting the disease.

Information and services are more remote for women even in towns. Women's time constraint and cultural factors; diminishes their access to knowledge about the causes, transmission, and prevention of the infection; and their access to services. Access for poor uneducated women would be even lower. Towards the end of 2005, Health Extension Package implementation which would take services direct to the community has not yet started in any of the regions, though most have already done the training of workers, while others have recruited trainees. The inadequate attention to STIs despite the recognition of their role in increasing the risk of HIV infection and transmission undermines efforts to fight the spread of HIV/AIDS.

Disabled women are exposed to several forms of physical, sexual, and psychological violence, exposing them to diseases including HIV infection. A study conducted in Addis Ababa University showed that disabled female students are subjected to heavy burden of domestic work (Mesehalit, 2000) which would negatively on their health.

Human Rights and Violence Against Women (VAW)

Inequalities presented in all the sections represent violations of women's human rights. In addition Women are subjected to violence unique to their sex that are widely prevalent; and which include female genital mutilation affecting 73% of women and girls nationally; early marriage with 33% of women married at below 15 years of age; abduction often followed by forced marriage; rape all of which pose huge health risks.

Research on VAW is scanty, the few undertaken demonstrate that the problem is widespread, and so did the findings of the Woreda consultations. A study in Addis Ababa by Ethiopian women Lawyers Association (EWLA) and reported in 2004, on experiencing and reporting VAW, among female students, housewives and working women, reported that most of the interviewees had faced violence at some point in their lives. But most failed to report it; unaware of such rights; ashamed or afraid. The majority viewed reporting as pointless or dangerous, as it would in fact make the abuse and violence worse.

A survey by EWLA on the incidences of VAW in the 28 police stations between 1988 and 1994 E.C showed 1955 rapes, 194 abductions, 280 attempted murders and 21,987 assault and battery. Walta Information Centre's survey in 2000 in all the Regions except Gambella found 2263 rapes and 507 abductions reported. A Federal Police research in 4 years (1986–1990 E.C.), found 7946 reported cases of rape. The Demographic Health Survey in 2000 showed among 15,367 women aged 15 to 49 years; 85% said a husband is justified to beat his wife at least for one reason, like burning food or failure to inform where she had gone.

In-country and out-country trafficking is prevalent, so is sexual harassment, though figures are unavailable. The Family Guidance Association of Ethiopia had 96 rape victims in 2001, 280 in

2002 and 351 in 2003 that came for treatment. The rapists were neighbours, closely known persons, friends, employers, fathers, stepfathers, brothers, nephews, cousins, teachers, policemen, medical personnel including doctors and visitors in the house. The main victims of rape are infants/children, students, house-maids, street children and unemployed youth with high school education. A summary of the findings during the consultations shows that:

- Violence Against Women is prevalent and the majority of women do not report it
- Knowledge and understanding of the Federal Constitution is non-existent, neither is there adequate translation of international instruments to local languages.
- There is no responsible body to monitor VAW nor to disseminate Human Rights information consistently to the public
- Officials responsible to execute and enforce laws are not well versed in them; do not even have copies of laws, policies and programs. Few have seen or read the Federal Constitution and the National Policy of Ethiopian Women
- There was no compatibility between the Constitution and other subordinate laws with reality on the ground

Women were less aware of laws, policies and programmes; and when violence is perpetuated against them, there are no adequate institutions and structures to deal with these issues and their follow-up.

Low awareness and attitudinal problems among society about the potentials of disabled women exists; and has resulted in the lack of support from the government and other concerned bodies. The feeling of hopelessness and low self-esteem among disabled women coupled with unawareness of their human rights perpetuates discrimination.

Leadership and Decision making

Women's status in the political and public sector is low. They are still largely underrepresented in decision-making positions at all levels. They have also not made major progress in attaining political power in legislative bodies. Findings of the current status of women in the political and public decision making positions indicate that:

- No indication that a well thought ought policy, programme or action, to increase the number of women at decision-making and leadership positions exist;
- The constitutional commitment of the government to grant Affirmative Action has not been translated into concrete action at all levels;
- The number of elected women representatives is still low;
- More and more women are engaged in formal employment, but are underrepresented in middle and higher management positions;
- The number of women leaders and decision makers at the various level of the decentralized government structure is still very low;
- The election law and electoral process is not gender friendly.

According to the 1992 (E.C) election commission report, there were only 42 (7.7%) women parliamentarians in the house of people's representative; house of federation 6.0%, Regional State Councils 12.9%, Woreda councils 7.1%, and Kebele Councils 13.9%. Although the number of women in legislative sector has increased slightly, but is still below the expected 30%. The 1997 (EC) increase to 21.2% in the number of parliamentarians in the house of

people's representatives, and similar increase in other elected bodies still remain far below the 30% target.

In the executive branch of the government (Ministers, Vice Ministers, etc), women constitute 13%. Among the judges at the Federal and Regional Courts, again 13%; among judges presiding over Supreme, Higher and First Instance Courts in 1995 (EC) women were 25.5%.

In the Civil service, women occupied only 24.3% of the higher positions (Ministers, commissioners, deputies, Directors, Division Heads, Ambassadors, etc).

The reasons for these inadequate representations of women could be cited as:

- Inadequate focus to the issue, due to lack of commitment and political will by the leadership
- Insufficient number of educated women
- The few women who are in decision making position lack the commitment to fight for issues of gender equality
- Backward thinking among society, government leaders and civic leaders
- The women affair offices not having power to challenge discriminatory policies

Other Reasons included: societal perception about leadership ability of women, women's low economic status, women's lack of assertiveness, and inadequate number of women in the current decision making positions. Disabled women suffer from discrimination and lack of assertiveness to engage in career advancement. Further, the opportunity for promotion, further training etc. are scarcer for female disabled than their male counterparts, obstructing their participation in decision making.

Institutional Mechanisms for the Advancement of Women

Absence of appropriate institutional mechanisms has been recognized as a serious constraint to the implementation of policies and has hampered efforts towards gender equality. Commitments made to place structures at the highest possible level; allocation of adequate financial resources and the assignment of sufficient human resources have not been fulfilled. Professional capacity; and opportunity to influence government policies are also lacking. As a result Institutional Mechanisms suffer from a list of handicaps that hinder the implementation of gender mainstreaming including:

Limited Role in Decision Making: In the majority of cases Women's Affairs Machineries are not part of the government decision making structure; all structures having experienced a series of relegations, currently placed under Civic Society's Coordination and Participation Unit, itself under capacity building offices.

Shortage of staff: Women's affairs units are the most understaffed in any organization. Qualifications and experiences sought always extremely difficult to find often impossible.

Budgetary limitation: Severe budgetary limitation are experienced in all sectors and at all levels, with government budget covering only running costs, the rest coming from NGOs and other external sources. Gender budgeting is totally unknown.

Unclear Mandate and Job Descriptions: Job descriptions are not always available and mandates seldom clear, upsetting the support the units could get from other departments. Women's affairs departments' status as implementers or facilitators is not clearly stated.

Accountability for Gender Issues: Responsibility for gender issues seems to have been left to the very few women working on women's affairs structures. In addition, responsibility designation for the identified priority areas had not been made except for the self-explanatory sectors like education, health and environment. And thus an overall proper implementation cannot be claimed. National sector plans do not incorporate gender; and reports from ministries are on what WAD had done, and not what the ministry had done in terms of gender. There is no systematic and regular reporting considering international and national commitments, policies etc. with identification of implementation gaps.

Sex-disaggregated data: Unavailability of sex-disaggregated data in some areas continues to be a problem in Ethiopia.

Collaboration and Networking: Collaboration and networking with various bodies exists, extensive and strong in some cases and not in others. No networking and collaboration exist with CBOs like *edirs*, crucial institutions for reaching grassroots.

Attitudinal Problems with Actors in Gender Matters: The prevalence of attitudinal and conceptual problems among men and women with regards to actors in gender matters is an important issue. Because of women's suffering from inequalities between the sexes, gender work focuses on women, carried out mainly by women. This has induced the view that gender is women, which was enough to discourage male involvement. However, to some degree men are also involved making positive contributions in many forums: pose less resistance to changes introduced for the betterment of women's status, especially in the rural setting.

Since the formulation of this Action Plan, the Ministry of Women's Affairs (MOWA) has been established in accordance with "the Definition of Powers and Duties of the Executive Organs of the Federal Democratic Republic of Ethiopia Proclamation No. 471/2005. According to this proclamation, the Ministry of Women's Affairs shall have the powers and duties to:

- Initiate recommendations on the protection of the rights and interests of women at the national level, and follow up the implementation of same by devising strategies;
- Follow up, by designing strategies, that the preparation of policies, legislations, development programmes and projects by federal government organs give due consideration to gender issues;
- Ensure that opportunities are created for women to actively participate in political, economical and social activities;
- Undertake studies to identify discriminatory practices affecting women; submit recommendations on elimination of such practices and follow up their implementation;
- Submit recommendations on the application of affirmative measures in order to promote the participation of women in economic, social and political affairs by taking into account the oppression they faced for centuries as a result of inequality and discrimination;
- Ensure that the necessary attention is given to place women in decision making positions in various government organs;
- Encourage and facilitate women to be organized, based on their free will and needs, with a view to defining their rights and solving their problems;
- Follow up the implementation of treaties concerning women and children and submit periodical reports to the concerned organs;

Follow up and coordinate, at national level, the implementation of the country's policy on women's affairs;

Sponsor studies and formulate and implement programmes and projects contribution to the improvement of the living conditions of needy women, and give the necessary support to organizations operating for achieving the said objective;

Undertake studies to promote the well-being of mothers and children and implement same in cooperation with other organs;

Collaborate with non-governmental and civic organizations and women's associations on issues concerning women, and create conducive environment for their activities.

It is believed that this mandate and the new women's affairs structure will effectively facilitate the implementation of the plan; in collaboration with other sectoral ministries.

3. Rationale and Justification for the Action Plan

The National Action Plan is a result of a series of consultation process as well as extensive document review. The plan not only meets the requirements of the Beijing Platform for action and Declaration, but will also inform the PASDEP formulation process, which is currently undertaking. The development of this plan shows strong government commitment, as well as help stakeholders to systematically address issues of gender equality. It will also assist the adequate mobilization of national, international and bilateral resources.

The Goal of the Action Plan is to contribute towards the Attainment of Equality between Men and Women in Social, Political and Economic Development, and can specifically be used to:

- Engender the PASDEP and all other government policies and programmes
- Sensitize development planners and to hold them accountable for gender equality
- Monitor and evaluate government's and other stakeholders' commitment to gender equality
- Promote gender budgeting
- Build the capacity of civil servants who are mainly responsible for the implementation of the plan
- Recognize women's overall contribution to development

Risk/Assumptions: The successful implementation of this plan will depend on several factors. The first and the most important will be approving the plan by the highest level government authority and commitment to allocation of the necessary budget and human resource at all levels National/Federal government institutions. Following this approval and commitment, the NAP-GE needs to be widely disseminated to all regional government heads, in order to secure commitment and initiate Regional Action Plans that are in accordance with the NAP-GE.

Wide dissemination to other stakeholders such as potential collaborators will also help key players to mainstream gender within their respective institutions as well as commit their institutions to support the government's initiative to implement the NAP-GE both at Federal and Regional levels.

4. The National Action Plan: Goal and General Objectives (GOs)

4.1 Goal

The goal of this 5-year National Action Plan for Gender Equality is to contribute towards the attainment of equality between men and women, in social, political and economic development.

4.2 General Objectives Linked to PASDEP Pillars

I Enhanced Rapid Economic Growth

1. Enhance Women's and Girls Economic Empowerment
2. Enhance the Role and Benefits of Women in Environmental Management and Protection

II Improved Human Development

3. Promote equal access and success in education and training for women/girls
4. Improve women and girls Reproductive Rights, Health and HIV/AIDS Status

III Democratization and Governance

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

IV Improved Public Institutional Performance

7. Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming

5. Priorities for Action (Strategic Objectives)

I. Enhanced Rapid Economic Growth

1. Enhance Women's and Girls Economic Empowerment

- (a) Promote women's participation in developing economic policies and managing the economy
- (b) Enhance rural women's equal access to and control over productive resources and services (land, oxen, extension, credit) in order to make them food secure and come out of the poverty trap
- (c) Improve the Lives of Pastoral Women
- (d) Enhance urban women's and disabled women's access to and control over economic resources and services (land, credit, employment, training)
- (e) Reduce women's workload
- (f) Provide Special social and economic safety and security to poor urban and rural as well as disabled women

2. Enhance the Role and Benefits of Women in Environmental Management and Protection

- (a) Promote women's participation and empowerment at all levels
- (b) Increase women's access to information, improved technology, and alternative livelihoods
- (c) Create strong institutions and institutional mechanisms that guide and support efforts to address gender and environment issues
- (d) Ensure Adequate housing conditions, access to potable water, improved sanitation and fuel to urban and rural women
- (e) Develop and Implement Guidelines on Environmental Management and Women in Pastoral Areas

II. Improved Human Development

3. Promote equal access and success in education and training for women and girls

- (a) Build the Capacity of Relevant Structures to promote girls' education
- (b) Support needy female students to enter and continue their education
- (c) Increase pastoralist and agro-pastoralist girls' access to education
- (d) Increase girls' access to Science and TVET with emphasis on areas that are traditionally considered men's
- (e) Strengthen NFE Program to increase access and literacy level of women
- (f) Increase the number of female administrators and directors
- (g) Forge partnership and collaboration with relevant sectors to address the problems girls/women encounter in accessing and succeeding in education

4. Improve women and girls Reproductive Rights, Health and HIV/AIDS Status

- (a) Protect Women's Reproductive Rights
- (b) Eliminate Traditional Practices Harmful to Women's Health
- (c) Improve the Health Status of Women and Girls
- (d) Improve maternal Health care services
- (e) Improve Health Care Services among Pastoral Communities
- (f) Provide/Ensure access to gender sensitive health information by men and women
- (g) Implement gender sensitive HIV/AIDS Prevention
- (h) Promote Male Involvement in Reproductive Rights and Health Activities
- (i) Improve Quality and Accessibility of FP Information and Services to women, men and adolescents

III. Democratization and Governance

5. Reduce Violence against women and girls and improve their Human Rights

- (a) Carry out massive and systematic training and awareness campaigns on national laws, policies as well as international laws on gender equality
- (b) Repeal Discriminatory laws in every Region to ensure the human rights of women
- (c) Achieve strict application and enforcement of all laws protecting Women's Rights

- (d) Eliminate all forms of violence against women in all regions
- (e) Promote Constitutional guarantees of equality by removing the impediments of societal belief, harmful traditional practices and prejudices

6. Increase women's access to all Levels of decision making, in particular in political and public spheres

- (a) Enact Gender Sensitive Electoral Law
- (b) Implement Constitutionally Guaranteed Affirmative Action Measures to rectify gender imbalances in Political representation and Decision Making with special attention to Pastoral Women
- (c) Build Women's and Girls Capacity in Leadership and Managerial Skills and in exercising their Rights with a special attention to women in pastoral regions
- (d) Initiate specific measures to increase gender balanced representation within the political and public sphere with a special attention to women in pastoral regions

IV. Improved Public Institutional Performance

7. Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming

- (a) Create/Raise Public and Institutional Gender Awareness to facilitate wider involvement in gender work and mainstreaming
- (b) Revise the Women's Policy
- (c) Strengthen The National Women's Affairs Machinery
- (d) Generate And Disseminate Gender Disaggregated Data For Planning And Monitoring
- (e) Integrate gender perspectives in all legislation, policies, strategies, programmes and projects
- (f) Create/Strengthen Partnership, Collaboration and Networking among institutions working on gender
- (g) Assign Accountability for gender Issues in all government institutions
- (h) Initiate the Creation and Strengthening of Women's Association in rural and urban Pastoral Communities

6. NAP-GE Planning Matrix Linked to the PASDEP Pillars

As indicated earlier Chapter 6 presents the planning matrix addressing the seven priority areas identified by Ethiopia and presented in the introduction section of this document. The matrix incorporates: General and Strategic Objectives, Activities, with indicators; Responsible Bodies for activities and budget allocation; Potential Partners for the implementation of the plan; as well as time frame.

The general objectives link to the Four Pillars (Enhanced Rapid Economic Growth, Improved Human Development, Democratization and Governance, Improved Public Institutional Performance) is to facilitate integration of the NAP-GE into the PASDEP document.

NAP-GE Plan of Action Linked to the PASDEP Pillars (Poverty and Economy)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance Women's and Girls Economic Empowerment</i>	Women's and Girls Economic Empowerment Enhanced				
	Strategic Objective (One) Promote women's participation in developing economic policies and managing the economy	Number of women in economic policy-making and management positions	-	-	-	-
	Activities					
	1.1 Train/educate women and men working on economic policy formulation and management	<ul style="list-style-type: none"> ▪ Number of women and men trained 	MoFED, MoWA, Sector Ministries	MoFED, MoWA	Private sector, NGOS, Donors, training institutions and other partners	Starting 2006
	1.2 Identify women's roles and contributions in economic development and management, as well as identify hindrances to women's economic empowerment	<ul style="list-style-type: none"> ▪ Comprehensive study report that identifies women's roles and contributions produced 	MoFED, MoWA, Sector Ministries	MoFED, MOWA, MOTI	Private sector, NGOS, Donors, research institutions and other partners	2006
	1.3 Assess and enhance the representation and participation of women in institutions of economic policymaking and management	<ul style="list-style-type: none"> ▪ A comprehensive report produced ▪ Measures that enhance representation and participation in economic development taken 	MOWA, Sector Ministries	MoFED, MOWA,	Private sector, NGOS, Donors, research institutions, and other partners	2006
	1.4 Provide awareness creation training on the economic situation and poverty of women to all involved from policy makers to implementers	<ul style="list-style-type: none"> ▪ Number of training given and men and women trained 	MoFED, MOWA, Sector Ministries	MoFED, MOWA,	Private sector, NGOS, Donors, training institutions, and other partners	2006-2007
	1.5 Develop policy on women's representation, including affirmative action (in recruitment and other processes), in relevant institutions and at different levels	<ul style="list-style-type: none"> ▪ Policy developed 	MOWA, Sector Ministries	MOWA, CSC	Private sector, NGOS, Donors, and other partners	2006-2007
1.6 Create mechanisms for women's participation in decision-making positions and ensure their implementation by creating systems of M&E	<ul style="list-style-type: none"> ▪ Mechanisms of participation and system of M&E created 	MOWA, Sector ministries	MOWA, Other Ministries	Private sector, NGOS, Donors, other partners	Starting 2006	

NAP-GE Plan of Action Linked to PASDEP Pillars (Poverty and Economy)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance Women's and Girls' Economic Empowerment</i>	Women's and Girls Economic Empowerment Enhanced				
	Strategic Objective (Two) Enhance rural women's equal access to and control over productive resources and services (land, oxen, extension, credit) to make them food secure and come out of the poverty trap	<ul style="list-style-type: none"> ▪ Laws, policies, programs gender-mainstreamed to clearly state women's equal access and control to resources and services 				
	Activities					
	2.1 Improve property right laws with more security, flexibility and transferability	<ul style="list-style-type: none"> ▪ Rural land laws enacted in all regions (ongoing in some) ▪ Land registered in women's names or women as joint holders of family holdings and certificates issued in all regions 	MoARD, Land Administration Authorities, MoWA,	MoARD, Land Administration Authorities, MoWA	Donors, NGOs, and others	Starting 2006
	2.2 Identify, develop, and disseminate technologies that meet the special needs of women and contribute to reducing their poverty	<ul style="list-style-type: none"> ▪ Extent to which technologies are identified, developed and disseminated 	MOWA, MoARD, MoFED, ESTC, sector ministries	MOWA, MoARD, ESTC	STC Training/research institutions, private sector, NGOs, donors, Etc	Starting 2006
	2.3 Develop alternative livelihoods for poor and disabled women so that they get dependable income sources and are less susceptible to economic shocks	<ul style="list-style-type: none"> ▪ Extent to which specific alternative livelihoods are developed for poor and disabled women 	MOWA, MoARD, MoFED, Other ministries	MOARD, MOTI	The private sector, NGOS, Donors, others	Starting 2006
	2.4 Provide poor women and women with disabilities with access to savings and credit mechanisms and institutions	<ul style="list-style-type: none"> ▪ Number of poor and disabled women provided with savings and credit mechanisms and institutions 	MOWA, MoARD, MoFED, other Ministries	MOARD, MOFED, Ministries	The private sector, NGOS, Donors, and others	Starting 2006
	2.5 Apply special considerations to enable poor women farmers' access to extension services; increase women extension workers and; promote multi-package extension program responsive to area-specific production needs of rural poor women	<ul style="list-style-type: none"> ▪ Number of women having access to extension services ▪ number of women extension workers, and special extension programs designed 	MOWA, WADS, MoARD, MoFED, other Ministries	MOARD, MOFED	Private sector, NGOS, Donors, etc	Starting 2006
2.6 Establish/strengthen micro-enterprises, new small businesses, cooperative enterprises, and other institutions that enhance women's economic empowerment	<ul style="list-style-type: none"> ▪ Number of institutions established/ strengthened 	MOWA, MoARD, MoFED, Cooperatives Promotion Commission (CPC)	MOARD, CPC	The private sector, NGOS, Donors, etc	Starting 2006	

NAP-GE Plan of Action Linked to PASDEP Pillars (Poverty and Economy)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance Women's and Girls Economic Empowerment</i>	Women's and Girls Economic Empowerment Enhanced				
	Strategic Objective (Three) Improve the lives of pastoral women	Welfare of women in pastoral areas improved				
	Activities					
	3.1 Undertake thorough study on the conditions of women in pastoral areas	<ul style="list-style-type: none"> Studies conducted and reports produced 	MoWA, EPASs	MoWA, EPASs	Donors, NGOs, research institutions	2006
	3.2 Improve pastoralist women's access to and control over resources (cattle, cash, and other assets).	<ul style="list-style-type: none"> Women's access to and control over resources improved 	MoWA, MoARD	MoFA, MoWA, MoARD	Donors, NGOs, other organizations	Starting 2006
	3.3 Develop special service packages for pastoral women (extension, education and training, health, credit, and others)	<ul style="list-style-type: none"> Packages developed Number of women beneficiaries 	MoWA, MoARD	MoFA, MoWA, MoARD	Donors, NGOs, other organizations	2006
	3.4 Develop projects to reduce workload of pastoral women.	<ul style="list-style-type: none"> Projects developed Number of women beneficiaries 	MoWA, MoFA, ESTC	MoWA, MOARD, ESTC	Donors, NGOs, other organizations	Starting 2006
	Strategic Objective (Four) Enhance urban women's and women with disability access to and control over economic resources and services (land, credit, employment, training)	<ul style="list-style-type: none"> % of poor and disabled women with access to land, credit, employment and training. 				
	Activities					
	4.1 Develop gender-sensitive policies and measures to empower women in technical, managerial and entrepreneurial fields	<ul style="list-style-type: none"> Policies developed 	MOWA, MoFED, MoFA, MoTI, MoE, other ministries	MOWA, MoFA, MoFED, MoTI, MoE, other ministries	Private sector, NGOS, Donors, training institutions, etc	2006
	4.2 Provide poor women and women with disability with entrepreneurial potentials, with access to savings and credit services	<ul style="list-style-type: none"> Number of poor women and disabled women entrepreneurs provided with saving and credit services 	MOWA, MoFED, MoTI, NBE, other GO agencies	MOWA, MoFA, MoFED, MoTI, NBE,	Private sector, NGOS, Donors and others	Starting 2006
	4.3 Provide business services, training and access to markets, information and technology, to poor women	<ul style="list-style-type: none"> Number of poor women provided with 	MOWA MoFED, MoTI, ESTC, FEMSEDA REMSEDA	MOWA, MoFED, MoTI, ESTC,	Private sector, NGOS, Donors, and others	Starting 2006
	4.4 Review/amend laws and procedures governing operations of financial institutions to ensure provision of services to women and men on equal basis	<ul style="list-style-type: none"> Laws and procedures reviewed 	MOWA, NBE, MoFED, MoTI, other GO Agencies	MOWA, NBE, MoFED	Private sector, NGOS, Donors, and others	2006-2007

NAP-GE Plan of Action Linked to PASDEP Pillars (Poverty and Economy)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance Women's and Girls Economic Empowerment</i>	Women's and Girls Economic Empowerment Enhanced				
	Strategic Objective (Four Cont..) Enhance urban women's access to and control over economic resources and services (land, credit, employment, training)					
	Activities					
	4.5 Encourage links among different institutions (NGOs, business, government, ...) that provide/support credit services and facilities to poor women	▪ Linkages created and made functional	MOWA, NBE, MoFED, MoFA, MoTI, other GO Agencies	MOWA, NBE, MoFED, MoFA	Private sector, NGOS, Donors and others	Starting 2006
	4.6 Promote and support women's self-employment and the development of women's entrepreneurship	Number of self-employed women Women's entrepreneurship promoted	MOWA, MoFED, MoTI, REMSEDA REDA	MOWA, MoFED, MoTI	Private sector, NGOS, Donors and others	Starting 2006
	4.7 Enhance the safeguard and respect for basic workers' rights, and the right to organize and bargain collectively (including implementation of ILO Conventions)	Extent to which those rights protected	MOWA, MoFED, MoTI, MoLSA, other GO organizations	MOWA, MoFED, MoTI, MoLSA,	Private sector, NGOS, Donors, and others	Starting 2006
	4.8 Disseminate information on successful women entrepreneurs in traditional and non-traditional economic activities and the skills necessary to achieve success, and facilitate networking and the exchange of information	Information disseminated (number and type of mechanisms used, such as meetings, written media, and number of people who reached)	MOWA, MoFED, NBE, MoTI, and other government agencies	MOWA, MoFED, NBE, MoTI,	Private sector, NGOS, Donors, and others	Starting 2006
	4.9 Strengthen/develop programmes that provide training and retraining, particularly in new technologies, and affordable services to women in business management	Programs developed/ strengthened	MOWA, MoFED, MoTI, MoLSA and other government agencies	MOWA, MoFED, NBE, MoTI, MoLSA	Private sector, NGOS, Donors, and others	Starting 2006
	Strategic Objective (Five) Reduce women's workload	Number of households and/or women whose workloads are reduced through interventions				
	Activities					
5.1 Provide affordable support services to women, such as child-care services, that take into account the needs of women workers and farmers	Number of women provided with services	MOWA, MoLSA MoARD, and other government organizations.	MOWA, MoLSA MoARD	Private sector, NGOS, Donors, and others	Starting 2006	

NAP-GE Plan of Action Linked to PASDEP Pillars (Poverty and Economy)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance Women's and Girls Economic Empowerment</i>	Women's and Girls Economic Empowerment Enhanced				
	Strategic Objective (Five Cont) Reduce women's workload	<ul style="list-style-type: none"> ▪ Number of households and/or women whose workloads are reduced through interventions 				
	Activities					
	5.2 Enhance women's access to labour saving technology and know-how and redistribute roles between men and women	Number of women accessing labour saving technology and those who get better know-how	MOWA, MoFED, MoLSA, ESTC, GO agencies	MOWA, MoFED, MoLSA, ESTC	Private sector, NGOS, Donors and others	Starting 2006
	5.3 Increase investment in areas that contribute to reduce women's heavy workload (such as water supply, floor mills, energy, and food preparation devices, and transportation)	<ul style="list-style-type: none"> ▪ Amount of investment effected in those areas ▪ No. and Type of technologies made available to women 	MOWA, MoFED, MoTI, MoLSA, ESTC, Road Transport Authority, other GO agencies	MOWAMoFED, MoLSA, ESTC, MoWRD, Road Transport Authority	Private sector, NGOS, Donors and others	Starting 2006
	Strategic Objective (Six) Provide special social and economic safety and security to poor urban and rural as well as disabled women	<ul style="list-style-type: none"> ▪ % of poor women as well as disabled women provided with social and economic safety networks 				
	Activities					
	6.1 Restructure and target the allocation of public expenditures to promote women's economic opportunities and equal access to productive resources and services	<ul style="list-style-type: none"> ▪ Extent to which public expenditure allocation is restructured and targeted ▪ Increase in women's access to the resources 	MOWA, MoFED, MoLSA, MoARD, other government agencies	MOWA, MoFED, MoLSA MoARD	NGOS, Donors and others	Starting 2006 (for 2007 budget year)
	6.2. Provide adequate safety nets and strengthen state-based and community-based support systems as an integral part of social security policy	<ul style="list-style-type: none"> ▪ Extent to which safety-net is provided and those institutions are strengthened ▪ % of women benefiting from safety nets 	MOWA, MoFED, MoLSA, other GO agencies	MOWA, MoFED, MoLSA MoARD	Private sector, NGOS, Donors, others	Starting 2006
	6.3 Expand and strengthen anti-poverty programs, including employment schemes that improve access to food and income for poor women as well as disabled women	<ul style="list-style-type: none"> ▪ Extent to which anti-poverty programs are expanded and strengthened benefiting poor women and disabled women ▪ Access of these women to the services 	MOWA, MoFED, MoLSA, other GO agencies	MOWA, MoFED, MoLSA MoARD	NGOS, Donors, and others	Starting 2006
6.4 Ensure access to free/low-cost social services like health, education, housing), especially designed to reach women living under severe poverty and disability	<ul style="list-style-type: none"> ▪ % of poor women and women with disabilities who get access to free and low-cost services 	MOWA, MoFED, and other GO sector offices	MOWA, MoFED, other GO sector offices	Private sector, NGOS, Donors and others	Starting 2006	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Environment)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance the role and benefits of women in environmental management and protection</i>	Women's and Girls Economic Empowerment Enhanced				
	Strategic Objective (One) Promote women's participation and empowerment in environment at all levels	% of women beneficiaries and in decision-making positions at all levels.				
	Activities					
	1.1 Develop and enhance the implementation of existing environmental policies, laws and strategies, as well as mainstream gender in these documents	<ul style="list-style-type: none"> ▪ Environmental policies, laws, and strategies developed or revised and disseminated in all regions ▪ Gender mainstreamed in environmental laws, policies and guidelines 	EPAS, Regional EPAs, MoWA	EPAS, Regional EPAs, MoWA	Donors, NGOs, and others	Starting 2006
	1.2 Educate women/men in areas of environment and gender	<ul style="list-style-type: none"> ▪ Number of women and men trained 	MOWA, EPAs, MoE, and other government agencies	MOWA, EPAs, MoE	Private sector, NGOS, Donors, other partners	Starting 2006
	1.3 Women's roles and contributions in environmental management and the impact of environmental problems on women identified and risk minimized	<ul style="list-style-type: none"> ▪ Women's roles and contributions in environmental management recognized ▪ Women's indigenous knowledge identified ▪ Impact of environmental problems on women minimized 	MOWA, EPAs, and other government agencies	MOWA, EPAs	Private sector, NGOS, Donors, research institutions, other partners	2006
	1.4 Assess the representation of women in institutions of policy making and implementation on environment	<ul style="list-style-type: none"> ▪ No. of institutions in which women's representations are assessed 	MOWA, EPAs, Sector offices	MOWA, EPAs	Private sector, NGOS, Donors, other partners	2006
	1.5 Provide awareness creation training to all involved from policy makers to implementers	<ul style="list-style-type: none"> ▪ No. of training Provided and number of trainees 	MOWA, EPAs, other government agencies	MOWA, EPAs	Private sector, NGOS, Donors, other partners	2006
1.6 Create mechanisms and ensure the implementation of consulting women on environmental issues	<ul style="list-style-type: none"> ▪ Level of mechanisms created and women's consultation carried out 	MOWA, EPAs, and other government agencies	MOWA, EPAs	Private sector, NGOS, Donors, other partners	starting 2006	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Environment)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance the role and benefits of women in environmental management and protection</i>	Women's Role and Benefits in Environmental Management and Protection Enhanced				
	Strategic Objective Two Increase women's access to environmental resources, information, improved technology, and alternative livelihoods	Number of women benefiting from improved technology and having access to information				
	Activities					
	2.1. Improve property right laws towards benefiting women and ensure increased security, flexibility and transferability	<ul style="list-style-type: none"> ▪ Rural and urban land laws enacted in all regions ▪ Land registered in women's names or women as joint holders of family holdings and certificates issued in all regions 	MoARD, Land Administration Authorities, MoWA, MoFA	MoARD, Land Administration Authorities, MoFA, MoWA	Donors, NGOs, other partners.	
	2.2 Devise mechanisms to enable women access and exchange the necessary information	Mechanisms devised	MOWA, EPAS, ESTC, and other government agencies	MOWA, EPAS, ESTC,	Private sector, NGOS, Donors, other partners	2006
	2.3 Identify, develop, and disseminate technologies that meet the special needs of women and contribute to environmental management	<ul style="list-style-type: none"> ▪ Number of (extent to which) technologies are identified, developed and disseminated 	MOWA, EPAs, other GO agencies	MOWA, EPAs, ESTC,	Private sector, NGOS, Donors, other partners	Starting 2006
	2.4 Identify, develop, and disseminate technologies that meet women's special needs and contribute to environmental management	<ul style="list-style-type: none"> ▪ Number of (extent to which) technologies are identified, developed and disseminated 	MOWA, EPAs, other GO agencies	MOWA, EPAs, ESTC,	Private sector, NGOS, Donors, other partners	Starting 2006
	2.5 Develop alternative livelihoods for poor women so that they are less dependent on and friendly to the environment	<ul style="list-style-type: none"> ▪ Level and number of alternative livelihoods developed 	MOWA, EPAs, other GO agencies	MOWA, EPAs, other GO agencies	Private sector, NGOS, Donors,	Starting 2006.
	Strategic Objective (Three) Create strong institutions and institutional mechanisms that guide and support efforts to address gender and environment issues	Number of institutions created and gender-mainstreamed				
	Activities					
	3.1 Review the need and existing situations regarding institutional mechanisms (powers, duties, structures, systems, resources, networking, etc)	<ul style="list-style-type: none"> ▪ Comprehensive Level review done. 	MOWA, EPAS, and other GO agencies	MOWA, EPAs,	Private sector, NGOS, Donors, research institutions, etc.	2006
3.2 Create/promote and strengthen women's traditional and other organizations at all levels	<ul style="list-style-type: none"> ▪ Number of organizations created/strengthened 	MOWA, EPAS, and other GO agencies	MOWA, EPAS	Different ♀'s organizations	Starting 2006	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Environment)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
I. Enhanced Rapid Economic Growth	General Objective <i>Enhance the role and benefits of women in environmental management and protection</i>	Women's Role and Benefits in Environmental Management and Protection Enhanced				
	Strategic Objective (Four) Ensure adequate housing conditions, access to potable water, improved sanitation and fuel to urban and rural women	<ul style="list-style-type: none"> ▪ % of rural and urban women accessing potable water, improved sanitation and fuel 				
	Activities					
	4.1 Critically assess rural and urban women's conditions in terms of housing, access to potable water, improved sanitation and fuel	<ul style="list-style-type: none"> ▪ Study on rural and urban women's conditions produced. 	MOWA, EPAS, MoFA, and other GO agencies	MOWA, EPAS, MoFA	Private sector, NGOS, Donors, other partners	2006
	4.2 Identify and plan for resources, systems and institutional arrangements to reduce women's problems in areas of housing, potable water and sanitation.	<ul style="list-style-type: none"> • Comprehensive plans developed 	MOWA, EPAS, MoFA, and other GO agencies	MOWA, EPAS, MoFA	Private sector, NGOS, Donors, other partners	2006
	4.3 Follow up implementation and take the necessary measures	<ul style="list-style-type: none"> • Monitoring and evaluation reports produced and improvement measures taken. 	MOWA, EPAS, and other GO agencies	MOWA, EPAS,	Private sector, NGOS, Donors, other partners	Starting 2006
	4.4. Identify environmental problems of urban and employed women in particular and devise mechanisms for protection of women against environmental hazards	<ul style="list-style-type: none"> • Study conducted to identify problems of women in terms of pollution because of industrial and other environmental hazards • Mechanisms developed to minimize such environmental impacts on urban women 	MoWA, MoTI, EPAs, MoFA, ESTC, and other GOs.	MoWA, MoTI, EPAs, MoFA, ESTC, and other GOs	Private sector, NGOS, Donors, other partners	Starting 2006
	Strategic Objective (Five) Develop and implement guidelines on environmental management and women in pastoral areas	Environmental Management Guidelines developed				
	Activities					
	5.1. Study and disseminate results on women and the environment in pastoral areas	<ul style="list-style-type: none"> ▪ Studies conducted and disseminated 	MOWA, MoFA, EPASs	MOWA, MoFA	Donors, NGOs, and other organizations	2006
	5.2. Give awareness training to women and other relevant bodies on women and environment particularly in pastoral areas	<ul style="list-style-type: none"> ▪ Training conducted 	MOWA, EPASs	MOWA, EPASs	Donors, NGOs, and training institutions	2006
	5.3. Develop specific projects that address issues of environmental problems and women in pastoral areas (e.g. environmental shocks and safety net for women, coping mechanisms)	<ul style="list-style-type: none"> ▪ Projects developed 	MOWA, EPASs, MoFA	MOWA, EPASs	Donors, NGOs, and other organizations	Starting 2006

NAP-GE Planning Matrix Linked to PASDP Pillars (Education)
Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Promote equal access and success in education and training for women and girls</i>	<ul style="list-style-type: none"> Increased percentage of girls enrolment and reduced rate of dropout and retention both in absolute terms and in comparison to the percentage of boys 				
	Strategic Objective (One) Build the Capacity of Relevant Structures to promote girls' education	<ul style="list-style-type: none"> Increased capacity of relevant structures in terms of awareness, membership in boards, and number of activities carried out. 				
	Activities					
	1.1 Distribute widely policies, strategies, programs including those prepared to address disabled female students to all concerned up to the lowest level including schools	<ul style="list-style-type: none"> No. of Bureaus, Offices, Boards, and PTAs who received the documents. Awareness level of relevant individuals on policies & programs 	MOE, BOE and Offices of Education	MOE and BOE	Woreda & Kebele Education & Training Boards	January – March.20 06
	1.2 Review membership of Woreda and Kebele Training Boards with the objective of including members that have the awareness, knowledge, time and commitment to promote girls' education	<ul style="list-style-type: none"> Number of Boards whose memberships are reviewed and strengthened 	BOEs, Offices of Education, Schools and the Community	-----		January – March.20 06
	1.3 Equip those working on girls' education with awareness and knowledge about gender issues in education with a components on gender and disability through workshops, meetings, posters and fliers which take specific socio-cultural contexts into account	<ul style="list-style-type: none"> Number of workshops organized No. of meetings held on the issue of girl's education Amount of activities undertaken to address gender issues in education. Budget allocated for gender issues and gender and disability issues 	MOE, BOE, Offices of Education and schools	MOE, BOE	NGO working on girls education such as FAWE, Prognyst	2006-2010
	1.4 Strengthen capacity of focal points in Bureaus/Offices of Education to coordinate and follow up all the capacity building efforts through the provision of necessary personnel, budget, equipment and supply	<ul style="list-style-type: none"> Number of focal points provided with required personnel, budget, and equipment Degree of follow up & monitoring as displayed by quarterly reports, visits, & activities carried out 	BOE	BOE	Donors	January to December 2006
	Strategic Objective (Two) Support needy female students to enter and continue their education	<ul style="list-style-type: none"> Number of needy female students supported and retained in schools 				
	Activities					
	2.1 Institute a scholarship programme for needy & disadvantaged female students including disabled female students	<ul style="list-style-type: none"> A scholarship programme instituted 	MOE, BOE	MOE, BOE	Organizations working on girls' education	2006-2010
2.2 Work closely with organizations that provide support like bursaries to girls' education by establishing a network	<ul style="list-style-type: none"> Network established Number of forums organized. Type and No. of activities carried out 	MOE, BOE Focal Points Girls Education Forums	MOE, Focal Points in BOE	Organizations working on girls' education	2006-2010	

NAP-GE Planning Matrix Linked to PASDP Pillars (Education)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Promote equal access and success in education and training for women and girls</i>	<ul style="list-style-type: none"> Increased percentage of girls enrolment and reduced rate of dropout and retention in absolute & relative terms compared with boys 				
	Strategic Objective (Three) Increase pastoralist and agro-pastoralist girls' access to education	<ul style="list-style-type: none"> Increased enrolment of girls from pastoralist and agro pastoralist areas. 				
	Activities					
	3.1 Strengthen Pastoralist and Agro-pastoralist Education Panel at MOE by providing sufficient personnel, materials and budget to implement the designed strategy	<ul style="list-style-type: none"> Number of personnel in the Panel Qualification of personnel. Budget allocated to the panel as compared to other programmes 	MOE, Ministry of Federal Affairs.	MOE	Donors	2006-2010
	3.2 Create awareness in gender in pastoralist education to those involved in the programme	<ul style="list-style-type: none"> Number of awareness creation forums organized. No. of participants by sex. Increase in No. female students 	MOE	MOE, Focal Points in BOE	NGOs working on the areas	2006-2010
	Strategic Objective (Four) Increase girls' access to Science and TVET with emphasis on areas that are traditionally considered men's	<ul style="list-style-type: none"> Both absolute and relative increase in the enrolment of girls in science field and TVET programmes that are not traditionally considered those of women. 				
	Activities					
	4.1 Increase the number of TVET centres by opening them at locations that can be reached by female students	<ul style="list-style-type: none"> Numbers of TVET centres opened. Proportion of female student in the programs 	MOE, BOE	BOE	NGO and the private sector.	
	4.2 Introduce a quota system to increase the number of female students in Science and TVETs that are traditionally considered men's	<ul style="list-style-type: none"> Quota system in place 	MOE, BOE and higher education institutions	-----	NGO and the private sector.	January 2006
	4.3 Provide tutorial support for beneficiaries of the quota system	<ul style="list-style-type: none"> No. of females getting tutorials No. of teachers involved in the program. No. NGOs involved in the programme 	MOE, BOE, Offices of Education, Schools, Teachers higher education institutions	MOE, BOE and relevant educational institutions	NGOs working in the area such as EWLA, FAWE, etc.	2006-2010
4.4 Increase the awareness and confidence of female students.	<ul style="list-style-type: none"> No. of activities carried out & No. of discussion forums organized No. of female students participating in these activities and forums 	Offices of Education, Girls Education Forums, Clubs & higher education institutions	BOE, Offices of Education and higher educational institutions.	FAWE, EWLA, etc.	2006-2010	

NAP-GE Planning Matrix Linked to PASDP Pillars (Education)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Promote equal access and success in education and training for women and girls</i>	<ul style="list-style-type: none"> ▪ Increased percentage of girls enrolment and reduced rate of dropout and retention both in absolute terms and in comparison to the percentage of boys 				
	Strategic Objective (Five) Strengthen NFE Program to increase access and literacy level of women	<ul style="list-style-type: none"> ▪ Increased enrolment of girls /women in NFE programs and increased rate of literacy. 				
	Activities					
	5.1 Strengthen the capacity of the Non-formal Education Panel in MOE by providing sufficient personnel, materials and budget	<ul style="list-style-type: none"> • No. of people in the Panel • Qualification of personnel • Budget size compared to other programs • The amount/proportion of budget allocated to address gender/women's issue. 	MOE	MOE	Donors	January - December 2006
	5.2 Open more NFE centres to increase access for women	<ul style="list-style-type: none"> • Number of NFE centres that are close to villages 	Offices of Education, Woreda/ Kebele Education and Training Boards	BOE and Offices of Education	Adult and Non-Formal Education Association in Ethiopia, Action Aid,	January – December 2007
	5.3 Strengthen the capacity of NFE team in Bureaus of Education by providing sufficient personnel, materials and budget	<ul style="list-style-type: none"> • No. of personnel on the team • Qualification of personnel. • Budget allocated to the panel as compared to other programmes 	MOE and BOEs	MOE and BOE	Donors	January – December 2006
	5.4 Integrate NFE in activities of Woreda and Kebele Education and Training Boards	<ul style="list-style-type: none"> • Availability of strategies adopted from MOE and plans to execute programs • No. of NFE programmes • No. of participants by sex 	Offices of Education, Woreda/ Kebele Education and Training Boards	-----		June 2006 – December 2007
5.5 Ensure that proportional number of men and women participate in literacy programs	<ul style="list-style-type: none"> • Proportion of female and male participants. • Number of female participants who complete literacy programs. 	Offices of Education, Woreda/ Kebele Education Training Boards, and NFE centres.	-----	Adult and Non-Formal Education Association in Ethiopia, Action Aid,	June 2006 – December 2007	

NAP-GE Planning Matrix Linked to PASDP Pillars (Education)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Promote equal access and success in education and training for women and girls</i>	<ul style="list-style-type: none"> Increased percentage of girls enrolment and reduced rate of dropout and retention both in absolute terms and in comparison to the percentage of boys 				
	Strategic Objective (Six) Increase the number of female administrators and directors	<ul style="list-style-type: none"> Increase in the number of female administrators and directors. 				
	Activities					
	6.1 Introduce a quota system to enable female teachers secure administrative positions	<ul style="list-style-type: none"> Number of female teachers who come to administrative positions 	MOE, BOE and Offices of Education	-----		June 20 06 – December 2006
	6.2 Organize training on leadership, assertiveness, and other skills to female administrators and female teachers	<ul style="list-style-type: none"> Number of trainings No. of female teachers and administrators participated in the training workshops. 	MOE, BOE, Offices of Education and Teachers Associations	MOE and BOE	NGOs, CBOs	2006-. 2010
	6.3 Create forums for increasing awareness about the importance of having female administrators	<ul style="list-style-type: none"> Number of forums organized Number of male and female participants in each forum 	MOE, Bureaus & Offices of Education, Education and Training Boards, PTAs	MOE and BOE	NGOs, CBOs	2006-. 2010
	Strategic Objective (Seven) Forge partnership and collaboration with relevant sectors to address the problems girls/women encounter in accessing and succeeding in education	<ul style="list-style-type: none"> Number of programmes which promote girls' education and that are successfully carried out in collaboration with different sectors, NGOs & CBOs. 				
	Activities					
	7.1 Identify all relevant sectors, bureaus, and bodies that would contribute to minimizing constraints of girls' education	<ul style="list-style-type: none"> Bureaus, sectors and other relevant bodies identified 	MOE, BOE, Offices of Education,	-----	MOARD, BOARD, Water Bureaus, CBOs	January 20 07 – June 2007
	7.2 Design and implement integrated education programs that address economic, social and cultural problems constraints to girls' education	<ul style="list-style-type: none"> Programmes developed. Assessment carried out. Replication approved. 	MOE, BOE, Offices of Education	BOE and Offices of Education	MOARD, BOARD, Water Bureaus, NGOs, CBOs	June 2007 - December 2010
7.3. Design a special education programme for girls with special needs and disabilities to increase enrolment	<ul style="list-style-type: none"> Programmes developed Increased percentage of female students with disabilities 	MOE, BOE, Offices of Education	BOE and Offices of Education	MOARD, BOARD, Water Bureaus, NGOs, CBOs	June 2007 - December 2010	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Health and HIV/AIDS)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Improve women and girls Reproductive Rights, Health and HIV/AIDS Status</i>	Women's and Girls' Reproductive Rights, Health and HIV/AIDS Status improved				
	Strategic Objective (One) Protect Women's Reproductive Rights	<ul style="list-style-type: none"> The extent to which women's reproductive rights are protected 				
	Activities					
	1.1 Undertake gender and reproductive rights training for decision makers and law enforcing agencies	<ul style="list-style-type: none"> No. of training sessions No. participants by sex 	MOH, NOP MOJ MOWA Training Institutes	MOH, NOP MOJ MOWA Training Institutes	NGO CSO CBO	2006-2010
	1.2 Translate into local languages legal instruments on reproductive rights and distribute to the public	<ul style="list-style-type: none"> No. instruments translated No. of people who received documents by sex & occupation 	MOH, NOP MOJ	MOH, NOP MOJ MOWA	NGO CSO CBO EWLA	2006-2007
	1.3 Incorporate women's reproductive rights in school and health service providers training curricula	<ul style="list-style-type: none"> No. of curricula with Reproductive Rights and health component 	MOE, MOH Universities, other schools	MOE, MOH Universities and schools	-	2006-2007
	1.4 Enhance women's decision making capacity in health matters, esp. Family Planning	<ul style="list-style-type: none"> % increase in the number of women able to decide on FP 	MOWA, MOH, NOP MOLSA	MOWA, MOH, NOP MOLSA	NGO CSO CBO	2006-2007
	Strategic Objective (Two) Eliminate Traditional Practices Harmful to Women's Health	<ul style="list-style-type: none"> % decrease of HTPs and VAW that impact on women's health 				
	Activities					
	2.1 Enforce constitutional and legal prohibition of Violence against Women	<ul style="list-style-type: none"> No. of women Coming to law enforcing bodies No. of women and girls protected against VAW 	Police, Justice	MOJ, Police Commissions	NGO CSO CBO, Religious Institutions	2006-2010
	2.2 Incorporate Harmful Traditional Practices (HTPs) in school Curricula	<ul style="list-style-type: none"> No. of School curricula with HTP component 	MOH, MOE	MOH, MOE		2006-2010
	2.3 Support community based initiatives to eradicate HTPs with emphasis in pastoral areas	<ul style="list-style-type: none"> No. and location of initiatives supported 	MOWA,, WAB Woreda Offices	Regional Sector Bureaus	NGOs, CBO CSO	2006-2010
	2.4 Strengthen awareness creation on HTPs and VAW in all regions	<ul style="list-style-type: none"> No. of Programmes in place No. and type of participants No. of programmes in pastoral areas and participants by sex 	MOH, ♀'s associations Ministries and Bureaus of Youth and Culture	MOH, Ministries & Bureaus of Youth and Culture	NGO CSO	2006-2010
	2.5 Work on the cultural influence on the commission of VAW	<ul style="list-style-type: none"> No. of Programmes in place Coverage of pastoral areas 	MOYSC, MOH Women's Associations	MOH	NGOs, , CBOs,	Starting 2006
	2.6 Create Sensitization about negative traditional practices and their effects	<ul style="list-style-type: none"> No. of Programmes in place Type and number of participants Extent of coverage in pastoral areas 	MOYSC, MOH, Women's Associations	MOH.....	NGOs, CBOs, CBOs,	Starting 2006

NAP-GE Planning Matrix Linked to PASDEP Pillars (Health and HIV/AIDS)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Improve women and girls Reproductive Rights, Health and HIV/AIDS Status</i>	Women's and Girls' Reproductive Rights, Health and HIV/AIDS Status improved				
	Strategic Objective (Three) Improve the Health Status of Women and Girls	% decrease in (a) morbidity among women (b) proportion ♀ suffering from specific diseases				
	Activities					
	3.1 Improve women's utilization of health services, through the reduction of their workload and provision of free health care services	<ul style="list-style-type: none"> ▪ No. of energy saving devices in all rural areas ▪ Women receiving free Treatment ▪ Women's utilization and satisfaction with health services ▪ Budget allocation to address gender issues 	MOH, MOARD MOLSA	MOH, MOARD MOLSA	NGOs, CSOs	Starting 2006
	3.2 Raise the number of trained health personnel and the number of female trainees	<ul style="list-style-type: none"> ▪ Number of trained male and female personnel ▪ Adequate Staffing of health institutions ▪ Affirmative action employed 	MOH, RHB. Private Schools	MOH, RHB	NGOs, Bilateral Organizations, Religious Organizations	2006-2010
	3.3 Ensure the development of gender sensitive Human resource Development	<ul style="list-style-type: none"> ▪ Integration of gender issues in basic and in-service training 	MOH, RHB MOWA Training Institutes, Universities	MOH, RHB. Educational and Training Institutes, MOWA	NGOs, Private Sector Schools	2006-2010
	3.4 Raise awareness on women's nutritional requirements & the special needs during pregnancy and lactation	<ul style="list-style-type: none"> ▪ Continuous awareness programme in place ▪ No. of people aware of women's special nutritional needs 	MOH, Nutrition Institute	MOH, Nutrition Institute	NGOs, CSOs	2006....
	3.5 Raise women's education level to enable them read and understand health messages	<ul style="list-style-type: none"> ▪ No. of women in NFE ▪ Enrolment and success rate of women in regular education 	MOE, BOE	MOE, BOE	Private Schools Religious Schools	2006-2010
	3.6 Strengthen/expand outreach programmes and HEW services	<ul style="list-style-type: none"> ▪ No. outreach services accessed by women ▪ No. & effectiveness of HEWs 	MOH	MOH	NGOs Faith Based Health Facilities	2006-2010
3.7 Ensure equal access to health care for women with disabilities	<ul style="list-style-type: none"> ▪ % of disabled women accessing basic and reproductive health care among those requiring the services 	MOH	MOH			

NAP-GE Planning Matrix Linked to PASDEP Pillars (Health and HIV/AIDS)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Improve women and girls Reproductive Rights, Health and HIV/AIDS Status</i>	Women's and Girls' Reproductive Rights, Health and HIV/AIDS Status improved				
	Strategic Objective (Four) Improve Maternal Health Care Services	Maternal health care services improved				
	Activities					
	4.1 Intensify training of appropriate health personnel, including CHWs	<ul style="list-style-type: none"> ▪ No. trained in each category by sex ▪ Adequacy of Staffing 	MOH	MOH	NGOs Faith Based Health Facilities	2006
	4.2 Train and equip TBAs in all rural and urban Kebeles, inc. capacity to identify and refer risk pregnancies	<ul style="list-style-type: none"> ▪ No. TTBA/Kebele ▪ Equipment status of TTBA 	MOH, Health Bureaus	MOH, Health Bureaus	NGOs Faith Based Health Facilities	2006-2010
	4.3 Make ANC, Delivery, PNC, FP services available at primary health facilities	<ul style="list-style-type: none"> ▪ No. Health facilities with maternal services ▪ No. women using the services 	MOH, Health Bureaus	MOH, Health Bureaus	NGOs Faith Based Health Facilities Private sector	2006-2010
	4.4 Guarantee availability of emergency obstetric services at health facilities	<ul style="list-style-type: none"> ▪ Availability of emergency obstetric care guaranteed ▪ No. of women using services 	MOH Health Bureaus, Health Facilities	MOH, Health Bureaus	NGOs Faith Based Health Facilities	2006-2010
	4.5 Make female staff available at primary health facilities, through ensuring conducive working environment	<ul style="list-style-type: none"> ▪ proportion of female staff available at primary health facilities, esp. in pastoral areas 	Health Bureaus, Health departments	MOH, Health Bureaus	NGOs, CSOs CBOs Private Sector	2006-2010
	4.6 Ensure regular supply of materials and medications including contraceptives of women's choices	<ul style="list-style-type: none"> ▪ Adequacy of supplies at all times ▪ Availability of contraceptive of women's choice 	Health Bureaus, departments, health facilities	MOH, Health Bureaus	NGOs Private Sector Donors	2006-2010
	4.7 Strengthen referral networks	<ul style="list-style-type: none"> ▪ Referral system in place ▪ Availability of transport 	Health Bureaus, departments, health facilities	Health Bureaus	NGOs Private Sector Donors	2006-2010
	Strategic Objective (Five) Improve Health Care Services among Pastoral Communities	<ul style="list-style-type: none"> ▪ Mobile Health Services Provided to Pastoral Communities 				
	Activities					
	5.1 Provide Strengthened Mobile Health Services	<ul style="list-style-type: none"> ▪ No. of kebeles receiving services ▪ No. of women benefiting 	RHBs	Regional Councils	NGOs, UN Agencies	2006-2010
	5.2 Provide Regular and In-service Training to Health workers to ensure adequate staffing	<ul style="list-style-type: none"> ▪ Distribution of HEW and WEW in rural Pastoral Communities ▪ Number and type of refresher training provided 	RHBs	Regional Councils	NGOs, UN Agencies	2006-2010
	5.3 Create Effective Linkage with NGOs and UN Agencies Working on Health and other bodies	<ul style="list-style-type: none"> ▪ Integration of APDA's WEW into RHB Health Services ▪ Extent of linkages with CBOs, NGOs and UN institutions working on VAW 	RHBs	Regional Councils	NGOs, UN Agencies	2006-2010

NAP-GE Planning Matrix Linked to PASDEP Pillars (Health and HIV/AIDS)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Improve women and girls Reproductive Rights, Health and HIV/AIDS Status</i>	Women's and Girls' Reproductive Rights, Health and HIV/AIDS Status improved				
	Strategic Objective (Six) Provide and Ensure Access to Gender Sensitive Health Information by men & women	Gender sensitive health information provided and accessed by men and women				
	Activities					
	6.1 Conduct sexual and reproductive health education for youth and parents	<ul style="list-style-type: none"> ▪ No. of education sessions, and participants by sex 	Health Bureaus	MOH, Health Bureaus	NGOs, CSOs, Youth Clubs	2006-2010
	6.2 Create Sensitization on the dangers of early sexual activity, marriages and pregnancies	<ul style="list-style-type: none"> ▪ No. education sessions and participants by sex and age 	MOH, Women's Associations	MOH, Health Bureaus	CSOs, NGOs, CBO Religious Organizations, Youth Clubs	2006-2010
	6.3 Strengthen health information provision programmes and Promote women's including women with disabilities access to them	<ul style="list-style-type: none"> ▪ % of women and women with disabilities accessing radio in all regions ▪ Proportion of women and disabled women attendants in meetings ▪ No. of programmes in local languages 	MOH, MOI Schools	MOH, MOE, MOI	NGOs, CSOs, Youth Clubs	2006-2010
	6.4 Encourage women to discuss openly on health matters	<ul style="list-style-type: none"> ▪ Women able to discuss health matters openly 	Youth and anti-AIDS clubs	MOYS	NGOs, CSOs	2006-2010
	6.5 Target men and women in fertility control messages	<ul style="list-style-type: none"> ▪ Proportion receiving messages by sex 	MOH	MOH	NGOs, CSOs	2006-2010
	Strategic Objective (Seven) Implement gender sensitive HIV/AIDS Prevention	<ul style="list-style-type: none"> ▪ The degree to which gender sensitive HIV/AIDS prevention is implemented 				
	Activities					
	7.1 Provide information, counselling/testing services; peer group education to youth and women with disabilities	<ul style="list-style-type: none"> ▪ No. receiving services by sex, age and disabilities ▪ Access of services by pastoral communities 	MOH, Youth & Anti-AIDS Clubs	MOH, HAPCO	CSOs, NGOs, CBO Religious Organizations, Youth Clubs	2006-2010
	7.2 Give attention to STIs re. policy commitment, implementation paying attention to gender issues	<ul style="list-style-type: none"> ▪ Gender sensitive STI policy formulated & implemented 	MOH, HAPCO	MOH, HAPCO	NGOs, CSOs, Donor Group	2006-2010
	7.3 Provide information on HIV transmission and prevention and women's increased vulnerability to the infection	<ul style="list-style-type: none"> ▪ No. and type of Information provision sessions ▪ Extent of coverage of communities 	MOH, HAPCO Youth & Anti-AIDS Clubs	MOH, HAPCO	NGOs, CSOs, MOI, Private Media	2006-2010
	7.4 Give awareness/sensitisation on VAW and their role in HIV transmission	<ul style="list-style-type: none"> ▪ No of sensitization sessions ▪ No. of participants by sex & region ▪ No. of women health caretakers in households trained 	MOH, HAPCO Youth & Anti-AIDS Clubs	MOH, HAPCO	MOH, Youth & Anti-AIDS Clubs, schools	2006-2010

NAP-GE Planning Matrix Linked to PASDEP Pillars (Health and HIV/AIDS)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
II. Improved Human Development	General Objective <i>Improve women and girls Reproductive Rights, Health and HIV/AIDS Status</i>	Women's and Girls' Reproductive Rights, Health and HIV/AIDS Status improved				
	Strategic Objective (Eight) Promote Male Involvement in Reproductive Rights and Health Activities	Proportion of men involved in reproductive rights and health activities				
	Activities					
	8.1 Provide Reproductive Rights and Health Education to Men to Raise Awareness of the Need for ANC, Delivery, PNC and FP Services and their vital role in women's health	<ul style="list-style-type: none"> ▪ No. of men who received education ▪ No. of men supportive of their spouses in accessing maternal health services 	MOH, NOP	MOH, NOP	NGOs, CSO CBOs	2006-2010
	8.2 Promote safe sexual behaviour among men and women through awareness creation programmes	<ul style="list-style-type: none"> ▪ No. men & women practicing safe sexual behaviour 	MOH, Youth & Anti-AIDS Clubs, schools, Associations	MOH	NGOs, CSOs CBOs	2006-2010
	8.3 Involve men in FP programs including utilization of contraception	<ul style="list-style-type: none"> ▪ Men effectively involved in FP programmes 	MOH	MOH	NGOs, CSOs CBOs	2006-2010
	8.4 Initiate reproductive health programmes that address male health concerns	<ul style="list-style-type: none"> ▪ Programmes that address male health concerns in place 	MOH	MOH	NGOs, CSOs CBOs	2006-2010
	Strategic Objective (Nine) Improve Quality and accessibility of FP information and services to women, men and adolescents	<ul style="list-style-type: none"> ▪ Quality and accessibility of FP information and services to women and men improved 				
	Activities					
	9.1 Expand and strengthen FP services at facility and community levels	<ul style="list-style-type: none"> ▪ No. of men/ women & adolescents/ youth received FP services Level of CPR 	MOH NOP	MOH, NOP	NGOs Private Sector	2006-2010
	9.2 Improve method mix, and training of service providers	<ul style="list-style-type: none"> ▪ Type of FP methods available at all service delivery points ▪ No. of personnel trained 	MOH	MOH	NGOs Private Sector	2006-2010
	9.3 Conduct Advocacy campaigns to win support to expand services	<ul style="list-style-type: none"> ▪ Financial material and technical support received ▪ Conducive atmosphere at all levels to use FP 	MOH NOP WABs	MOH	NGOs	2006-2010
	9.4 Conduct awareness creation on FP using formal and informal media	<ul style="list-style-type: none"> ▪ % of women, men adolescents, community leaders who have adequate knowledge on FP 	WABs RHBs	WABs RHBs	NGOs, CSOs	2006-2010

NAP-GE Plan of Action Linked to the PASDEP Policy Matrix (Human Rights and Violence)
Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Reduce Violence against women and girls and Improve their Human Rights</i>	<ul style="list-style-type: none"> ▪ % of women free from violence, and % of women whose lives are improved through the enjoyment of Human Rights 				
	Strategic Objective (One) Carry out massive and systematic training and awareness creation and advocacy campaigns on national laws, policies & international laws on gender equality	<ul style="list-style-type: none"> ▪ % of Citizens adequate level of awareness of National/International laws, and National Policies on Human Rights and Gender Equality 				
	Activities					
	1.1 Disseminate information in an easy and attractive package with alternative formats for low level literacy and Regional variation	<ul style="list-style-type: none"> ▪ Prevalence of non stereotyped images in media ▪ Quality and level of information ▪ % of people whose awareness rose ▪ No. workshops, seminars, plays used to disseminate information ▪ No. men/women achieving legal literacy 	MOJ, MoWA Specialized bodies under MoWA HR Commission Regional States Media groups	<ul style="list-style-type: none"> ▪ MoWA ▪ Regional States ▪ MoJ and Regional Justice Bureaux 	NGOs CSOs	2006 - 2008
	1.2 Develop human rights education/ training programs to create awareness and enhance the human rights of women with emphasis on women with special needs (the youth, the elderly and the disabled,)	<ul style="list-style-type: none"> ▪ Level of effectiveness of protection of the HR of women and girls ▪ Decrease in discriminatory practices and improvement in women's human rights 	HR Commission MOJ	HR Commission	NGO and CSOs	2006 – 2009
	1.3 Translate International and Regional Instruments on gender equality ratified by Ethiopia into local languages and using appropriate and suitable methods for women in special needs (disabled, youth, non writing reading	<ul style="list-style-type: none"> ▪ No. of Instruments officially translated into local languages using appropriate & suitable methods ▪ No. people using CEDAW & CRC ▪ No. of cases in court disposed of by international instruments and standards 	Law and Legal Research Institute MOJ	Law and Legal Research institute	NGOs Working in such areas	2007 – 2009
	1.4 Put in place a national policy or guideline for the implementation of affirmative action with special emphasis on pastoral & rural women as well as women with special needs	<ul style="list-style-type: none"> ▪ National policy or guideline for the implementation of affirmative action that specially caters for rural and pastoral women in place as well as women with special needs 	MoWA, WABs, Sector Ministris, Regional Bureaus COR, IGS Women Standing Committee in the COR	MoWA	CSO NGOs AAU	2007 – 2010
	1.5 Incorporate women's human & legal rights education in school curricula, in the most widely used languages	<ul style="list-style-type: none"> ▪ The number/extent to which legal rights of women are incorporated in school curricula 	MOE, MoWA, Regional Bureaus	MOE, Regional Bureaus	NGOs, CSOs	2006-2007
	1.6 Make all women aware of their HRs through comprehensive HR education & dissemination of information in the media	<ul style="list-style-type: none"> ▪ No. of education programmes on women HRs ▪ The number of TV and radio spots on women's human rights 	MoWA, MOE, MOI Woredas, Kebeles	MoWA, MoI	NGOs, CSOs HR Commission	2006..

NAP-GE Plan of Action Linked to the PASDEP Policy Matrix (Human Rights and Violence)
Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Reduce Violence against women and girls and Improve their Human Rights</i>	<ul style="list-style-type: none"> % of women free from violence, and % of women whose lives are improved through Human Rights Protection 				
	Strategic Objective (One) Cont...					
	1.7 Provide comprehensive gender sensitive human rights education to public officials to enable them exercise their responsibilities	<ul style="list-style-type: none"> Number of education programmes Number of participants by sex and positions held 	MoWA, MOE, MOI, MOJ	MoJ MOI	NGOs, CSOs	2006..
	Strategic Objective (Two) Repeal Discriminatory laws in every Region to ensure the human rights of women	<ul style="list-style-type: none"> No of legal instruments that are free of discriminations 				
	Activities					
	2.1 Assist all Regions to have non discriminatory family and land laws in place	<ul style="list-style-type: none"> The issuance of new family and land laws Degree of benefits accrued from the laws Degree of non-discriminatory application % usage 	Regional States	Regional States	NGOs CSOs	2006 – 2010
	Strategic Objective (Three) Achieve strict application & enforcement of all laws protecting women rights	Degree of compatibility of laws and reality on the ground	Federal and Regional States	Federal and Regional States	NGOs CSOs	2006 – 2010
	Activities					
	3.1 Follow-up the application and strict enforcement of laws in institutions by justice administration bodies and elsewhere	<ul style="list-style-type: none"> % of people satisfied with the law and its application % increase in the No. of people willing to trust in the law and its application % of people who benefited 	Office of the Ombudsperson HR Commission	Office of the Ombudsperson HR Commission	NGOs CSOs	2006 – 2010
	3.2 Ensure protection of human rights of women with emphasis on women with special needs (elderly, youth, disabled, etc)	<ul style="list-style-type: none"> % of women from all walks of life who acquired equity and equality in all forms and fields 	Federal and Regional States	Federal and Regional States	NGOs CSOs	2006 – 2010
	Strategic Objective (Four) Eliminate all forms of violence against all women in all regions	% of all women, Pastoral women and women with special needs free from violence as defined by DEVAW	MoWA Regional Women Bureaux	MoWA Regional Women Bureaux	NGOs CSOs Communities	2006 – 2010
Activities						
4.1 Undertake programmes for the prevention of VAW in all spheres and places	<ul style="list-style-type: none"> Increased capacity of law enforcement bodies The amount of adequate information available on various types of VAW The decrease in the incidence of VAW Increase of reporting when violence occurs specially domestic violence 	MoWa, Regional States, Sector Ministries, Justice Administrative Bodies	MoWA, Regional States	NGOs CSOs Communities	2006-2008	

NAP-GE Plan of Action Linked to the PASDEP Policy Matrix (Human Rights and Violence)
Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Reduce Violence against women and girls and Improve their Human Rights</i>	% of women free from violence, and % of women whose lives are improved through Human Rights Protection				
	Strategic Objective (Four Cont...) Eliminate all forms of violence against women in all regions	% of all women free from Violence and % of Pastoral women free from Violence				
	Activities					
	4.2 Special and Institutional training and education for law enforcement bodies	<ul style="list-style-type: none"> ▪ Interpretation take into account systemic discrimination ▪ The improvement in the handling of cases and the amount of time taken to secure speedy trials ▪ Improved handling and sentencing of offenders and efforts of rehabilitation 	MOJ, Federal Regional Justice Bureau and supreme courts, Sharia courts	MoJ Regional Justice Bureaux The Courts	NGOs CSOs	2006...
	4.3 Punish acts of VAW perpetrated by the state or by private persons	<ul style="list-style-type: none"> ▪ The number of offenders prosecuted 	Law enforcing bodies	Police Public prosecution Courts	-	2006...
	4.4 Increase Knowledge and understanding of the causes, and consequences of VAW among Policy implementers	<ul style="list-style-type: none"> ▪ The number of policy implementers with adequate knowledge of causes and consequences of VAW 	MoWA, Regional States, Sector Ministries Training Institutions	MoWA	CSOs, NGOs	2006...
	4.5 Inform women of their rights to seek justice and provide victims of violence access to justice and related services (shelter, legal, counselling, rehabilitation ...)	<ul style="list-style-type: none"> ▪ Number of women aware of their rights ▪ Number of victims able to access justice and related services (shelter, legal, counselling, rehabilitation ...) 	MOJ, MoWA	MOJ	NGOs CSOS	
	4.6 Create conditions that enable women to report VAW in a safe and confidential environment, free from fear of penalties or retaliation	<ul style="list-style-type: none"> ▪ Number of women aware of safe and confidential reporting facilities ▪ % increase of women reporting VAW 	Law enforcing bodies	MOJ	NGOs CSO	2006...
	4.7 Implement medico-legal guidelines for victims of sexual violence against women emphasizing on those with special needs (elderly, youth, disabled...)	<ul style="list-style-type: none"> ▪ No of women aware of the guidelines ▪ No of women with special needs who benefited 	Regional and Federal States	Regional and Federal States	NGOs CSO	2006...
	4.8 Implement programmes for women and girls with special needs (elderly, youth, disabled women ...)	<ul style="list-style-type: none"> ▪ Increased no of women using such programs ▪ No of women with special needs who benefited 	MoWA, Ministries, Regional States	MoWA, Ministries, Regions	NGOs CSO	2006...

NAP-GE Plan of Action Linked to the PASDEP Policy Matrix (Human Rights and Violence)
Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Reduce Violence against women and girls and Improve their Human Rights</i>	<ul style="list-style-type: none"> ▪ % of women free from violence, and % of women whose lives are improved through the enjoyment of Human Rights 				
	Strategic Objective (Five) Promote Constitutional guarantees of equality by removing the impediments of societal belief, harmful traditional practices and prejudices	<ul style="list-style-type: none"> ▪ Substantive number of harmful traditional practices and prejudices that are removed. 				
	Activities					
	5.1 Address the root factors that established HTP, prejudice and societal belief and provide information towards sensitization and effective measures	<ul style="list-style-type: none"> ▪ No of effective plays dialogues, print media dealing with the issue ▪ The level of reduction in HTP and prejudice especially among rural and pastoral women ▪ Role models joining the fight against HTP ▪ People’s willingness to report HTP to the police 	MOLSA MoWA MOH	MOLSA MoH MoWA	NCTPE CSO NGO Community & Religious Leaders Elders, CBOs	2006 – 2010
	5.2 Organize, support and fund innovative community based methods of eradicating HTP	<ul style="list-style-type: none"> ▪ Reduction/eradication of HTP ▪ No of HTP Practitioners abandoning their ways ▪ No. of would be victims benefited 	BOLSA Health Bureaus	BOLSA Health Bureaus	CBOs NGO, CSO	2006 – 2011
5.3 Encourage research, data collection to show impact of HTPS for use in awareness raising	<ul style="list-style-type: none"> ▪ Improved awareness level ▪ Non-stereotype images of ♀ in the media 	Research institutes MoWA Sector Ministries, Regions	MoWA	NGO, CSO	2006 – 2010	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Decision Making)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Increase women's access to all levels of decision making, in particular in political and public spheres</i>	Number of men and women in position of powers and leadership				
	Strategic Objective (One) Enact Gender Sensitive Electoral Law	Gender sensitive Law enacted				
	Activities					
	1.1 Asses existing electoral Law and Identify actions needed to engender the Law	<ul style="list-style-type: none"> Existing electoral law assessed and action needed to engender the law identified 	MOWA	MOWA	CERTWID MOJ CSOs, Professional organizations	1st quarter of 2006
	1.2 Develop a revised Gender sensitive Electoral Legislation & advocate and Lobby for the Enactment of the revised Law	<ul style="list-style-type: none"> Revised and gender sensitive electoral Law passed by Parliament 	MOWA Women Parliamentarian Committee for Law, ♀'s Group	MOJ	Women's Associations	3rd Quarter of 2006
	Strategic Objective (Two) Implement Constitutionally Guaranteed Affirmative Action Measures to rectify gender imbalances in Political representation and Decision Making with a special attention to pastoral women	<ul style="list-style-type: none"> Affirmative action Policy enacted and implemented at all level of political and public sphere Increased No. of women decision makers and political leaders 	MOWA and all Ministries and commissions	Individual sector Ministries & commissions		
	Activities					
	2.1 Systematic and continuous awareness creation campaign to change negative attitudes on women's role in political and public arena with a special attention given to women in pastoralist regions	<ul style="list-style-type: none"> Affirmative action policy developed at federal and regional sector ministries and bureaus 	MOWA, at all sector ministries	Individual sector Ministries & commissions	CSO/NGO, Women's associations CERTWID Both Male and Female Activists Educational and Training Facilities Donor groups	2006-2010
	2.2 Build Interest and Capacity of Women to enter political and public sphere through leadership training and exposure trips	<ul style="list-style-type: none"> Number of women holding senior administrative positions No. of women political appointees No. of women who joined political Parties 	MOWA	MOWA Women Organizations	Professional Associations, Media Training Institutes CERTWID, NGO/CSO	2006-2010
2.3 Ensure that women in position of power are provided with necessary tools to enhance their political knowledge, leadership skills and commitment to gender equality principles	<ul style="list-style-type: none"> No. of training on leadership No. of training on policy, formulation Caucusing networking No. of gender training 	MOWA	Parliament, Ministries and MOWA	WAO/WAD, Professional Associations, Media Training Institutes CERTWID, NGO/CSO Donor Group	2006-2010	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Decision Making)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Increase women's access to all Levels of decision making, in particular in political and public spheres</i>	Equal number of men and women in position of powers and leadership				
	Strategic Objective (Two Cont...) Implement Constitutionally Guaranteed Affirmative Action Measures to rectify gender imbalances in Political representation and Decision Making with a special attention to pastoral women	Affirmative action implemented at all level of political and public sphere				
	Activities					
	2.4 Form National & Regional Advocacy & Lobbying Groups For Increased Participation of women at Legislative, Executive and Judicial Branch of Government	<ul style="list-style-type: none"> Number of established lobby groups at all level 	MOWA	MOWA	CSO/NGO Women Parliamentarians Women's associations Advocacy Institutions	2006-2010
	2.5 Encourage political parties to integrate women in elective and no-elective positions in the same proportion and at the same levels as men including membership in political parties	<ul style="list-style-type: none"> Proportion of women integrated in elective and no-elective positions Membership of women in different parties increased 	MOJ Election Board Parliament MOWA	Election Board	Women's associations CBOs, CSOs Other relevant bodies	Starting 2006
	2.6 Protect equal rights of women and men to engage in political activities and to freedom of association	<ul style="list-style-type: none"> The extent to which women are actively engaged in political activities and associations 	MOWA MOJ Human Rights Commission	MOWA, MOJ Human Rights Commission	CSO Human Rights Organizations Other relevant bodies	Starting 2006
	2.7 Create/strengthen mechanisms to monitor ♀'s access to senior levels of decision making and disseminate data on the number of women and men at various levels of decision making in GO institutions	<ul style="list-style-type: none"> No. of women at various levels of decision making positions 	MOWA Civil Service Commission, CSA	MOWA with Donor assistance	CSO CERTWID Other relevant bodies Donor Group	2006-2010
	2.8 Support NGOs and research institutes that conduct studies on women's participation in decision making and impact on the decision making environment	<ul style="list-style-type: none"> The extent and type of support given to research institutes No. of research conducted 	MOWA AAU	MOWA with Donor assistance	CERTWID Independent research institutes Donor Group	Starting 2006
	2.9 Take measures to achieve shared work and parental responsibilities between men & women to promote women's increased participation in public life	<ul style="list-style-type: none"> No. of families attempting to share work and responsibilities Extent of change in gender Roles at household & community levels 	MOWA at all levels, Public Schools Sector ministries/ bureaux	MOWA and individual ministries	NGOs CSOs, CBOs, Girls' Clubs households Advocacy Organizations	2006...
	2.10 Establish database on women's qualifications for appointing them to senior decision making positions, for dissemination to the GO, regional and international organizations and private enterprise, political parties & other relevant bodies	<ul style="list-style-type: none"> Database on women's qualifications established yearly 	MOWA CSA	MOWA with Donor assistance	CERTWID Research Institutes, Donor Group NGOs, other relevant bodies	2006-2010

NAP-GE Planning Matrix Linked to PASDEP Pillars (Decision Making)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Increase women's access to all Levels of decision making, in particular in political and public spheres</i>	Equal number of men and women in position of powers and leadership				
	Strategic Objective (Three) Build Women's and Girls Capacity in Leadership and Managerial Skills and in Exercising their Rights with a special attention to women in pastoralist regions	Number of leadership capacity building trainings				
	Activities					
	3.1 Provide Legal Literacy	<ul style="list-style-type: none"> ▪ Number of legal literacy per year ▪ No. of women and girls that participated in the training 	MOWA, MOJ	MOWA, MOJ, MOFED	Law Professional associations CERTWID NGOs CSOs	2006-2010 (3 times a year)
	3.2 Provide continuous and sequential leadership and management training and educational upgrading	<ul style="list-style-type: none"> ▪ No. of Leadership training • No. of women that participated in the training and upgrading programme 	MOWA, CSA, CERTWID Academic Institutes	MOWA, MOFED	CSOs, NGOs Donor Group	2006-2010 (2 times a year)
	3.3 Conduct Periodic public lectures, debate and discussion on women's empowerment and decision making as well as gender sensitization workshop and seminars on the importance of women's participation in decision making positions	<ul style="list-style-type: none"> ▪ Number of Public lectures, debates and Seminars ▪ No. of women that attended the activities 	MOWA, WABs, AAU CERTWID	MOWA, MOFED	CSOs, NGOs women's Associations Donor Group	2006-2010 (4 times per year)
	3.4 Strengthen women's and disabled women's self esteem through assertiveness and self-esteem training to encourage them to take up decision making positions	<ul style="list-style-type: none"> ▪ No. assertive Training provided ▪ No. of Participants and positions held 	MOWA, Training Institutes	MOWA, MOFED	WADs, WABs, Training Institutes	2006-2010 (2 times per year)
	3.5 Ensure women's equal access to managerial, entrepreneurial, and technical training including on the job training	<ul style="list-style-type: none"> • Ratio between the number of women and men that participated in such activities 	MOWA, Ministers and Managers	Sector Ministries and commissions	NGOs, CSOs Human Right Groups Donor Group	2006-2010
3.6 create a system of mentoring for inexperienced women offering training in leadership, public speaking political campaigning	<ul style="list-style-type: none"> • Number of girls and women that participated in the mentoring programme 	MOWA, CERTWID	MOWA, MOFED	CSOs, NGOs Women Associations Private training Institutes	2006-2010	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Decision Making)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
III. Democratization and Governance	General Objective <i>Increase women's access to all Levels of decision making, in particular in political and public spheres</i>	Equal number of men and women in position of powers and leadership				
	Strategic Objective (Four) Initiate specific measures to increase gender balanced representation within the political and public sphere with a special attention given to women in pastoralist regions	Types and number of measures taken to increase gender balanced representation				
	Activities					
	4.1 Have in place a gender sensitive selection criteria for promoting women to positions of decision making	<ul style="list-style-type: none"> ▪ Gender sensitive criteria developed ▪ Gender sensitive criteria being used at all government institutions 	MOWA, Ministries Commissions	Individual ministries	Donor Groups Private Institutions CSOs NGOs	2007-2010
	4.2 Carry out ongoing advocacy and lobbying activities for introducing quota and positive discrimination including for women with disability	<ul style="list-style-type: none"> ▪ Number and types of advocacy and lobbying activities per year 	MOWA, Women Parliamentarians	MOWA	CSOs NGOs Women associations Donor Group	2006-2010
4.3 Encourage greater involvement of Disabled women in decision making at all levels	<ul style="list-style-type: none"> ▪ Number of disabled women holding positions of power 	MOWA, Ministries Women Parliamentarians	Ministries	CSOs NGOs		
4.4 Monitor and evaluate the equal representation of women and men at positions of power and publish results	<ul style="list-style-type: none"> ▪ One published document per year 	MOWA, CERTWID	Sector ministries, Agencies and Institutions	CSOs NGOs Donor Group	2006-2010	

AP-GE Planning Matrix Linked to PASDEP Pillars (Institutional Mechanisms)

Goal: *Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development*

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
IV. Improved Public Institutional Performance	General Objective Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming	The Extent to which gender is mainstreamed in government departments				
	Strategic Objective (One) Create/Raise Public and Institutional Gender Awareness to facilitate wider involvement in gender work and mainstreaming	Public/institutional gender awareness raised and a wider involvement in gender mainstreaming facilitated				
	Activities					
	1.1 Conduct gender training to enable gender consideration in all development activities	<ul style="list-style-type: none"> Gender training conducted Gender awareness created among the various bodies 	MOWA, WABs, training institutes	All Sector Ministries and Regional Bureaus	NGO CSO Private Sector Donor Group	2006-2010
	1.2 Raise community's awareness on the values of girls education and women occupying administrative and decision making positions, paying special attention to pastoral communities	<ul style="list-style-type: none"> No. of awareness sessions and participants by sex Number of Woredas covered Change of attitudes among pastoral communities measured by the increased number of girls going to school 	MOWA, WABs, training institutes Education forums and boards	All Sector Ministries and Regional Bureaus	NGO CSO Private Sector Donor Group	2006-2010
	1.3 Disseminate programmes that promote rural and pastoral girls' education and their participation in NFE	<ul style="list-style-type: none"> No. of awareness sessions and participants by sex Number of Woredas covered Expansion and utilization of NFE by girls in Pastoral communities 	MOE, PTA, Education forums Girls Clubs	MOE, MOFED	UNICEF, FAWE Prognyst	2006-2010
	1.4 Popularise Job Descriptions (JD) and mandates of Women's Affairs structures to other departments and units	<ul style="list-style-type: none"> Mandates and JD popularised Stakeholders aware of JD and mandates 	MOWA, WABs	MOWA, All Sector Ministries and Regional Bureaus	-	2006-2010
	1.5 Involve the media in gender awareness creation activities	<ul style="list-style-type: none"> Media effectively utilised in gender awareness creation 	Women's Affairs Units, MOI	MOI and Regional Information Bureaus	NGO CSO Private Sector Donor Group	2006-2010
	1.6 Provide education on the fact that gender does not mean women and ensure male involvement	<ul style="list-style-type: none"> Clear distinction made between women and gender Degree of male involvement in gender work 	Women's Affairs Units, training Institutes	MOWA, All Sector Ministries and Regional Bureaus, MOFED	NGO CSO Private Sector Donor Group	2006-2010
	Strategic Objective (Two) Revise the Women's Policy	Women's Policy Revised				
	Activities					
Revision of the women's policy in accordance with existing realities	<ul style="list-style-type: none"> The women's policy revised 	MOWA with others	MOWA, MOFED	NGO, Donor Group	2006	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Institutional Mechanisms)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
IV. Improved Public Institutional Performance	General Objective Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming	The Extent to which gender is mainstreamed in government departments				
	Strategic Objective (Three) Strengthen the National Women's Machinery	The National Women's Machinery strengthened				
	Activities					
	3.1 Ensure membership of Women's Affairs Machinery in Decision making structures of the government	<ul style="list-style-type: none"> • WAO becomes member of council of ministers • Regional, Zonal, Woreda, Keble WA structures become members of Councils 	MOWA, Council of Ministers, WABs	MOWA, Council of Ministers, WABs	-	2006
	3.2 Allocate adequate budget for all women's affairs activities	<ul style="list-style-type: none"> • Adequate Budget allocated for women's affairs at all levels 	MOFED, ministries	Sector Ministries, Council of Ministers,	NGO Donor Group	2006-2010
	3.3 Assign qualified staff in sufficient numbers	<ul style="list-style-type: none"> • Qualified staff assigned in sufficient numbers 	CSC, Ministries	All Ministries	-	2006-2010
	3.4 Build the capacity of staff with different training programmes	<ul style="list-style-type: none"> • Staff trained in the design, planning, implementation, etc from a gender perspective • Skills of existing WA staff upgraded ▪ Staff trained in data management 	MOWA, MOE	MOWA, MOE	NGO Donor Group	2006-2010
	3.6 Strengthen the development of JD with indications and clear mandates	<ul style="list-style-type: none"> ▪ JD developed for all staff positions ▪ Clear mandates set 	MOWA, WABs, CSC	MOWA, Ministries	NGO Donor Group	2006-2010
3.7 Institutionalize Gender Training	<ul style="list-style-type: none"> • Gender research and training institutions and departments created and/or strengthened • Gender training standardized • Experienced National gender trainers group formed ▪ Training modules for different categories of trainees developed 	MOWA, Training Institutes	MOWA, Training Institutes	NGO CSO Donor Group	2006-2007	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Institutional Mechanisms)
Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
IV. Improved Public Institutional Performance	General Objective Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming	The Extent to which gender is mainstreamed in government departments				
	Strategic Objective (Four) Generate and disseminate gender disaggregated data for planning and monitoring	Gender sensitivity of plans and monitoring ensured				
	Activities					
	4.1 Create/Support research institutions that undertake studies on gender	<ul style="list-style-type: none"> ▪ No. of research institutions created and/or strengthened 	MOWA, Training Institutes, EPA, CSA, MORAD, sector Ministries/offices	MOWA, STCE AAU	Private sector, NGOs, Donors and others	Starting 2006
	4.2 Develop appropriate methodologies for the collection, compilation, analysis and dissemination of gender disaggregated data	<ul style="list-style-type: none"> ▪ Appropriate data management methodologies developed 	MOWA, Training Institutes, EPA, CSA, MORAD, sector Ministries/offices and others	MOWA, CSA, Sector Ministries	Private sector, NGOs, Donors and others	2006-2007
	4.3 Undertake studies that address different gender issues including economic situation, environment, disability, VAW such as Domestic violence, Sexual harassment, rape, trafficking, etc	<ul style="list-style-type: none"> ▪ No. and type of research undertaken ▪ Availability of data on different issues 	MOWA, EPA, CSA, MORAD, sector Ministries/offices and others	MOWA, MOJ, Police Commissions, CSA, Sector Ministries	Private sector, NGOs, Donors and others	Starting 2006
	4.4 Create data base and disseminate information	<ul style="list-style-type: none"> • Data base created and information disseminated on a continuous basis 	MOWA, CSA, Sector Ministries, EPA, CSA, MORAD, Ministries/offices and others	MOWA, CSA, Sector Ministries, EPA, CSA	Private sector, NGOs, Donors and others	Starting late 2006
4.5 Train Women's Affairs staff in data generation, compilation and reporting	<ul style="list-style-type: none"> • Women's Affairs staff trained in data generation compilation and reporting 	MOWA, EPA, CSA, Training Institutes	MOWA	NGOs, Donors and others	Starting 2006	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Institutional Mechanisms)
Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
IV. Improved Public Institutional Performance	General Objective Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming	The Extent to which gender is mainstreamed in government departments				
	Strategic Objective (Five) Integrate gender perspectives in all legislation, policies, strategies, programmes and projects	Gender perspectives integrated in legislations, policies, strategies, programmes and projects				
	Activities					
	5.1 Review existing laws, policies, strategies, programmes, etc and revise as necessary	<ul style="list-style-type: none"> ▪ No. of laws, policies, strategies, programmes reviewed and/or revised 	MOWA, EPA, CSA, MORAD, sector Ministries/offices etc	MOWA, All Sector Ministries, Authorities and Commissions	MOWA, Private sector, NGOs, Donors and others	2006-2007
	5.2 Provide Gender training for Planners and Implementers in all regions	<ul style="list-style-type: none"> ▪ Number of trainings and participants by sex ▪ No. of plans, programmes that incorporate gender 	Women's Affairs Bureaux (WABs)	MOWA, All Sector Ministries, Authorities and Commissions	NGOs, CSOs UN Agencies	Every year starting June 2006
	5.3 Distribute widely gender mainstreaming manuals prepared in ministries etc and follow up their implementation	<ul style="list-style-type: none"> ▪ No. of manuals distributed ▪ Number of relevant people who received the manuals 	MOE, MOH, Regional Education and Health WABs	All Sector Ministries, Authorities and Commissions	-	June 2006
	5.4 Engender regional and institutional strategic plan also ensuring appropriate budget allocation	<ul style="list-style-type: none"> • Strategic plans engendered • Adequacy of budget allocated 	Regional bureaus, Ministries, other institutions,	Regional Bureaus, Ministries, Authorities and Commissions	-	2006...
	5.5 Follow up the mainstreaming process at all levels	<ul style="list-style-type: none"> ▪ No. of activities that consider gender 	MOWA, Ministries, WABs	MOWA, and all sector Ministries	-	
5.6 Restructure the Women' Affairs Office for effective gender mainstreaming	<ul style="list-style-type: none"> • WAO Restructured • Clear line of command created 	MOWA Structures	MOWA	WAO and partners		

NAP-GE Planning Matrix Linked to PASDEP Pillars (Institutional Mechanisms)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
IV. Improved Public Institutional Performance	General Objective Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming	The Extent to which gender is mainstreamed in government departments				
	Strategic Objective (Six) Create/Strengthen Partnership, Collaboration and Networking among institutions working on gender	Collaboration among institutions working on gender created and/or strengthened				
	Activities					
	6.1 Identify institutions for networking through consultation and assessment including those working on environment	<ul style="list-style-type: none"> Extent to which all important development actors are identified 	MOWA, EPA, and other government agencies	MOWA, Sector Ministries, Regional Bureaus	NGOS, CSOs donors and partners and the private sector	2006
	6.2 Create mechanisms, e.g. forums for Collaboration and networking	<ul style="list-style-type: none"> Level of partnership established Mechanisms of cooperation and coordination created 	MOWA, EPA, and other government agencies	MOWA	NGOS, CSOs Private sector, donors and partners	2006
	6.3 Enhance leadership capacity of grassroots women	<ul style="list-style-type: none"> Grassroots women provided with leadership skills 	MOWA, and WABs	MOWA, and WABs	NGOS, CSOs	Starting 2006
	6.4 Enhance leadership capacity of grassroots women's associations, indigenous NGOs and CBOs	<ul style="list-style-type: none"> No. of grassroots women leaders that participated in training activities No. of training given to CBOs and women's participation 	MOWA, and WABs	MOWA, and WABs	NGO Donor Group CSO Training Institutes	2006-2010 (2 times a year)
	6.5 Support the creation and strengthening of women and girls independent organizations and associations	<ul style="list-style-type: none"> Increased number of women's associations No. of grassroots organizations supported Increased formation of networks and coalitions 	MOWA, Women Parliamentarians	MOWA, and WABs	INGOs Donor Group CSO	2006-2010
6.6 Create networking among WADS	<ul style="list-style-type: none"> Networking among WADS created 	MOWA	MOWA, and WABs	NGOS, CSOs donors and partners	2006	

NAP-GE Planning Matrix Linked to PASDEP Pillars (Institutional Mechanisms)

Goal: Contribute Towards the Attainment of Equality between Men and Women in Social, Political and Economic Development

PASDEP Pillars	Objectives and Activities	Indicators	Responsible Bodies		Potential Partners	Time Frame
			Activities	Budget Allocation		
IV. Improved Public Institutional Performance	General Objective Implement a gender-based analysis and approach in all government departments and support institutional mechanisms for gender mainstreaming	The Extent to which gender is mainstreamed in government departments				
	Strategic Objective (Seven) Assign Accountability for gender Issues in all government institutions	All government institutions become accountable for gender issues				
	Activities					
	7.1 Ensure the women's Affairs units reports are part of the organizations report	<ul style="list-style-type: none"> Organizational reports incorporate gender concerns 	Regional bureaus, Ministries, other institutions,	Regional bureaus, Ministries	-	2006-2010
	7.2 Make gender integration in organizations one criterion for evaluating performance of organizations, their leaders and staff	<ul style="list-style-type: none"> Gender integration made an indicator for performance evaluation Clear line of command created 	Ministries, Authorities, Council of Ministers	Ministries, Authorities, Council of Ministers	-	2006-2010
	7.3 Create ownership feeling for gender issues among the community, policy and decision makers, through gender awareness creation	<ul style="list-style-type: none"> Ownership feeling for gender issues created among all sectors of society 	MOWA, NGOS, CSOs, Ministries,	MOWA, Council of Ministers	-	2006-2010
	7.4 Create a mechanism whereby sectors are accountable for considering gender in development plans	<ul style="list-style-type: none"> A mechanism for holding leaders accountable for gender issues created 	MOWA, NGOS, CSOs, Ministries,	MOWA, Council of Ministers	-	2006-2010
	Strategic Objective (Eight) Initiate the creation and Strengthening of Women's Associations in rural and Urban Pastoral Communities as	<ul style="list-style-type: none"> Women's Associations created in rural/urban communities, and provided with support 				
	Activities					
	8.1 Creation of women's associations in all pastoral communities	<ul style="list-style-type: none"> Women's Associations created at all levels 	MOWA, Women's Affairs structures at all levels, women's groups	MOWA, Regional Women's Affairs	NGOs, CBOs	2006-2008
	8.2 Build the capacity of members and partners	<ul style="list-style-type: none"> Literacy and skills upgrading provided Amount and quality of support given to the associations Gender training to association and CBO members provided 	MOWA, Women's Affairs at all levels, women's groups	MOWA, Regional Women's Affairs	APDA, other NGOs, CBOs	2006-2010
8.3 Create Strong Linkage with relevant bodies, especially clan leaders and elders groups	<ul style="list-style-type: none"> Degree of linkage of associations with GO institutions & NGOs working on gender The Creation/ strength of the linkages 	MOWA structures at all levels, women's groups	MOWA, Regional Women's Affairs	NGOs, CBOs	2006-2010	

7. Budgeting Approaches and Financial Sources for the NAP-GE

7.1 Budgeting Approaches

The successful implementation of the NAP-GE will depend on a favourable and appropriate allocation of resources to the identified and prioritized strategic objectives and related activities by federal ministries, local governments, gender donor groups, international NGOs and others. To determine the amount of financial resources needed for the implementations of the suggested activities, a process of costing and budget preparation is inevitable. The recent initiative on Gender Responsive Budget Initiative by MOFED will assist the preparation of the necessary budget for the NAP-GE implementation.

The allocation of a specific budgetary figure by consultants has been discussed many times in the last several months, among different combinations of (WAO/PMO, Consulting Team, Technical & Steering Committees, and Gender Donor Group). However when this discussion was carried out with the experts from MOFED, they had shared the consultants' view that the required budget for each activity should not be prepared by the consultants, because the proposed budget will be highly arbitrary. What was therefore agreed was Ministry of Women's Affairs" would initiate a process of discussion with MOFED, especially with the Welfare Monitoring Unit, CSA, and relevant line ministries in order to prepare a realistic budget for the plan. MOWA, Ministries and Agencies as well as Women's Affairs Department Heads would work together in the budget formulation process.

In the belief that budgeting will not be sidelined an extra column is inserted in the planning matrix to show responsible bodies for budget allocation.

7.2 Financial Sources for the NAP-GE

The primary responsibility for financing the implementation of the BPA rests with the government. The process involves the integration of a gender perspective in budgetary decisions on policies and programmes as well as adequate financing of specific programmes. Governments are required to allocate sufficient resources, including for undertaking gender analysis. They should also encourage NGOs the private sector and other actors of the civil society to mobilize additional resources, (BPA, 1995). But, financial and human resources for the advancement of women have generally been inadequate. In Ethiopia too, national machineries had suffered from lack of human and financial resources at all levels; gender budgeting having been non-existent in the past.

It is also expected that adequate financial resources would be committed at the international level, for implementation of the BPA in the developing countries, particularly in Africa. Strengthening national capacities will require ensuring the fulfilment of the agreed target of 0.7% of the gross national product of developed countries for overall development assistance, as well as increasing the share of funding for activities designed to implement the platform for action (PFA).

Five years after Beijing, the UN general assembly in its third session stated that "The realization and the achievement of the goals of gender equality development and peace need to be supported by the allocation of necessary human, financial, and material resources for specific and targeted activities to ensure gender equality at the local, national, regional and international levels, as well as by enhanced and increased international cooperation. Explicit

attention to these goals in the budgetary processes at the national regional and international levels is essential.”

The government of Ethiopia is expected and is planning to allocate fairly adequate budget for the implementation of this NAP, with additional input from international aid sources. The international community, development partners and donors as set in the MDGs have a shared responsibility in assisting Ethiopia to achieve the critical goals. These are in the areas of development assistance, debt relief, and access to market.

8. Monitoring and Evaluation (M&E)

An M&E plan is a tool for management; a learning tool; and an important tool for better communication with stakeholders. A complete M&E Plan will include: indicators and their definitions; baseline and target values for each indicator; data source and method of data collection; schedule (frequency) for data collection; and finally, a description of data quality assessment procedures. Monitoring and Evaluation is a process that enables:

- Planning to monitor results;
- Collecting and analysing performance information to track progress towards planned results (crucial information for donors whether their resources are producing the intended results of reducing poverty among women);
- Using performance information to influence policies and decision making;
- Communicating results achieved.

Since the Fourth International Women's Conference in Beijing in 1995, there has been several attempts to mainstream gender, few though have developed systems to monitor and evaluate the gender impact of their programmes, projects and policies or of the gender institutionalising process within their organizations or at government level (Paola Brambill, 2001).

A robust and reliable Monitoring and Evaluation (M&E) system is required to allow an assessment of the progress on the delivery of the NAP-GE.

A gender-sensitive monitoring and evaluation needs to be designed for this NAP. It is recommended that an expertise be brought in and a programme for the M&E planned in advance, incorporating the mechanisms, responsible bodies, time frame and other relevant details.